



Catalogue no. 71-211-XIE

# Work absence rates

2003



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# Work absence rates

2003

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## Symbols

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- . not available for any reference period
- .. not available for a specific reference period
- ... not applicable
- 0 true zero or a value rounded to zero
- 0<sup>s</sup> value rounded to 0 (zero) where there is a meaningful distinction between true zero and the value that was rounded
- P preliminary
- r revised
- x confidential to meet secrecy requirements of the *Statistics Act*
- E use with caution
- F too unreliable to be published

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## Highlights

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- Estimates from the Labour force survey reveal a steady rising trend in both work absence incidence and time lost for personal reasons (own illness or disability, and other personal and family demands) between 1997 and 2002. Several factors accounted for the rising trend: notably, the aging of the workforce; the growing share of women in the workforce, especially mothers with young children; high stress among workers and the increasing prevalence of generous sick and family-related leave at the workplace.
- In an average week in 1997, excluding women on maternity leave, about 5.5% (484,000) of all full-time employees holding one job were absent from work for all or part of the week for personal reasons. By 2002, the figure had risen to 7.6% (771,000). Total work time missed for these reasons also rose steadily, from 3.0% of the weekly scheduled work time in 1997 to 3.6% in 2002. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.4 days per worker in 1997 to 9.0 days in 2002. Work absences due to own illness or disability as well as those due to other personal or family responsibilities witnessed continuous increases during the period.
- The steadily rising trend stalled in 2003. That year, the incidence fell to 7.3%, but the days lost per worker (9.1 days) were a shade higher than the year before, suggesting that absence durations in 2003 were generally longer. Whether this is the beginning of a new trend is too early to speculate.

# Analysis

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## Work absence

There are many kinds of absence. Some, such as annual vacations, are generally considered beneficial for both the organization and the employee. Since they are usually scheduled, their effect on the organization can be fairly easily absorbed; the same can be said of statutory holidays. Other absences, such as those caused by illness and family-related demands, are generally unavoidable, as are those due to inclement weather.

'Absenteeism'—a term used to refer to absences that are avoidable, habitual and unscheduled—is a source of irritation to employers and co-workers. Such absences are disruptive to proper work scheduling and output, and costly to an organization and the economy as a whole.

Although absenteeism is widely acknowledged to be a problem, it is not easy to quantify. The dividing line between avoidable and unavoidable is difficult to draw, and absenteeism generally masquerades as legitimate absence. The Labour Force Survey (LFS) can provide measures of time lost because of 'personal reasons,' that is, illness or disability, and personal or family responsibilities (see Data quality, concepts and methodology — Data Source). However, within these categories, it is impossible to determine if an absence is avoidable or unscheduled. LFS data on absences for personal reasons can, however, be analyzed to identify patterns or trends that indicate the effect of absenteeism (see Data quality, concepts and methodology — Definitions).

## Recent trends—1997 to 2003

Estimates from the Labour Force Survey reveal a steady rising trend in both work absence incidence and time lost for personal reasons (own illness or disability, and other personal and family demands) between 1997 and 2002.<sup>1</sup> Several factors accounted for the rising trend: notably, the aging of the workforce; the growing share of women in the workforce, especially mothers with young children; high stress among workers,<sup>2</sup> and the increasing prevalence of generous sick and family-related leave at the workplace (Chart 1).

In an average week in 1997, excluding women on maternity leave, about 5.5% (484,000) of all full-time employees holding one job were absent from work for all or part of the week for personal reasons. By 2002, the figure had risen to 7.6% (771,000) (Table 6). Total work time missed for these reasons also rose steadily, from 3.0% of the weekly scheduled work time in 1997 to 3.6% in 2002. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.4 days per worker in 1997 to 9.0 days in 2002. Work absences due to own illness or disability as well as those due to other personal or family responsibilities witnessed continuous increases during the period.

The steadily rising trend stalled in 2003. That year, the incidence fell to 7.3%, but the days lost per worker (9.1 days) were a shade higher than the year before, suggesting that absence durations in 2003 were generally longer. Whether this is the beginning of a new trend is too early to speculate.

## Variations in absence rates in 2003

Absence for personal reasons differs among various worker groups. Several factors are responsible; among the principal ones are working conditions (for example, the physical environment, degree of job stress,

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1. 1997 marks the introduction of the revised Labour Force Survey questionnaire.

2. For more information on this subject, see Margot Shields, "Stress, health and the benefit of social support", *Health Reports (Statistics Canada, Catalogue 82-003-XIE)* 15, no. 1, January 2004. Also see Cara Williams, "Sources of workplace stress," *Perspectives on Labour and Income (Statistics Canada, Catalogue 75-001-XIE)* 4, no. 6. June 2003 online edition.

employer-employee relations, collective agreement provisions, work schedules); adequacy and affordability of community facilities such as child-care centres and public transportation; family circumstances, especially the presence of preschool children and other dependent family members; and physical health of the worker, a factor closely related to age. Measuring the effects of these and other contributing factors is not easy since many are not captured by the LFS. However, some insight is gained by examining personal absences in 2003 by selected demographic characteristics, occupation and industry, and other attributes such as union and job status.

## Demographic differences

In 2003, excluding women on maternity leave, an estimated 7.3% (760,000) of full-time employees missed some work each week for personal reasons: 5.4% for own illness or disability, and 2.0% for personal or family responsibilities (Table 7-1). As a result, full-time employees lost about 3.6% of their work time each week.

On average, each full-time employee lost 9.1 days over the year for personal reasons (about 7.4 for own illness or disability, and 1.7 for personal or family demands). In total, full-time employees missed an estimated 94.2 million workdays for personal reasons in 2003.

On average, men working full time lost fewer days (8.1 or 6.6 for illness or disability plus 1.5 for personal or family demands) than women full-time employees (10.5 or 8.7 plus 1.9).

The presence of preschool-aged children exerts a strong influence on work absences for personal or family responsibilities, especially for women. In such families, women employed full time lost an average of 4.5 days in 2003; men, 4.0 days.

Workdays missed because of illness or disability tended to rise with age, from an average of 5.0 days for youth (15 to 19) to 10.8 for full-time employees aged 55 to 64.

## Industry and sector

Work absence rates differ by sector (public or private) and industry, with almost all of the difference emanating from illness and disability absences (Table 8-1). Contributing factors include the nature and demands of the job, the male/female composition of the workforce, and the union density—the last being a strong determinant of the presence or lack of paid sick/family leave entitlements.

Full-time employees in the public sector lost more work time in 2003 for personal reasons (about 11.4 days on average) than their private-sector counterparts (8.5 days).

At the major industry level, the most workdays missed were by employees in health care and social assistance (12.8 days), transportation and warehousing (11.4), and public administration (10.7).

The lowest averages were recorded by full-time workers in the professional, scientific and technical industry (5.3 days), and in agriculture (6.2).

## Occupation

Contributing factors by occupational absence rates are similar to those for industry (Table 9-1). Again, as by industry, differences arise mainly from time lost due to illness or disability.

The most days lost in 2003 were recorded for full-time employees in health occupations (13.0); occupations unique to production (11.1); and trades, transport and equipment operators (10.6).

Workers in managerial jobs (5.2), natural and applied sciences (6.1), and culture and recreation (6.9) recorded the fewest days lost.

## Union coverage, job status, workplace size and job tenure

Full-time workers who belonged to unions or were covered by collective agreements missed almost 80% more workdays on average in 2003 for personal reasons than their non-unionized counterparts (12.8 versus 7.2) (Table 10-1).

Workers who considered their jobs to be permanent (and hence more likely to be unionized) lost more workdays (9.2) than those who said their jobs were not permanent (7.7).

Days lost tended to rise with workplace size, increasing from a low of 7.5 in workplaces with fewer than 20 employees (firms more likely to have low union rates) to over 10.0 in workplaces with 100 or more (firms likely to have high union rates).

Days lost tended to rise with job tenure, with almost all the differences arising from illness and disability. They rose from an average of 6.6 days among persons with tenure of up to one year to more than 10.0 days among those with nine or more years (the latter group likely being older).

## Province and CMA

Work absence levels differed by geographic area (Table 11-1), with most of the variation again arising from illness or disability.

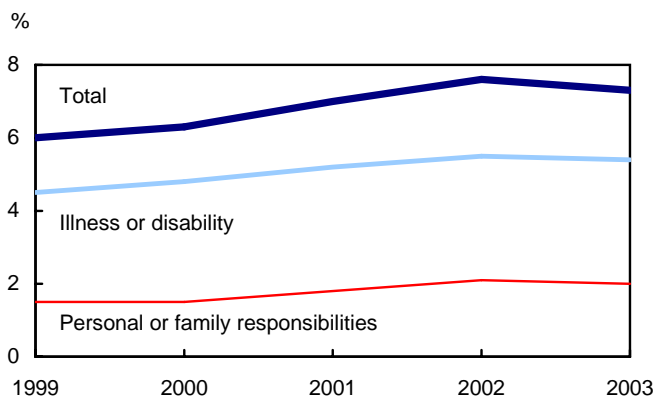
Full-time employees in Quebec and Saskatchewan lost the most work time in 2003 (10.6 and 10.5 days). Those in Prince Edward Island (7.5) and Alberta (7.9) lost the least.

Among the census metropolitan areas, workers in St. John's, Saint John, Saguenay, Montréal, Sherbrooke, Gatineau, Thunder Bay, Regina, Saskatoon and Victoria lost the most workdays (an average of more than 10 days per full-time worker). Those in Greater Sudbury, Toronto, London and Calgary lost the least time (an average of less than 8.0 days per full-time worker).

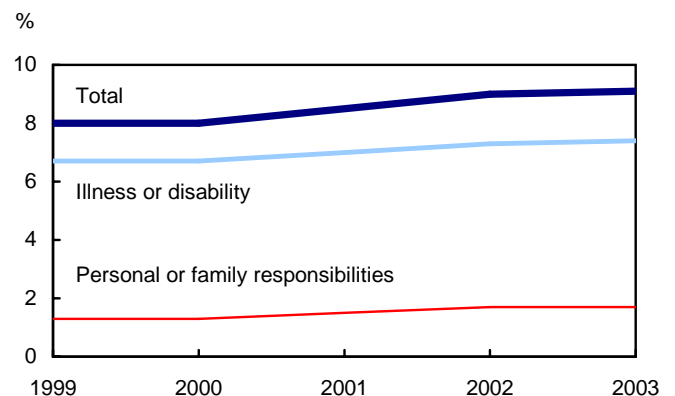
### Chart 1

**The incidence of work absences due to personal reasons and the resulting days lost increased steadily between 1997 and 2001.**

#### Incidence



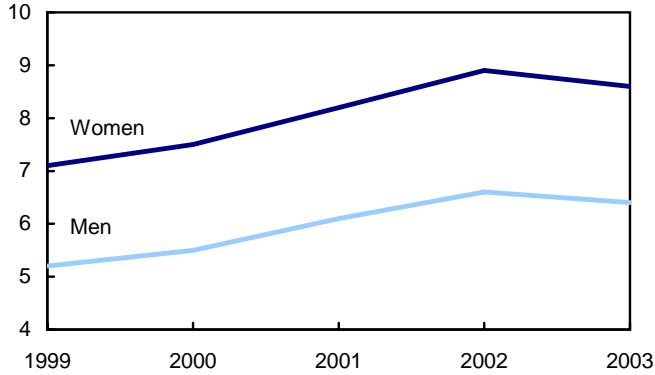
#### Days lost



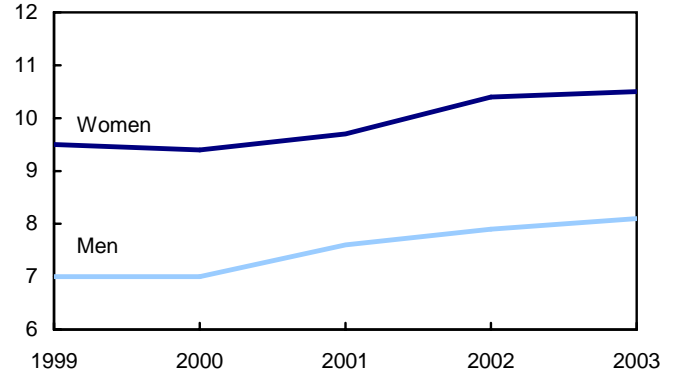
**Chart 2**

**Work absence incidences and days lost are generally higher for women than men.**

**Incidence**



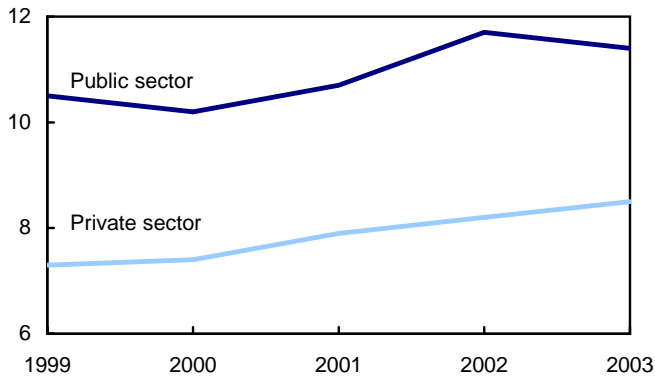
**Days lost**



**Chart 3**

**Work days lost in the public sector have remained higher than for employees in the private sector, as have those of unionized workers vis-à-vis the non-unionized.**

**Incidence**



**Days lost**

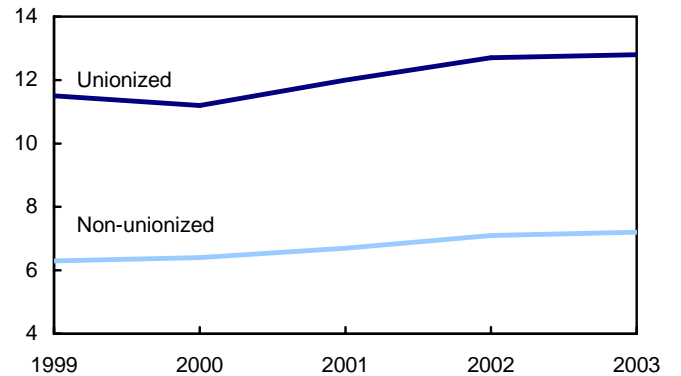
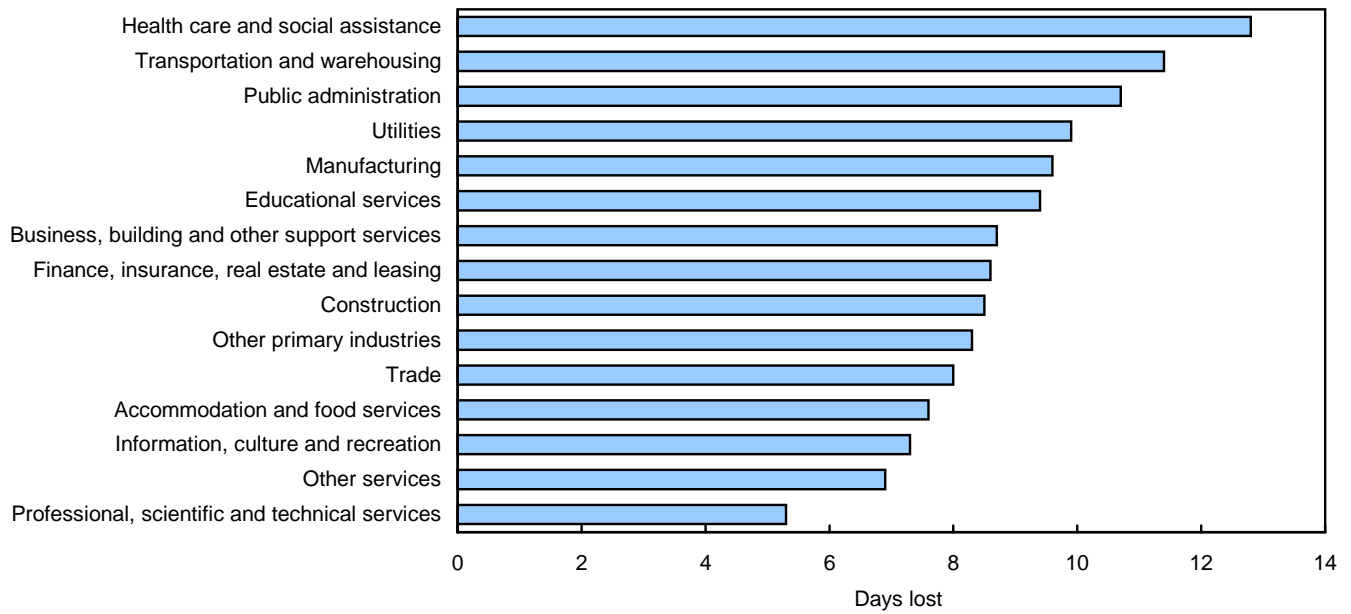


Chart 4

In 2003, workers in the health care and social assistance industry lost the most time for personal reasons.



## Related products

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### Selected publications from Statistics Canada

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71-526-XPB	Methodology of the Canadian Labour Force Survey
71-543-GIE	Guide to the Labour Force Survey
71-544-XIE	Labour Force Survey products and services.
71F0004XCB	Labour force historical review
71M0001XCB	Labour Force Survey microdata file
75-001-XIE	Perspectives on labour and income
75-001-XPE	Perspectives on labour and income

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**Selected CANSIM tables from Statistics Canada**


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109-5204	Unemployment rate, labour force aged 15 and over, Canada, provinces, health regions and peer groups
279-0029	Absence rates of full-time employees, by sex for Canada, provinces and census metropolitan areas (CMA)
279-0030	Absence rates of full-time employees, by sex and North American Industry Classification System (NAICS), Canada
279-0031	Absence rates of full-time employees, by sex and Standard Occupational Classification, 1991 (SOC), Canada
279-0032	Absence rates of full-time employees, by sex and age group, Canada
279-0033	Absence rates of full-time employees, by sex and presence of children, Canada
279-0034	Absence rates of full-time employees, by sex and job tenure, Canada
279-0035	Absence rates of full-time employees, by sex and public and private sector, Canada
279-0036	Absence rates of full-time employees, by sex and education, Canada
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282-0001	Labour force survey estimates (LFS), by sex and detailed age group
282-0002	Labour force survey estimates (LFS), by sex and detailed age group
282-0003	Labour force survey estimates (LFS), by educational attainment, sex and age group
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282-0005	Labour force survey estimates (LFS), by full- and part-time students during school months, sex and age group
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## **Selected surveys from Statistics Canada**

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## **Selected tables of Canadian statistics from Statistics Canada**

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- *Canada: Economic and financial data (IMF)*
- *Canadian Statistics - Labour force characteristics*
- *Canadian Statistics - Employment by industry*
- *Canadian Statistics - Selected economic indicators, Canada and United States*
- *Canadian Statistics - Days lost per worker due to illness or disability, by sex, Canada and provinces*
- *Canadian Statistics - Economic indicators, by provinces and territories (monthly and quarterly)*
- *Economic indicators - Canada*
- *Canadian Statistics - Labour force and participation rates by sex and age group*
- *Canadian Statistics - Labour force, employed and unemployed*
- *Canadian Statistics - Employment by industry and sex*
- *Canadian Statistics - Full-time and part-time employment*
- *Canadian Statistics - Labour force characteristics by age and sex*
- *Canadian Statistics - Distribution of Employed People, by Industry, by Province*
- *Canadian Statistics - Labour force characteristics by Census metropolitan areas*
- *Canadian Statistics - Labour force characteristics by economic regions*
- *Canadian Statistics - Days lost per worker by cause, Canada and provinces*
- *Canadian Statistics - Days lost per worker by industry and sex*
- *Canadian Statistics - People employed, by educational attainment*
- *Canadian Statistics - Reasons for part-time work*
- *Canadian Statistics - Self-employment, historical summary*
- *Canadian Statistics - Employment by age, sex, type of work, class of worker and province, seasonally adjusted*
- *Canadian Statistics - Employment by major industry groups and province, seasonally adjusted*
- *Canadian Statistics - Actual hours worked per week by industry, seasonally adjusted*

- *Canadian Statistics - Average hourly wages of employees by selected characteristics, profession and by province, unadjusted data*
- *Canadian Statistics - Labour force characteristics, census metropolitan areas (three-month moving averages, seasonally adjusted)*
- *Canadian Statistics - Labour force characteristics, census metropolitan areas (three-month moving averages, unadjusted)*
- *Canadian Statistics - Labour force characteristics, economic regions (three-month moving averages, unadjusted)*
- *Canadian Statistics - Labour force characteristics (monthly seasonally adjusted data)*
- *Canadian Statistics - Labour force characteristics (monthly unadjusted data)*

# Statistical Tables

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Table 1-1

Absence rates for full-time employees by sex and age, 2003<sup>1</sup>

	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
	percentage						days		
<b>Both sexes</b>									
15-19 years	6.4	4.6	1.8	2.6	2.0	0.7	6.6	5.0	1.6
20-24 years	6.6	4.9	1.7	2.7	2.1	0.6	6.7	5.3	1.4
25-34 years	7.5	5.2	2.3	3.4	2.5	0.8	8.4	6.4	2.0
35-44 years	7.5	5.3	2.2	3.7	3.0	0.7	9.2	7.4	1.8
45-54 years	7.0	5.5	1.6	3.8	3.3	0.5	9.5	8.2	1.3
55-64 years	8.2	6.4	1.7	4.9	4.3	0.6	12.3	10.8	1.5
65 years and over	5.3	3.4	F	3.0	2.3	F	7.5	5.7	F
<b>Males</b>									
15-19 years	6.1	4.5	1.7	2.7	2.1	0.6	6.8	5.3	1.5
20-24 years	6.0	4.4	1.6	2.6	2.0	0.6	6.5	5.1	1.4
25-34 years	6.7	4.6	2.1	3.1	2.3	0.8	7.9	5.8	2.1
35-44 years	6.3	4.4	1.9	3.1	2.5	0.6	7.9	6.3	1.5
45-54 years	6.0	4.6	1.4	3.3	2.8	0.5	8.2	7.0	1.1
55-64 years	7.1	5.6	1.5	4.3	3.8	0.5	10.8	9.6	1.2
65 years and over	5.2	3.5	F	3.1	2.4	F	7.7	6.0	F
<b>Females</b>									
15-19 years	6.9	4.9	2.0	2.5	1.8	0.7	6.3	4.5	1.8
20-24 years	7.3	5.6	1.7	2.8	2.2	0.6	7.0	5.6	1.4
25-34 years	8.7	6.2	2.5	3.7	2.9	0.8	9.2	7.2	2.0
35-44 years	9.0	6.5	2.6	4.4	3.6	0.8	11.0	8.9	2.1
45-54 years	8.3	6.6	1.7	4.5	3.9	0.6	11.3	9.7	1.6
55-64 years	9.7	7.6	2.0	5.9	5.1	0.7	14.7	12.8	1.9
65 years and over	F	F	F	F	F	F	F	F	F

1. Excluding maternity leave

Table 1-2

Absence rates for full-time employees by sex and education attainment, 2003<sup>1</sup>

	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
	percentage						days		
<b>Both sexes</b>									
Less than grade 9	8.4	6.6	1.7	5.1	4.6	0.5	12.9	11.6	1.3
Some secondary	8.3	6.3	2.0	4.5	3.8	0.7	11.2	9.5	1.7
High school graduation	7.3	5.5	1.8	3.7	3.1	0.6	9.4	7.8	1.5
Some postsecondary	7.7	5.5	2.2	3.7	2.9	0.8	9.3	7.3	2.0
Postsecondary certificate or diploma	7.6	5.6	2.0	3.8	3.1	0.7	9.5	7.7	1.7
University degree	6.2	4.3	1.9	2.7	2.0	0.7	6.7	5.0	1.6
<b>Males</b>									
Less than grade 9	7.4	5.9	1.6	4.5	4.0	0.5	11.3	10.1	1.2
Some secondary	7.7	5.8	1.9	4.2	3.6	0.6	10.5	9.0	1.5
High school graduation	6.5	4.9	1.6	3.5	2.9	0.6	8.6	7.2	1.4
Some postsecondary	6.6	4.8	1.8	3.2	2.6	0.7	8.1	6.5	1.6
Postsecondary certificate or diploma	6.5	4.6	1.8	3.3	2.7	0.6	8.3	6.7	1.6
University degree	5.1	3.2	1.9	2.1	1.4	0.7	5.2	3.6	1.6
<b>Females</b>									
Less than grade 9	10.2	8.1	2.1	6.4	5.8	0.6	16.1	14.5	1.6
Some secondary	9.5	7.2	2.4	5.1	4.3	0.8	12.7	10.6	2.1
High school graduation	8.4	6.4	2.0	4.1	3.5	0.7	10.4	8.7	1.6
Some postsecondary	9.2	6.3	2.8	4.4	3.4	1.0	11.0	8.5	2.5
Postsecondary certificate or diploma	9.0	6.7	2.3	4.4	3.7	0.8	11.1	9.1	1.9
University degree	7.5	5.5	2.0	3.4	2.7	0.7	8.4	6.7	1.7

1. Excluding maternity leave

Table 1-3

Absence rates for full-time employees by sex and presence of children, 2003<sup>1</sup>

	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
	percentage						days		
<b>Both sexes</b>									
With children	7.7	5.3	2.5	3.8	2.9	0.9	9.5	7.3	2.2
Preschoolers, under 5 years	9.0	5.0	3.9	4.2	2.5	1.7	10.5	6.4	4.2
Children 5-12 years	7.9	5.5	2.4	3.7	3.0	0.6	9.2	7.6	1.6
Children 13 years and over	6.8	5.2	1.6	3.7	3.1	0.5	9.2	7.8	1.4
Without children	7.0	5.5	1.6	3.5	3.0	0.5	8.8	7.5	1.3
<b>Males</b>									
With children	6.5	4.3	2.2	3.2	2.4	0.8	8.1	6.1	2.0
Preschoolers, under 5 years	7.7	4.3	3.5	3.8	2.2	1.6	9.5	5.5	4.0
Children 5-12 years	6.3	4.3	2.0	2.9	2.4	0.5	7.3	6.0	1.2
Children 13 years and over	5.6	4.2	1.4	3.1	2.6	0.4	7.7	6.6	1.1
Without children	6.3	4.8	1.4	3.2	2.8	0.5	8.1	6.9	1.1
<b>Females</b>									
With children	9.4	6.5	2.8	4.6	3.6	1.0	11.5	9.1	2.4
Preschoolers, under 5 years	11.3	6.5	4.8	5.0	3.2	1.8	12.6	8.0	4.5
Children 5-12 years	9.8	6.9	2.9	4.7	3.9	0.9	11.8	9.6	2.1
Children 13 years and over	8.1	6.3	1.8	4.3	3.7	0.7	10.9	9.2	1.7
Without children	8.0	6.3	1.7	3.9	3.3	0.6	9.7	8.3	1.4

1. Excluding maternity leave

Table 2-1

Absence rates for full-time employees by industry and sector, 2003<sup>1</sup> - Both sexes

	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
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>8.8</b>	<b>6.8</b>	<b>2.0</b>	<b>4.5</b>	<b>3.8</b>	<b>0.8</b>	<b>11.4</b>	<b>9.4</b>	<b>1.9</b>
<b>Private sector</b> <sup>3</sup>	<b>6.9</b>	<b>5.0</b>	<b>1.9</b>	<b>3.4</b>	<b>2.8</b>	<b>0.6</b>	<b>8.5</b>	<b>6.9</b>	<b>1.6</b>
<b>Goods-producing industries</b>	<b>7.3</b>	<b>5.2</b>	<b>2.0</b>	<b>3.7</b>	<b>3.0</b>	<b>0.6</b>	<b>9.2</b>	<b>7.6</b>	<b>1.6</b>
Primary	5.7	3.8	1.9	3.1	2.4	0.6	7.7	6.1	1.6
Agriculture	5.9	3.6	2.4	2.5	1.8	0.7	6.2	4.4	1.7
Other primary industries	5.6	3.9	1.7	3.3	2.7	0.6	8.3	6.7	1.6
Utilities	8.0	6.1	1.9	4.0	3.3	0.6	9.9	8.3	1.6
Construction	6.4	4.5	1.9	3.4	2.7	0.7	8.5	6.7	1.8
Manufacturing	7.7	5.6	2.1	3.8	3.2	0.6	9.6	8.1	1.5
Durable goods <sup>4</sup>	7.8	5.6	2.2	3.8	3.2	0.7	9.6	8.0	1.6
Non-Durable goods <sup>5</sup>	7.5	5.6	1.9	3.9	3.3	0.6	9.6	8.2	1.4
<b>Service-producing</b>	<b>7.4</b>	<b>5.4</b>	<b>1.9</b>	<b>3.6</b>	<b>2.9</b>	<b>0.7</b>	<b>9.1</b>	<b>7.4</b>	<b>1.7</b>
Trade	6.6	4.8	1.8	3.2	2.7	0.6	8.0	6.6	1.4
Wholesale trade	6.6	4.5	2.1	3.0	2.4	0.6	7.5	6.0	1.5
Retail trade	6.7	5.0	1.7	3.3	2.8	0.5	8.2	6.9	1.4
Transportation and warehousing	7.3	5.9	1.5	4.6	4.0	0.6	11.4	9.9	1.5
Finance, insurance, real estate and leasing	7.3	5.2	2.1	3.4	2.8	0.6	8.6	7.0	1.6
Finance and insurance	7.5	5.4	2.1	3.5	3.0	0.6	8.8	7.4	1.4
Real estate and leasing	6.6	4.5	2.1	3.1	2.3	0.8	7.6	5.7	2.0
Professional, scientific and technical services	6.0	3.8	2.3	2.1	1.5	0.6	5.3	3.8	1.5
Business, building and other support services	7.6	5.6	2.0	3.5	2.8	0.7	8.7	7.0	1.7
Educational services	7.9	6.0	1.9	3.8	3.0	0.8	9.4	7.6	1.9
Health care and social assistance	9.2	7.2	2.0	5.1	4.3	0.9	12.8	10.7	2.1
Information, culture and recreation	6.4	4.7	1.7	2.9	2.4	0.6	7.3	5.9	1.4
Accommodation and food services	5.8	4.1	1.6	3.0	2.3	0.7	7.6	5.9	1.7
Other services	6.4	4.4	2.0	2.8	2.1	0.6	6.9	5.3	1.6
Public administration	9.0	6.7	2.4	4.3	3.4	0.9	10.7	8.5	2.2
Federal administration	11.0	7.6	3.3	4.7	3.3	1.3	11.7	8.4	3.3
Provincial administration	8.0	6.3	1.7	3.8	3.2	0.6	9.6	8.0	1.6
Local and other administration	7.5	5.7	1.8	4.2	3.6	0.6	10.4	9.0	1.4

1. Excluding maternity leave

2. Public sector employees are those working for government departments or agencies, crown corporations, or publicly funded schools, hospitals or other institutions.

3. Private sector employees are all other wage and salary earners. Those who work as employees of a private firm or business.

4. Durable goods include: wood, non-metallic mineral, primary metal, fabricated metal, machinery, computer and electronic, electric equipment, transportation equipment and furniture.

5. Non durable goods include: food, beverages and tobacco, textiles and textile products, clothing, leather and allied, paper, printing, petroleum and coal, chemicals, plastics and rubber and miscellaneous.

Table 2-2

Absence rates for full-time employees by industry and sector, 2003<sup>1</sup> - Males

	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
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>7.4</b>	<b>5.6</b>	<b>1.8</b>	<b>3.8</b>	<b>3.2</b>	<b>0.7</b>	<b>9.6</b>	<b>7.9</b>	<b>1.7</b>
<b>Private sector</b> <sup>3</sup>	<b>6.2</b>	<b>4.4</b>	<b>1.8</b>	<b>3.1</b>	<b>2.5</b>	<b>0.6</b>	<b>7.8</b>	<b>6.3</b>	<b>1.5</b>
<b>Goods-producing industries</b>	<b>6.7</b>	<b>4.9</b>	<b>1.9</b>	<b>3.5</b>	<b>2.9</b>	<b>0.6</b>	<b>8.8</b>	<b>7.2</b>	<b>1.6</b>
Primary	5.2	3.6	1.7	3.1	2.5	0.6	7.7	6.2	1.5
Agriculture	5.2	3.0	F	2.4	1.7	F	5.9	4.2	F
Other primary industries	5.2	3.7	1.5	3.3	2.7	0.6	8.3	6.8	1.5
Utilities	7.3	5.5	1.8	3.7	3.1	0.6	9.2	7.7	1.6
Construction	6.4	4.4	1.9	3.5	2.7	0.7	8.7	6.8	1.9
Manufacturing	7.1	5.2	1.9	3.6	3.0	0.6	9.0	7.5	1.5
Durable goods <sup>4</sup>	7.4	5.4	2.0	3.7	3.1	0.6	9.3	7.8	1.5
Non-Durable goods <sup>5</sup>	6.5	4.9	1.6	3.4	2.8	0.6	8.5	7.1	1.4
<b>Service-producing</b>	<b>6.1</b>	<b>4.4</b>	<b>1.7</b>	<b>3.0</b>	<b>2.4</b>	<b>0.6</b>	<b>7.6</b>	<b>6.1</b>	<b>1.5</b>
Trade	6.0	4.4	1.6	2.9	2.4	0.5	7.2	6.0	1.3
Wholesale trade	6.2	4.3	1.8	3.0	2.4	0.6	7.4	6.0	1.4
Retail trade	5.9	4.4	1.5	2.9	2.4	0.5	7.1	6.0	1.2
Transportation and warehousing	7.3	5.8	1.5	4.8	4.1	0.6	11.9	10.3	1.6
Finance, insurance, real estate and leasing	5.2	3.4	1.8	1.9	1.5	0.5	4.8	3.6	1.2
Finance and insurance	5.2	3.4	1.8	1.9	1.4	0.5	4.7	3.5	1.2
Real estate and leasing	5.3	3.4	F	2.0	1.6	F	5.0	3.9	F
Professional, scientific and technical services	5.1	3.1	2.0	1.8	1.2	0.6	4.4	3.0	1.4
Business, building and other support services	6.0	4.5	1.5	2.9	2.4	0.5	7.2	5.9	1.3
Educational services	6.4	4.7	1.7	3.2	2.5	0.7	8.0	6.2	1.8
Health care and social assistance	7.6	5.7	1.9	4.2	3.4	0.8	10.5	8.4	2.0
Information, culture and recreation	5.1	3.5	1.6	2.3	1.7	0.6	5.8	4.3	1.6
Accommodation and food services	4.4	3.1	1.3	2.4	1.8	0.6	6.1	4.5	1.6
Other services	5.8	4.0	1.8	2.6	2.1	0.6	6.6	5.1	1.4
Public administration	7.4	5.5	1.9	3.6	2.8	0.8	9.0	7.1	1.9
Federal administration	8.8	5.9	2.9	3.5	2.3	1.2	8.7	5.7	3.0
Provincial administration	6.8	5.4	F	3.4	2.9	F	8.5	7.2	F
Local and other administration	6.3	5.1	1.3	3.8	3.3	0.5	9.6	8.4	1.2

1. Excluding maternity leave

2. Public sector employees are those working for government departments or agencies, crown corporations, or publicly funded schools, hospitals or other institutions.

3. Private sector employees are all other wage and salary earners. Those who work as employees of a private firm or business.

4. Durable goods include: wood, non-metallic mineral, primary metal, fabricated metal, machinery, computer and electronic, electric equipment, transportation equipment and furniture.

5. Non durable goods include: food, beverages and tobacco, textiles and textile products, clothing, leather and allied, paper, printing, petroleum and coal, chemicals, plastics and rubber and miscellaneous.

Table 2-3

Absence rates for full-time employees by industry and sector, 2003<sup>1</sup> - Females

	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
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>10.0</b>	<b>7.8</b>	<b>2.2</b>	<b>5.1</b>	<b>4.3</b>	<b>0.8</b>	<b>12.8</b>	<b>10.7</b>	<b>2.1</b>
<b>Private sector</b> <sup>3</sup>	<b>8.0</b>	<b>5.8</b>	<b>2.2</b>	<b>3.8</b>	<b>3.1</b>	<b>0.7</b>	<b>9.6</b>	<b>7.9</b>	<b>1.8</b>
<b>Goods-producing industries</b>	<b>9.0</b>	<b>6.5</b>	<b>2.5</b>	<b>4.3</b>	<b>3.6</b>	<b>0.7</b>	<b>10.7</b>	<b>8.9</b>	<b>1.7</b>
Primary	7.8	5.1	2.8	3.0	2.3	0.8	7.6	5.7	1.9
Agriculture	7.5	F	F	2.7	F	F	6.7	F	F
Other primary industries	8.1	5.3	F	3.3	2.5	F	8.4	6.2	F
Utilities	11.1	8.6	F	5.1	4.4	F	12.7	11.0	F
Construction	6.8	4.9	F	2.9	2.4	F	7.3	6.1	F
Manufacturing	9.3	6.7	2.6	4.5	3.8	0.7	11.2	9.4	1.8
Durable goods <sup>4</sup>	9.4	6.5	2.9	4.3	3.4	0.9	10.8	8.6	2.1
Non-Durable goods <sup>5</sup>	9.3	7.0	2.3	4.7	4.1	0.6	11.6	10.1	1.5
<b>Service-producing</b>	<b>8.5</b>	<b>6.4</b>	<b>2.1</b>	<b>4.2</b>	<b>3.4</b>	<b>0.8</b>	<b>10.5</b>	<b>8.6</b>	<b>1.9</b>
Trade	7.5	5.5	2.0	3.7	3.0	0.6	9.2	7.6	1.6
Wholesale trade	7.7	5.0	2.7	3.1	2.4	0.7	7.7	6.0	1.7
Retail trade	7.5	5.7	1.8	3.8	3.2	0.6	9.6	8.0	1.6
Transportation and warehousing	7.5	6.0	1.5	3.9	3.4	0.4	9.7	8.6	1.1
Finance, insurance, real estate and leasing	8.6	6.4	2.2	4.5	3.7	0.7	11.2	9.3	1.8
Finance and insurance	8.7	6.5	2.2	4.5	3.9	0.6	11.2	9.6	1.6
Real estate and leasing	8.1	5.7	F	4.4	3.1	F	10.9	7.9	F
Professional, scientific and technical services	7.1	4.6	2.5	2.5	1.9	0.6	6.3	4.7	1.6
Business, building and other support services	9.5	6.9	2.6	4.2	3.4	0.9	10.6	8.4	2.2
Educational services	8.9	6.9	2.0	4.2	3.4	0.8	10.5	8.5	1.9
Health care and social assistance	9.5	7.5	2.1	5.4	4.5	0.9	13.4	11.2	2.2
Information, culture and recreation	7.9	6.0	1.9	3.7	3.2	0.5	9.2	7.9	1.3
Accommodation and food services	6.8	4.9	1.9	3.5	2.8	0.7	8.7	6.9	1.8
Other services	7.2	5.0	2.2	2.9	2.2	0.7	7.3	5.5	1.8
Public administration	10.9	8.0	2.9	5.1	4.0	1.0	12.7	10.1	2.6
Federal administration	13.2	9.4	3.8	5.9	4.5	1.4	14.8	11.2	3.6
Provincial administration	9.1	7.1	2.0	4.2	3.5	0.7	10.6	8.7	1.9
Local and other administration	9.5	6.9	2.6	4.8	4.1	0.7	11.9	10.2	1.8

1. Excluding maternity leave
2. Public sector employees are those working for government departments or agencies, crown corporations, or publicly funded schools, hospitals or other institutions.
3. Private sector employees are all other wage and salary earners. Those who work as employees of a private firm or business.
4. Durable goods include: wood, non-metallic mineral, primary metal, fabricated metal, machinery, computer and electronic, electric equipment, transportation equipment and furniture.
5. Non durable goods include: food, beverages and tobacco, textiles and textile products, clothing, leather and allied, paper, printing, petroleum and coal, chemicals, plastics and rubber and miscellaneous.

Table 3-1

Absence rates for full-time employees by occupation, 2003<sup>1</sup> - Both sexes

	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
	percentage						days		
Management	4.9	3.2	1.7	2.1	1.5	0.6	5.2	3.7	1.5
Business, finance and administrative	8.1	5.8	2.3	3.7	3.0	0.7	9.1	7.4	1.8
Business professionals	6.6	4.5	2.1	2.7	2.1	0.6	6.7	5.3	1.4
Administrative	7.8	5.3	2.5	3.4	2.6	0.8	8.5	6.4	2.1
Clerical	8.6	6.4	2.2	4.0	3.4	0.7	10.1	8.4	1.7
Natural and applied sciences	6.3	4.3	2.0	2.4	1.9	0.5	6.1	4.8	1.3
Health	8.9	7.2	1.8	5.2	4.4	0.8	13.0	11.0	2.0
Health professional	5.5	3.4	F	2.6	1.8	F	6.6	4.5	F
Nursing	9.8	8.1	1.7	6.2	5.3	0.9	15.4	13.1	2.3
Technical occupations in health	7.8	5.9	1.9	4.2	3.5	0.7	10.5	8.7	1.8
Support staff in health	10.3	8.8	1.5	6.1	5.4	0.7	15.3	13.6	1.7
Social and public service	7.7	5.7	2.0	3.6	2.8	0.8	8.9	6.9	2.0
Legal, social and religious workers	8.2	6.1	2.1	3.8	3.0	0.7	9.4	7.6	1.9
Teachers and professors	7.3	5.4	1.9	3.4	2.6	0.8	8.5	6.4	2.1
Secondary and elementary teachers	8.5	6.6	1.9	4.1	3.2	0.9	10.3	7.9	2.4
Other teachers and professors	4.4	2.7	1.7	1.8	1.3	0.5	4.5	3.1	1.4
Culture and recreation	7.0	5.3	1.7	2.8	2.3	0.5	6.9	5.7	1.3
Sales and service	7.0	5.2	1.8	3.6	2.9	0.7	9.0	7.3	1.7
Wholesale	5.6	3.7	1.9	2.4	1.8	0.6	6.0	4.6	1.4
Retail	6.9	5.3	1.5	3.4	2.8	0.5	8.4	7.1	1.3
Food and beverage	6.1	4.4	1.7	3.4	2.8	0.7	8.6	7.0	1.6
Protective services	6.1	4.7	1.5	3.6	2.9	0.7	9.0	7.2	1.8
Childcare and home support	9.4	6.6	2.8	4.9	3.8	1.1	12.2	9.5	2.7
Travel and accommodation	7.8	5.9	1.9	4.1	3.4	0.7	10.2	8.4	1.9
Trades, transport and equipment operators	7.5	5.6	1.8	4.2	3.6	0.6	10.6	9.0	1.5
Contractors and supervisors	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
Construction trades	7.8	5.6	2.2	4.4	3.7	0.8	11.1	9.2	1.9
Other trades	7.2	5.4	1.8	3.7	3.2	0.5	9.3	7.9	1.3
Transportation equipment operators	7.6	6.0	1.5	4.9	4.3	0.6	12.3	10.7	1.5
Helpers and labourers	8.3	6.5	1.9	4.7	4.0	0.7	11.7	10.0	1.7
Occupations unique to primary industry	5.6	3.9	1.7	3.4	2.7	0.7	8.4	6.8	1.7
Occupations unique to production	8.5	6.3	2.2	4.4	3.7	0.7	11.1	9.3	1.8
Machine operators and assemblers	8.2	6.1	2.1	4.3	3.6	0.7	10.8	9.1	1.7
Labourers	9.7	7.3	2.5	5.1	4.0	1.0	12.6	10.1	2.5

1. Excluding maternity leave

Table 3-2

Absence rates for full-time employees by occupation, 2003<sup>1</sup> - Males

	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
	percentage						days		
Management	4.2	2.6	1.6	1.7	1.2	0.5	4.3	2.9	1.4
Business, finance and administrative	6.5	4.5	1.9	3.0	2.3	0.6	7.4	5.8	1.6
Business professionals	4.9	2.8	2.2	1.8	1.2	0.6	4.4	2.9	1.5
Administrative	6.1	4.3	1.8	2.7	1.9	0.8	6.7	4.7	2.0
Clerical	7.1	5.2	1.9	3.5	2.9	0.6	8.8	7.3	1.5
Natural and applied sciences	5.8	3.8	2.0	2.2	1.7	0.5	5.5	4.3	1.3
Health	7.1	5.3	F	3.7	3.1	F	9.3	7.6	F
Health professional	F	F	F	F	F	F	F	F	F
Nursing	F	F	F	F	F	F	F	F	F
Technical occupations in health	6.8	4.9	F	3.6	3.0	F	8.9	7.6	F
Support staff in health	F	F	F	F	F	F	F	F	F
Social and public service	5.8	3.9	1.8	2.8	2.0	0.8	7.0	5.0	2.0
Legal, social and religious workers	6.1	4.3	1.8	3.0	2.3	0.7	7.5	5.8	1.7
Teachers and professors	5.6	3.7	1.8	2.7	1.8	0.9	6.7	4.5	2.2
Secondary and elementary teachers	6.8	4.9	1.9	3.5	2.4	1.1	8.7	5.9	2.8
Other teachers and professors	4.0	2.3	F	1.7	1.1	F	4.3	2.8	F
Culture and recreation	6.8	4.9	1.9	2.6	2.1	0.6	6.6	5.1	1.5
Sales and service	5.6	4.1	1.5	2.9	2.3	0.6	7.2	5.7	1.5
Wholesale	4.0	2.6	1.4	1.7	1.2	0.4	4.2	3.0	1.1
Retail	5.6	4.0	1.6	2.7	2.1	0.5	6.7	5.4	1.3
Food and beverage	4.4	3.3	F	2.6	2.1	F	6.5	5.3	F
Protective services	5.6	4.3	1.3	3.4	2.7	0.7	8.4	6.7	1.7
Childcare and home support	F	F	F	F	F	F	F	F	F
Travel and accommodation	7.0	5.2	1.8	3.6	2.8	0.8	9.0	7.1	1.9
Trades, transport and equipment operators	7.3	5.5	1.8	4.2	3.5	0.6	10.4	8.9	1.5
Contractors and supervisors	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
Construction trades	7.7	5.6	2.2	4.4	3.7	0.8	11.1	9.2	1.9
Other trades	7.0	5.2	1.8	3.6	3.1	0.5	9.0	7.7	1.3
Transportation equipment operators	7.5	6.0	1.5	4.9	4.3	0.6	12.3	10.7	1.5
Helpers and labourers	8.1	6.3	1.9	4.5	3.8	0.7	11.3	9.5	1.8
Occupations unique to primary industry	5.3	3.7	1.6	3.3	2.6	0.7	8.2	6.5	1.7
Occupations unique to production	7.6	5.7	1.9	3.9	3.3	0.6	9.9	8.3	1.6
Machine operators and assemblers	7.5	5.6	1.9	3.9	3.3	0.6	9.7	8.2	1.5
Labourers	8.5	6.2	2.3	4.4	3.4	1.0	10.9	8.4	2.5

1. Excluding maternity leave



Table 3-3

Absence rates for full-time employees by occupation, 2003<sup>1</sup> - Females

	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
	percentage			percentage			days		
Management	6.1	4.1	2.0	2.8	2.1	0.7	6.9	5.1	1.8
Business, finance and administrative	8.8	6.3	2.5	4.0	3.2	0.7	9.9	8.1	1.8
Business professionals	8.0	5.9	2.1	3.5	3.0	0.5	8.8	7.4	1.3
Administrative	8.2	5.5	2.7	3.6	2.7	0.9	8.9	6.8	2.1
Clerical	9.3	6.9	2.4	4.3	3.6	0.7	10.7	8.9	1.7
Natural and applied sciences	8.1	5.9	2.3	3.3	2.7	0.6	8.2	6.6	1.6
Health	9.3	7.5	1.7	5.5	4.7	0.8	13.8	11.7	2.0
Health professional	5.5	3.8	F	2.7	2.0	F	6.8	4.9	F
Nursing	9.8	8.0	1.8	6.1	5.2	0.9	15.4	13.0	2.3
Technical occupations in health	8.2	6.3	1.9	4.4	3.6	0.8	11.1	9.1	2.0
Support staff in health	10.7	9.1	1.5	6.5	5.8	0.7	16.2	14.4	1.8
Social and public service	8.8	6.8	2.1	4.0	3.3	0.8	10.1	8.2	2.0
Legal, social and religious workers	9.4	7.1	2.3	4.2	3.5	0.8	10.6	8.6	2.0
Teachers and professors	8.4	6.5	1.9	3.9	3.1	0.8	9.7	7.8	2.0
Secondary and elementary teachers	9.3	7.3	1.9	4.4	3.5	0.9	11.0	8.8	2.1
Other teachers and professors	5.0	3.3	F	1.9	1.4	F	4.9	3.6	F
Culture and recreation	7.2	5.6	1.6	2.9	2.5	0.4	7.2	6.2	1.1
Sales and service	8.3	6.2	2.0	4.3	3.6	0.7	10.8	8.9	1.9
Wholesale	8.4	5.8	2.6	3.8	3.0	0.8	9.5	7.5	2.0
Retail	7.8	6.3	1.5	3.9	3.4	0.5	9.8	8.5	1.3
Food and beverage	7.3	5.3	2.1	4.1	3.3	0.8	10.2	8.3	2.0
Protective services	8.7	6.4	F	4.7	3.8	F	11.7	9.5	F
Childcare and home support	9.7	6.7	3.0	5.0	3.9	1.1	12.5	9.7	2.9
Travel and accommodation	8.5	6.6	1.9	4.6	3.9	0.7	11.5	9.7	1.8
Trades, transport and equipment operators	9.9	7.5	2.4	5.5	4.9	0.6	13.8	12.3	1.5
Contractors and supervisors	F	F	F	F	F	F	F	F	F
Construction trades	F	F	F	F	F	F	F	F	F
Other trades	12.2	9.2	F	6.6	6.0	F	16.5	15.0	F
Transportation equipment operators	F	F	F	F	F	F	F	F	F
Helpers and labourers	9.9	7.9	F	6.0	5.6	F	14.9	13.9	F
Occupations unique to primary industry	7.5	5.2	F	4.0	3.4	F	10.1	8.5	F
Occupations unique to production	10.7	7.9	2.8	5.7	4.8	0.9	14.2	11.9	2.3
Machine operators and assemblers	10.4	7.6	2.8	5.5	4.6	0.9	13.8	11.6	2.2
Labourers	11.9	9.1	2.7	6.3	5.3	1.0	15.8	13.2	2.6

1. Excluding maternity leave

Table 4-1

Absence rates for full-time employees by sex and workplace size, 2003<sup>1</sup>

	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
	percentage						days		
<b>Both sexes</b>									
Under 20 employees	6.3	4.4	1.9	3.0	2.4	0.6	7.5	5.9	1.5
20 to 99 employees	7.4	5.4	2.0	3.6	3.0	0.7	9.1	7.4	1.7
100 to 500 employees	8.1	6.0	2.1	4.1	3.4	0.7	10.3	8.5	1.8
Over 500 employees	8.3	6.4	1.9	4.3	3.6	0.7	10.7	9.0	1.7
<b>Males</b>									
Under 20 employees	5.5	3.8	1.7	2.7	2.1	0.6	6.8	5.4	1.4
20 to 99 employees	6.5	4.8	1.8	3.3	2.7	0.6	8.2	6.7	1.5
100 to 500 employees	6.9	5.0	1.9	3.6	2.9	0.7	9.0	7.2	1.8
Over 500 employees	7.1	5.4	1.7	3.7	3.1	0.6	9.3	7.9	1.4
<b>Females</b>									
Under 20 employees	7.3	5.2	2.1	3.4	2.7	0.7	8.4	6.7	1.7
20 to 99 employees	8.6	6.3	2.2	4.1	3.4	0.8	10.4	8.5	1.9
100 to 500 employees	9.7	7.4	2.3	4.9	4.2	0.8	12.3	10.4	1.9
Over 500 employees	9.9	7.6	2.2	5.1	4.3	0.8	12.7	10.7	2.1

1. Excluding maternity leave

Table 4-2

Absence rates for full-time employees by sex and job tenure, 2003<sup>1</sup>

	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
	percentage						days		
<b>Both sexes</b>									
1 to 12 months	6.2	4.4	1.8	2.6	2.1	0.6	6.6	5.1	1.4
Over 1 to 5 years	7.3	5.2	2.1	3.4	2.7	0.7	8.6	6.8	1.8
Over 5 to 9 years	7.9	5.7	2.1	4.0	3.2	0.8	10.0	8.1	1.9
Over 9 to 14 years	7.8	5.9	1.9	4.1	3.4	0.7	10.3	8.5	1.8
Over 14 years	7.7	6.0	1.7	4.3	3.7	0.6	10.7	9.3	1.4
<b>Males</b>									
1 to 12 months	5.6	3.9	1.7	2.5	1.9	0.6	6.2	4.8	1.5
Over 1 to 5 years	6.4	4.4	2.0	3.1	2.4	0.7	7.8	6.0	1.8
Over 5 to 9 years	6.7	4.8	1.9	3.5	2.8	0.7	8.7	7.0	1.7
Over 9 to 14 years	6.5	4.8	1.7	3.3	2.7	0.6	8.4	6.8	1.6
Over 14 years	6.7	5.2	1.5	3.8	3.3	0.5	9.5	8.3	1.2
<b>Females</b>									
1 to 12 months	7.1	5.1	2.0	2.8	2.3	0.6	7.1	5.7	1.4
Over 1 to 5 years	8.5	6.2	2.3	3.8	3.1	0.8	9.6	7.7	1.9
Over 5 to 9 years	9.3	6.9	2.4	4.7	3.8	0.9	11.8	9.6	2.2
Over 9 to 14 years	9.3	7.1	2.2	5.1	4.2	0.8	12.6	10.6	2.0
Over 14 years	9.1	7.1	2.0	5.1	4.3	0.7	12.7	10.8	1.8

1. Excluding maternity leave

Table 4-3

Absence rates for full-time employees by sex, job status and union coverage, 2003<sup>1</sup>

	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
	percentage						days		
<b>Job status</b>									
<b>Both sexes</b>									
Permanent	7.4	5.5	2.0	3.7	3.0	0.7	9.2	7.6	1.7
Non-permanent	6.4	4.6	1.9	3.1	2.4	0.7	7.7	6.1	1.6
<b>Males</b>									
Permanent	6.5	4.7	1.8	3.3	2.7	0.6	8.2	6.6	1.5
Non-permanent	5.5	3.9	1.7	2.9	2.3	0.6	7.3	5.8	1.6
<b>Females</b>									
Permanent	8.7	6.5	2.2	4.3	3.6	0.8	10.8	8.9	1.9
Non-permanent	7.6	5.5	2.2	3.3	2.6	0.7	8.3	6.5	1.7
<b>Union coverage</b>									
<b>Both sexes</b>									
Unionized	9.1	7.2	1.9	5.1	4.4	0.8	12.8	10.9	1.9
Non-unionized	6.4	4.4	2.0	2.9	2.3	0.6	7.2	5.7	1.6
<b>Males</b>									
Unionized	7.9	6.2	1.7	4.6	3.9	0.7	11.5	9.7	1.7
Non-unionized	5.6	3.8	1.8	2.6	2.0	0.6	6.4	5.0	1.4
<b>Females</b>									
Unionized	10.8	8.6	2.2	5.9	5.1	0.9	14.8	12.6	2.2
Non-unionized	7.5	5.3	2.2	3.4	2.7	0.7	8.4	6.7	1.7

1. Excluding maternity leave

Table 5-1

Absence rates for full-time employees by sex, province and region, 2003<sup>1</sup>

Province and region	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
	percentage						days		
<b>Both sexes</b>									
Atlantic Provinces	7.4	5.7	1.7	3.9	3.3	0.6	9.8	8.3	1.5
Newfoundland and Labrador	7.0	5.5	1.5	4.1	3.6	0.6	10.3	8.9	1.5
Prince Edward Island	6.4	4.7	1.6	3.0	2.5	0.5	7.5	6.3	1.2
Nova Scotia	7.6	5.7	1.9	3.9	3.2	0.7	9.7	8.0	1.7
New Brunswick	7.6	5.9	1.7	4.0	3.5	0.6	10.1	8.6	1.4
Quebec	7.9	6.0	1.9	4.2	3.6	0.6	10.6	9.1	1.5
Ontario	7.1	5.0	2.1	3.3	2.6	0.7	8.2	6.4	1.8
Prairie Provinces	7.3	5.2	2.0	3.4	2.7	0.7	8.6	6.9	1.7
Manitoba	7.9	5.9	2.0	3.7	3.1	0.6	9.3	7.8	1.6
Saskatchewan	8.2	6.2	2.0	4.2	3.5	0.7	10.5	8.6	1.8
Alberta	6.8	4.8	2.0	3.1	2.4	0.7	7.9	6.1	1.8
British Columbia	7.2	5.5	1.7	3.9	3.2	0.7	9.6	7.9	1.7
<b>Males</b>									
Atlantic Provinces	6.1	4.6	1.5	3.3	2.8	0.5	8.3	7.0	1.2
Newfoundland and Labrador	5.2	4.1	1.1	3.4	2.9	0.4	8.4	7.3	1.1
Prince Edward Island	5.3	4.0	1.3	2.6	2.3	0.4	6.6	5.7	0.9
Nova Scotia	6.4	4.7	1.7	3.3	2.7	0.6	8.2	6.7	1.4
New Brunswick	6.3	4.9	1.5	3.4	3.0	0.5	8.6	7.4	1.2
Quebec	6.9	5.1	1.7	3.9	3.3	0.6	9.7	8.2	1.5
Ontario	6.1	4.2	1.8	2.9	2.2	0.6	7.2	5.6	1.6
Prairie Provinces	6.4	4.5	1.9	3.1	2.4	0.6	7.7	6.1	1.6
Manitoba	7.2	5.4	1.9	3.4	2.8	0.6	8.6	7.1	1.5
Saskatchewan	6.9	5.2	1.7	3.6	3.0	0.6	9.1	7.5	1.6
Alberta	6.0	4.1	2.0	2.8	2.2	0.6	7.1	5.5	1.6
British Columbia	6.4	4.8	1.6	3.4	2.8	0.6	8.5	7.0	1.5
<b>Females</b>									
Atlantic Provinces	9.0	7.0	2.1	4.8	4.0	0.8	11.9	10.0	1.9
Newfoundland and Labrador	9.1	7.2	1.9	5.2	4.4	0.8	13.1	11.1	2.0
Prince Edward Island	7.5	5.5	2.0	3.5	2.8	0.6	8.6	7.0	1.6
Nova Scotia	9.1	7.0	2.1	4.7	3.9	0.8	11.7	9.7	2.0
New Brunswick	9.2	7.1	2.1	4.8	4.1	0.7	12.0	10.3	1.8
Quebec	9.3	7.1	2.2	4.7	4.2	0.6	11.8	10.4	1.4
Ontario	8.3	6.0	2.4	3.8	3.0	0.8	9.6	7.6	2.0
Prairie Provinces	8.4	6.2	2.2	4.0	3.2	0.8	9.9	8.0	1.9
Manitoba	8.9	6.7	2.2	4.1	3.5	0.7	10.4	8.7	1.6
Saskatchewan	9.9	7.5	2.4	5.0	4.1	0.9	12.4	10.2	2.2
Alberta	7.8	5.7	2.1	3.6	2.8	0.8	9.1	7.1	2.0
British Columbia	8.2	6.4	1.8	4.5	3.7	0.8	11.3	9.2	2.1

1. Excluding maternity leave

Table 5-2

Absence rates for full-time employees by sex and census metropolitan area (CMA), 2003<sup>1</sup>

	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
	percentage						days		
<b>CMA</b>									
<b>Both sexes</b>									
ALL CMAs	7.3	5.4	2.0	3.5	2.8	0.7	8.8	7.1	1.7
St. John's	7.8	6.0	1.7	4.2	3.7	0.5	10.4	9.1	1.3
Halifax	7.3	5.5	1.9	3.3	2.6	0.7	8.1	6.5	1.7
Saint John	8.6	6.7	1.9	4.4	3.8	0.6	10.9	9.4	1.5
Gatineau	9.6	7.2	2.4	4.8	4.1	0.6	11.9	10.3	1.6
Montréal	8.2	6.1	2.1	4.2	3.6	0.6	10.5	9.0	1.5
Québec	6.9	5.3	1.6	3.5	2.9	0.6	8.8	7.2	1.6
Saguenay <sup>2</sup>	7.5	6.3	F	4.5	4.1	F	11.3	10.3	F
Sherbrooke	7.5	5.7	F	4.3	3.7	F	10.6	9.3	F
Trois-Rivières	7.1	5.4	F	4.0	3.3	F	9.9	8.2	F
Greater Sudbury <sup>3</sup>	6.3	4.5	F	3.1	2.5	F	7.8	6.3	F
Hamilton	6.9	5.0	2.0	3.5	2.8	0.7	8.7	7.0	1.7
Kitchener	7.1	5.0	2.1	3.2	2.5	0.7	8.0	6.2	1.7
London	6.7	4.7	2.0	3.2	2.4	0.7	7.9	6.1	1.8
Oshawa	7.7	5.7	2.0	3.9	3.2	0.7	9.7	7.9	1.8
Ottawa	8.0	5.6	2.3	3.3	2.5	0.8	8.2	6.3	1.9
St. Catharines-Niagara	8.5	6.1	2.3	4.0	3.2	0.8	9.9	7.9	2.0
Thunder Bay	8.8	6.4	F	4.8	3.8	F	12.0	9.5	F
Toronto	6.9	4.8	2.0	3.1	2.4	0.7	7.8	6.0	1.8
Windsor	7.3	4.9	2.4	3.5	2.7	0.8	8.7	6.7	2.0
Winnipeg	7.9	6.0	1.9	3.6	3.0	0.5	8.9	7.5	1.4
Regina	8.5	6.4	2.1	4.0	3.3	0.7	10.1	8.3	1.8
Saskatoon	8.0	6.3	1.7	4.1	3.5	0.6	10.2	8.8	1.4
Calgary	6.5	4.5	2.1	2.7	2.1	0.7	6.8	5.2	1.7
Edmonton	6.9	5.0	1.9	3.3	2.6	0.7	8.2	6.5	1.7
Vancouver	6.8	5.1	1.7	3.5	2.9	0.7	8.9	7.1	1.7
Victoria	8.3	6.4	1.9	4.2	3.5	0.7	10.5	8.8	1.7
Non-CMAs	7.3	5.3	1.9	3.9	3.2	0.6	9.7	8.0	1.6
Urban centres	7.6	5.7	1.8	4.0	3.3	0.7	9.9	8.2	1.7
<b>Males</b>									
ALL CMAs	6.4	4.6	1.8	3.2	2.5	0.6	7.9	6.3	1.6
St. John's	6.1	4.8	F	3.5	3.2	F	8.7	7.9	F
Halifax	6.1	4.4	1.8	2.8	2.2	0.6	6.9	5.5	1.4
Saint John	7.5	5.6	F	3.9	3.4	F	9.7	8.5	F
Gatineau	7.8	5.6	F	3.8	3.2	F	9.4	7.9	F
Montréal	7.1	5.2	1.9	3.9	3.2	0.7	9.6	7.9	1.7
Québec	6.2	4.9	1.3	3.5	2.9	0.6	8.7	7.2	1.5
Saguenay <sup>2</sup>	6.0	5.2	F	3.8	3.4	F	9.4	8.5	F
Sherbrooke	7.0	5.3	F	4.2	3.6	F	10.5	9.1	F
Trois-Rivières	6.7	F	F	4.1	F	F	10.1	F	F
Greater Sudbury <sup>3</sup>	F	F	F	F	F	F	F	F	F
Hamilton	5.9	4.2	1.7	3.0	2.5	0.6	7.6	6.1	1.4
Kitchener	6.4	4.4	2.0	2.8	2.2	0.7	7.1	5.4	1.6
London	5.7	4.1	F	3.0	2.4	F	7.5	6.1	F
Oshawa	7.0	5.3	F	3.4	2.8	F	8.5	7.1	F
Ottawa	6.7	4.8	1.9	3.0	2.3	0.7	7.5	5.8	1.7
St. Catharines-Niagara	7.2	5.2	F	3.5	2.8	F	8.7	7.0	F
Thunder Bay	7.6	F	F	4.4	F	F	11.0	F	F
Toronto	6.0	4.1	1.9	2.7	2.0	0.7	6.8	5.1	1.7
Windsor	6.5	4.3	2.2	3.2	2.4	0.8	8.1	6.0	2.1
Winnipeg	7.2	5.5	1.7	3.2	2.7	0.5	8.0	6.8	1.3
Regina	7.1	5.5	1.7	3.4	2.8	0.5	8.4	7.1	1.3
Saskatoon	7.0	5.7	1.3	3.9	3.4	0.4	9.6	8.5	1.1
Calgary	6.0	4.0	2.0	2.5	1.9	0.6	6.2	4.8	1.4
Edmonton	6.1	4.3	1.8	3.1	2.4	0.6	7.7	6.1	1.6
Vancouver	6.1	4.5	1.6	3.1	2.5	0.6	7.8	6.2	1.5
Victoria	6.7	4.9	F	3.0	2.5	F	7.5	6.2	F

See footnotes at the end of the table.

Table 5-2 – continued

Absence rates for full-time employees by sex and census metropolitan area (CMA), 2003<sup>1</sup>

	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
Non-CMAs	6.3	4.5	1.7	3.4	2.8	0.6	8.5	7.1	1.4
Urban centres	6.3	4.8	1.6	3.3	2.7	0.6	8.3	6.9	1.4
<b>Females</b>									
ALL CMAs	8.5	6.3	2.2	4.0	3.3	0.7	10.0	8.2	1.8
St. John's	9.7	7.5	2.2	5.0	4.3	0.8	12.5	10.6	1.9
Halifax	8.7	6.7	2.0	3.9	3.1	0.8	9.7	7.7	2.0
Saint John	10.1	8.0	F	5.0	4.3	F	12.6	10.6	F
Gatineau	11.8	9.2	F	6.0	5.3	F	15.1	13.4	F
Montréal	9.6	7.2	2.4	4.7	4.1	0.5	11.7	10.4	1.3
Québec	7.6	5.8	1.8	3.5	2.9	0.7	8.9	7.2	1.7
Saguenay <sup>2</sup>	9.9	F	F	5.8	F	F	14.6	F	F
Sherbrooke	8.2	F	F	4.3	F	F	10.9	F	F
Trois-Rivières	F	F	F	F	F	F	F	F	F
Greater Sudbury <sup>3</sup>	8.0	F	F	3.7	F	F	9.2	F	F
Hamilton	8.5	6.1	2.4	4.2	3.4	0.8	10.5	8.5	2.0
Kitchener	8.1	5.8	2.3	3.7	3.0	0.8	9.3	7.4	1.9
London	7.9	5.3	2.5	3.3	2.5	0.9	8.4	6.2	2.2
Oshawa	8.9	6.3	F	4.6	3.6	F	11.4	9.1	F
Ottawa	9.6	6.7	2.9	3.6	2.8	0.9	9.1	6.9	2.2
St. Catharines-Niagara	10.1	7.4	2.7	4.6	3.7	0.9	11.6	9.3	2.3
Thunder Bay	10.5	F	F	5.5	F	F	13.8	F	F
Toronto	7.8	5.7	2.2	3.6	2.8	0.8	9.0	7.1	1.9
Windsor	8.5	5.8	F	3.9	3.2	F	9.8	7.9	F
Winnipeg	9.0	6.8	2.2	4.0	3.4	0.6	10.1	8.6	1.5
Regina	10.1	7.5	2.6	4.9	3.9	0.9	12.1	9.9	2.3
Saskatoon	9.2	7.2	2.1	4.4	3.7	0.7	11.0	9.2	1.9
Calgary	7.3	5.1	2.2	3.1	2.3	0.8	7.7	5.8	2.0
Edmonton	8.0	6.0	2.0	3.6	2.9	0.7	9.0	7.2	1.9
Vancouver	7.7	5.9	1.8	4.1	3.3	0.8	10.3	8.3	2.0
Victoria	10.2	8.2	F	5.7	4.7	F	14.1	11.8	F
Non-CMAs	8.7	6.5	2.2	4.6	3.8	0.8	11.5	9.6	1.9
Urban centres	9.2	7.0	2.2	4.9	4.1	0.8	12.2	10.2	2.0

1. Excluding maternity leave
2. Formerly Chicoutimi-Jonquière.
3. Formerly Sudbury.

Table 6

## Absence rates for full-time employees by sex - Total, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.9	3.7	2.1	3.7	2.4	1.3	9.3	6.0	3.3
1994	5.8	3.6	2.2	3.7	2.4	1.3	9.2	6.0	3.2
1995	5.8	3.6	2.2	3.7	2.3	1.3	9.2	5.9	3.3
1996	5.7	3.5	2.2	3.5	2.2	1.3	8.8	5.6	3.2
1997	5.5	4.1	1.4	3.0	2.5	0.5	7.4	6.2	1.2
1998	5.6	4.3	1.4	3.1	2.6	0.5	7.8	6.6	1.2
1999	6.0	4.5	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2000	6.3	4.8	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2001	7.0	5.2	1.8	3.4	2.8	0.6	8.5	7.0	1.5
2002	7.6	5.5	2.1	3.6	2.9	0.7	9.0	7.3	1.7
2003	7.3	5.4	2.0	3.6	3.0	0.7	9.1	7.4	1.7
<b>Males</b>									
1993	4.4	3.4	1.1	2.6	2.2	0.3	6.5	5.6	0.9
1994	4.3	3.2	1.1	2.5	2.2	0.4	6.3	5.4	0.9
1995	4.3	3.2	1.2	2.5	2.1	0.4	6.3	5.4	0.9
1996	4.1	3.0	1.1	2.4	2.0	0.4	5.9	5.0	0.9
1997	4.6	3.4	1.2	2.5	2.1	0.4	6.3	5.3	0.9
1998	4.9	3.7	1.2	2.7	2.3	0.4	6.9	5.8	1.0
1999	5.2	3.8	1.3	2.8	2.4	0.4	7.0	5.9	1.1
2000	5.5	4.1	1.4	2.8	2.4	0.4	7.0	5.9	1.1
2001	6.1	4.5	1.6	3.0	2.5	0.5	7.6	6.3	1.3
2002	6.6	4.7	1.9	3.2	2.6	0.6	7.9	6.4	1.6
2003	6.4	4.6	1.8	3.2	2.6	0.6	8.1	6.6	1.5
<b>Females <sup>1</sup></b>									
1993	7.8	4.2	3.6	5.3	2.7	2.7	13.4	6.6	6.7
1994	7.8	4.2	3.7	5.4	2.7	2.7	13.4	6.8	6.6
1995	7.8	4.1	3.7	5.4	2.6	2.7	13.4	6.6	6.8
1996	7.8	4.1	3.7	5.3	2.6	2.7	13.2	6.5	6.7
1997	6.7	5.0	1.7	3.6	3.0	0.6	9.1	7.6	1.5
1998	6.7	5.1	1.6	3.7	3.1	0.6	9.2	7.7	1.5
1999	7.1	5.3	1.7	3.8	3.2	0.6	9.5	7.9	1.6
2000	7.5	5.7	1.8	3.8	3.1	0.6	9.4	7.8	1.5
2001	8.2	6.1	2.0	3.9	3.2	0.7	9.7	8.0	1.8
2002	8.9	6.5	2.4	4.2	3.4	0.8	10.4	8.6	1.9
2003	8.6	6.4	2.2	4.2	3.5	0.7	10.5	8.7	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 7-1

**Absence rates for full-time employees by sex and industry - Goods-producing industries, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.5	3.9	1.6	3.5	2.7	0.8	8.6	6.7	1.9
1994	5.4	3.7	1.7	3.4	2.6	0.8	8.5	6.5	2.0
1995	5.5	3.6	1.8	3.4	2.5	0.9	8.5	6.3	2.2
1996	5.3	3.5	1.8	3.3	2.4	0.9	8.3	6.1	2.2
1997	5.2	3.8	1.4	2.9	2.5	0.4	7.3	6.2	1.0
1998	5.7	4.2	1.5	3.2	2.7	0.5	8.0	6.9	1.2
1999	6.0	4.5	1.5	3.3	2.8	0.5	8.2	7.0	1.2
2000	6.3	4.7	1.5	3.3	2.8	0.5	8.3	7.1	1.2
2001	6.9	5.0	1.8	3.4	2.8	0.6	8.5	7.1	1.4
2002	7.4	5.3	2.1	3.6	3.0	0.6	9.1	7.5	1.6
2003	7.3	5.2	2.0	3.7	3.0	0.6	9.2	7.6	1.6
<b>Males</b>									
1993	4.8	3.7	1.1	2.9	2.6	0.3	7.3	6.5	0.9
1994	4.8	3.6	1.2	2.9	2.6	0.4	7.4	6.4	0.9
1995	4.7	3.4	1.2	2.8	2.4	0.4	7.1	6.1	1.0
1996	4.5	3.3	1.2	2.7	2.3	0.4	6.8	5.8	0.9
1997	4.7	3.5	1.3	2.6	2.3	0.4	6.6	5.7	0.9
1998	5.2	3.9	1.3	3.0	2.6	0.4	7.5	6.4	1.1
1999	5.7	4.2	1.5	3.2	2.7	0.5	7.9	6.8	1.1
2000	5.8	4.4	1.4	3.2	2.7	0.4	7.9	6.8	1.1
2001	6.4	4.7	1.7	3.3	2.7	0.5	8.2	6.8	1.4
2002	6.9	5.0	2.0	3.5	2.9	0.6	8.7	7.2	1.5
2003	6.7	4.9	1.9	3.5	2.9	0.6	8.8	7.2	1.6
<b>Females <sup>1</sup></b>									
1993	7.9	4.5	3.4	5.4	3.1	2.3	13.4	7.7	5.7
1994	7.6	4.0	3.5	5.2	2.7	2.4	12.9	6.9	6.1
1995	8.1	4.2	3.8	5.5	2.8	2.7	13.8	6.9	6.8
1996	7.9	4.1	3.7	5.6	2.8	2.7	13.9	7.0	6.9
1997	6.8	5.0	1.8	3.9	3.3	0.6	9.8	8.3	1.4
1998	7.3	5.3	2.0	4.0	3.4	0.6	10.0	8.4	1.6
1999	7.1	5.3	1.7	3.7	3.2	0.5	9.1	7.9	1.2
2000	7.8	5.7	2.0	3.8	3.2	0.6	9.6	8.0	1.6
2001	8.3	6.0	2.3	3.8	3.2	0.6	9.6	8.0	1.6
2002	9.0	6.4	2.6	4.2	3.4	0.7	10.4	8.5	1.9
2003	9.0	6.5	2.5	4.3	3.6	0.7	10.7	8.9	1.7

1. Data from 1987 to 1996 include maternity leave.



Table 7-2

## Absence rates for full-time employees by sex and industry - Primary industries, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.4	3.0	1.4	2.5	2.0	0.5	6.2	5.0	1.3
1994	4.2	3.0	1.3	2.5	2.0	0.5	6.3	5.0	1.3
1995	4.6	3.2	1.5	2.8	2.2	0.7	7.1	5.4	1.6
1996	4.3	3.0	1.3	2.7	2.1	0.6	6.7	5.2	1.5
1997	4.3	3.1	1.3	2.5	2.1	0.4	6.3	5.2	1.1
1998	4.7	3.5	1.3	2.7	2.2	0.4	6.7	5.6	1.1
1999	5.0	3.7	1.3	2.9	2.5	0.4	7.3	6.3	1.0
2000	5.6	4.0	1.5	3.2	2.5	0.6	7.9	6.3	1.5
2001	6.0	4.2	1.8	3.4	2.7	0.7	8.5	6.8	1.7
2002	5.9	4.1	1.8	3.2	2.5	0.8	8.1	6.2	1.9
2003	5.7	3.8	1.9	3.1	2.4	0.6	7.7	6.1	1.6
<b>Males</b>									
1993	4.1	3.1	1.0	2.4	2.1	0.3	6.1	5.3	0.8
1994	4.0	2.9	1.1	2.5	2.1	0.4	6.3	5.2	1.0
1995	4.3	3.2	1.1	2.6	2.2	0.4	6.6	5.6	1.0
1996	3.9	2.8	1.0	2.4	2.1	0.4	6.0	5.2	0.9
1997	4.0	2.9	1.1	2.4	2.0	0.4	5.9	4.9	0.9
1998	4.4	3.3	1.1	2.5	2.2	0.4	6.4	5.4	1.0
1999	4.8	3.6	1.2	2.9	2.6	0.4	7.4	6.4	1.0
2000	5.4	4.1	1.3	3.3	2.7	0.6	8.2	6.7	1.4
2001	5.6	4.0	1.6	3.4	2.7	0.7	8.5	6.8	1.7
2002	5.5	3.9	1.7	3.2	2.5	0.8	8.1	6.1	1.9
2003	5.2	3.6	1.7	3.1	2.5	0.6	7.7	6.2	1.5
<b>Females <sup>1</sup></b>									
1993	5.5	F	2.9	2.9	F	1.5	7.2	F	3.7
1994	5.1	3.0	F	2.5	1.5	F	6.4	3.7	F
1995	6.0	2.9	3.1	3.8	1.8	2.0	9.6	4.6	5.0
1996	6.3	3.6	2.7	4.0	2.1	1.8	9.9	5.3	4.6
1997	6.0	4.1	F	3.5	2.6	F	8.7	6.6	F
1998	6.1	4.2	F	3.3	2.6	F	8.2	6.4	F
1999	5.9	4.2	F	2.8	2.3	F	6.9	5.6	F
2000	6.3	3.9	2.4	2.6	1.8	0.8	6.6	4.6	1.9
2001	7.5	5.1	F	3.3	2.6	F	8.1	6.5	F
2002	7.2	4.9	F	3.3	2.6	F	8.3	6.5	F
2003	7.8	5.1	2.8	3.0	2.3	0.8	7.6	5.7	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 7-3

Absence rates for full-time employees by sex and industry - Agriculture, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	3.5	1.9	1.6	1.6	1.1	0.5	4.0	2.8	1.2
1994	3.6	2.2	F	1.9	1.3	F	4.7	3.3	F
1995	4.4	2.9	F	2.5	1.8	F	6.3	4.5	F
1996	3.6	2.2	F	2.0	1.3	F	4.9	3.2	F
1997	4.3	2.9	F	2.3	1.9	F	5.7	4.7	F
1998	4.6	3.0	F	2.3	1.9	F	5.8	4.7	F
1999	4.6	3.0	F	2.1	1.7	F	5.4	4.2	F
2000	5.5	3.5	2.1	2.6	1.9	0.7	6.4	4.7	1.8
2001	6.2	4.1	2.1	2.9	2.2	0.7	7.2	5.5	1.7
2002	6.1	4.1	2.0	3.0	2.3	0.8	7.6	5.7	1.9
2003	5.9	3.6	2.4	2.5	1.8	0.7	6.2	4.4	1.7
<b>Males</b>									
1993	2.7	F	F	1.2	F	F	3.0	F	F
1994	3.3	F	F	1.7	F	F	4.2	F	F
1995	3.4	2.6	F	1.8	1.5	F	4.4	3.6	F
1996	2.7	F	F	1.4	F	F	3.6	F	F
1997	3.8	F	F	1.9	F	F	4.7	F	F
1998	3.9	2.6	F	1.8	1.5	F	4.6	3.7	F
1999	4.1	2.8	F	2.0	1.6	F	4.9	4.1	F
2000	4.8	3.2	F	2.4	1.8	F	6.0	4.6	F
2001	5.2	3.4	F	2.5	1.8	F	6.2	4.6	F
2002	5.2	3.4	F	2.5	1.8	F	6.2	4.4	F
2003	5.2	3.0	F	2.4	1.7	F	5.9	4.2	F
<b>Females <sup>1</sup></b>									
1993	5.5	F	F	2.7	F	F	6.9	F	F
1994	F	F	F	F	F	F	F	F	F
1995	6.9	F	F	4.6	F	F	11.4	F	F
1996	5.9	F	F	3.5	F	F	8.7	F	F
1997	F	F	F	F	F	F	F	F	F
1998	6.1	F	F	3.6	F	F	8.9	F	F
1999	5.4	F	F	2.6	F	F	6.4	F	F
2000	7.0	F	F	2.9	F	F	7.3	F	F
2001	8.2	5.6	F	3.7	3.0	F	9.3	7.5	F
2002	8.1	5.7	F	4.4	3.5	F	10.9	8.7	F
2003	7.5	F	F	2.7	F	F	6.7	F	F

1. Data from 1987 to 1996 include maternity leave.

Table 7-4

## Absence rates for full-time employees by sex and industry - Other primary industries, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.8	3.5	1.3	3.0	2.4	0.5	7.4	6.1	1.3
1994	4.5	3.3	1.2	2.8	2.3	0.5	7.0	5.7	1.3
1995	4.7	3.3	1.5	3.0	2.3	0.6	7.4	5.8	1.6
1996	4.6	3.3	1.3	3.0	2.4	0.6	7.5	6.0	1.4
1997	4.3	3.1	1.2	2.6	2.2	0.5	6.6	5.4	1.1
1998	4.8	3.6	1.2	2.8	2.4	0.4	7.0	5.9	1.1
1999	5.2	4.0	1.2	3.3	2.9	0.4	8.1	7.2	1.0
2000	5.6	4.3	1.3	3.4	2.8	0.6	8.5	7.1	1.4
2001	5.9	4.2	1.7	3.6	2.9	0.7	9.0	7.2	1.7
2002	5.8	4.1	1.7	3.3	2.6	0.8	8.3	6.4	1.9
2003	5.6	3.9	1.7	3.3	2.7	0.6	8.3	6.7	1.6
<b>Males</b>									
1993	4.7	3.6	1.0	3.0	2.6	0.3	7.4	6.5	0.8
1994	4.3	3.3	1.0	2.8	2.4	0.4	7.1	6.1	0.9
1995	4.7	3.4	1.2	2.9	2.5	0.4	7.3	6.3	1.1
1996	4.2	3.2	1.0	2.8	2.4	0.4	6.9	6.0	0.9
1997	4.0	3.0	1.0	2.5	2.1	0.4	6.3	5.3	1.0
1998	4.6	3.5	1.0	2.8	2.4	0.4	7.0	6.0	1.0
1999	5.0	3.9	1.1	3.3	2.9	0.4	8.2	7.2	1.0
2000	5.5	4.3	1.2	3.6	3.0	0.6	8.9	7.5	1.4
2001	5.7	4.2	1.6	3.7	3.0	0.7	9.2	7.5	1.8
2002	5.7	4.0	1.6	3.5	2.7	0.8	8.7	6.7	2.0
2003	5.2	3.7	1.5	3.3	2.7	0.6	8.3	6.8	1.5
<b>Females <sup>1</sup></b>									
1993	F	F	F	F	F	F	F	F	F
1994	5.9	F	F	2.6	F	F	6.5	F	F
1995	5.3	F	F	3.1	F	F	7.9	F	F
1996	6.6	F	F	4.4	F	F	11.1	F	F
1997	6.4	F	F	3.5	F	F	8.9	F	F
1998	6.1	F	F	3.0	F	F	7.5	F	F
1999	6.5	F	F	3.0	F	F	7.4	F	F
2000	5.7	F	F	2.3	F	F	5.9	F	F
2001	6.9	4.7	F	2.8	2.3	F	7.1	5.6	F
2002	6.4	F	F	2.4	F	F	5.9	F	F
2003	8.1	5.3	F	3.3	2.5	F	8.4	6.2	F

1. Data from 1987 to 1996 include maternity leave.

Table 7-5

Absence rates for full-time employees by sex and industry - Utilities, 1993 to 2003

	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
	percentage						days		
<b>Both sexes 1</b>									
1993	5.6	4.3	1.3	3.4	2.8	0.6	8.5	7.0	1.4
1994	5.3	3.7	1.6	2.9	2.0	0.8	7.2	5.0	2.1
1995	5.1	3.4	1.7	3.0	2.1	0.9	7.5	5.2	2.2
1996	5.5	3.2	2.3	3.0	1.8	1.2	7.6	4.6	3.0
1997	4.8	3.4	1.4	2.6	2.1	0.5	6.4	5.2	1.2
1998	5.5	4.0	1.5	2.7	2.2	0.4	6.7	5.6	1.1
1999	6.7	5.4	F	4.1	3.7	F	10.3	9.2	F
2000	6.8	4.8	1.9	3.3	2.6	0.7	8.1	6.5	1.7
2001	6.3	4.9	1.4	3.1	2.6	0.5	7.8	6.5	1.3
2002	6.7	4.7	2.0	3.2	2.6	0.7	8.0	6.4	1.7
2003	8.0	6.1	1.9	4.0	3.3	0.6	9.9	8.3	1.6
<b>Males</b>									
1993	5.4	4.2	F	3.2	2.8	F	8.1	7.0	F
1994	5.1	3.9	F	2.6	2.1	F	6.4	5.3	F
1995	4.5	3.4	F	2.4	2.1	F	5.9	5.2	F
1996	4.5	3.2	F	2.2	1.7	F	5.5	4.4	F
1997	4.2	2.9	F	2.3	2.0	F	5.7	4.9	F
1998	5.3	3.9	F	2.7	2.4	F	6.9	5.9	F
1999	7.0	5.6	F	4.3	3.8	F	10.7	9.5	F
2000	6.6	4.6	1.9	3.2	2.5	0.7	8.1	6.3	1.8
2001	6.0	4.6	F	3.1	2.5	F	7.8	6.3	F
2002	6.0	4.1	1.9	2.6	1.9	0.6	6.5	4.9	1.6
2003	7.3	5.5	1.8	3.7	3.1	0.6	9.2	7.7	1.6
<b>Females 1</b>									
1993	6.2	4.5	F	3.9	2.9	F	9.8	7.2	F
1994	6.1	F	F	3.7	F	F	9.2	F	F
1995	7.2	F	F	5.1	F	F	12.7	F	F
1996	8.7	F	5.3	5.8	F	3.7	14.4	F	9.2
1997	6.5	F	F	3.4	F	F	8.4	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	7.5	F	F	3.3	F	F	8.3	F	F
2001	7.3	5.9	F	3.2	2.8	F	8.0	7.1	F
2002	9.0	6.8	F	5.4	4.7	F	13.6	11.8	F
2003	11.1	8.6	F	5.1	4.4	F	12.7	11.0	F

1. Data from 1987 to 1996 include maternity leave.

Table 7-6

## Absence rates for full-time employees by sex and industry - Construction, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.6	3.4	1.2	2.9	2.5	0.4	7.3	6.2	1.1
1994	4.5	3.2	1.3	2.9	2.4	0.5	7.1	5.9	1.2
1995	4.8	3.2	1.6	3.1	2.4	0.7	7.7	5.9	1.8
1996	5.1	3.6	1.5	3.4	2.8	0.6	8.5	7.0	1.5
1997	4.4	3.1	1.3	2.5	2.1	0.4	6.3	5.2	1.1
1998	5.3	3.8	1.5	3.0	2.6	0.5	7.6	6.4	1.1
1999	5.5	3.8	1.7	3.3	2.6	0.7	8.2	6.6	1.6
2000	5.6	4.0	1.6	2.9	2.4	0.5	7.3	6.0	1.2
2001	6.4	4.5	1.9	3.4	2.7	0.6	8.4	6.9	1.5
2002	6.9	4.9	2.0	3.7	3.0	0.7	9.1	7.4	1.7
2003	6.4	4.5	1.9	3.4	2.7	0.7	8.5	6.7	1.8
<b>Males</b>									
1993	4.1	3.1	1.0	2.6	2.3	0.3	6.4	5.7	0.7
1994	4.4	3.3	1.0	2.8	2.5	0.3	7.1	6.2	0.8
1995	4.5	3.2	1.2	2.8	2.4	0.4	7.1	6.1	1.0
1996	4.8	3.7	1.2	3.3	2.9	0.4	8.1	7.2	0.9
1997	4.4	3.1	1.2	2.5	2.1	0.4	6.3	5.3	1.0
1998	5.2	3.9	1.4	3.0	2.6	0.4	7.6	6.5	1.1
1999	5.5	3.9	1.6	3.4	2.8	0.6	8.4	6.9	1.5
2000	5.5	4.1	1.5	3.0	2.5	0.5	7.5	6.3	1.2
2001	6.4	4.5	1.9	3.4	2.8	0.6	8.5	7.0	1.5
2002	6.8	4.9	1.9	3.7	3.0	0.6	9.2	7.6	1.6
2003	6.4	4.4	1.9	3.5	2.7	0.7	8.7	6.8	1.9
<b>Females <sup>1</sup></b>									
1993	9.0	6.1	F	6.6	4.7	F	16.5	11.7	F
1994	5.4	F	F	3.2	F	F	8.0	F	F
1995	7.7	F	5.1	5.3	F	3.8	13.2	F	9.4
1996	7.4	F	4.6	5.0	F	3.2	12.5	F	8.1
1997	5.4	F	F	2.4	F	F	6.0	F	F
1998	6.1	3.7	F	3.0	2.4	F	7.5	5.9	F
1999	5.5	F	F	2.6	F	F	6.5	F	F
2000	6.2	3.5	F	2.1	1.2	F	5.3	3.1	F
2001	6.5	4.5	F	2.8	2.1	F	7.0	5.4	F
2002	8.3	5.1	F	3.4	2.2	F	8.6	5.4	F
2003	6.8	4.9	F	2.9	2.4	F	7.3	6.1	F

1. Data from 1987 to 1996 include maternity leave.

Table 7-7

## Absence rates for full-time employees by sex and industry - Manufacturing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.0	4.1	1.8	3.8	2.9	0.9	9.5	7.2	2.3
1994	5.9	4.0	1.9	3.8	2.9	0.9	9.5	7.1	2.4
1995	5.8	3.8	2.0	3.6	2.6	1.0	9.1	6.6	2.5
1996	5.5	3.6	1.9	3.5	2.5	1.0	8.6	6.1	2.5
1997	5.5	4.1	1.4	3.1	2.7	0.4	7.8	6.8	1.0
1998	6.0	4.4	1.5	3.4	2.9	0.5	8.5	7.3	1.2
1999	6.2	4.7	1.5	3.3	2.9	0.4	8.2	7.2	1.1
2000	6.5	5.0	1.5	3.4	3.0	0.5	8.6	7.5	1.1
2001	7.2	5.3	1.9	3.4	2.9	0.5	8.6	7.2	1.3
2002	7.8	5.6	2.2	3.7	3.1	0.6	9.3	7.7	1.5
2003	7.7	5.6	2.1	3.8	3.2	0.6	9.6	8.1	1.5
<b>Males</b>									
1993	5.2	4.0	1.2	3.2	2.8	0.4	7.9	7.0	0.9
1994	5.0	3.8	1.3	3.1	2.8	0.4	7.8	6.9	0.9
1995	4.8	3.6	1.3	2.9	2.5	0.4	7.2	6.3	1.0
1996	4.6	3.3	1.3	2.6	2.3	0.4	6.6	5.7	0.9
1997	5.0	3.7	1.3	2.8	2.4	0.4	6.9	6.0	0.9
1998	5.4	4.0	1.4	3.1	2.7	0.4	7.8	6.7	1.1
1999	5.8	4.3	1.5	3.1	2.7	0.4	7.7	6.7	1.1
2000	6.0	4.6	1.4	3.2	2.8	0.4	8.0	7.0	1.0
2001	6.6	4.9	1.7	3.2	2.7	0.5	8.1	6.8	1.2
2002	7.2	5.2	2.0	3.5	2.9	0.6	8.8	7.3	1.4
2003	7.1	5.2	1.9	3.6	3.0	0.6	9.0	7.5	1.5
<b>Females <sup>1</sup></b>									
1993	8.2	4.6	3.6	5.7	3.2	2.5	14.2	7.9	6.3
1994	8.2	4.4	3.8	5.8	3.2	2.7	14.6	7.9	6.7
1995	8.4	4.6	3.8	5.8	3.1	2.7	14.4	7.7	6.8
1996	8.1	4.4	3.7	5.8	3.0	2.8	14.5	7.6	7.0
1997	7.0	5.3	1.7	4.1	3.6	0.5	10.2	9.0	1.3
1998	7.6	5.6	2.0	4.2	3.6	0.6	10.6	9.0	1.6
1999	7.4	5.7	1.7	3.8	3.4	0.5	9.6	8.5	1.1
2000	8.1	6.1	1.9	4.1	3.5	0.6	10.3	8.8	1.5
2001	8.6	6.3	2.4	4.0	3.4	0.7	10.0	8.4	1.6
2002	9.2	6.6	2.6	4.2	3.5	0.7	10.6	8.8	1.8
2003	9.3	6.7	2.6	4.5	3.8	0.7	11.2	9.4	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 7-8

Absence rates for full-time employees by sex and industry - Durable goods<sup>1</sup>, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1993	6.0	4.2	1.7	3.7	3.0	0.8	9.3	7.4	1.9
1994	5.8	4.0	1.8	3.6	2.8	0.7	8.9	7.1	1.8
1995	5.5	3.8	1.7	3.4	2.6	0.8	8.4	6.5	2.0
1996	5.5	3.7	1.8	3.3	2.5	0.8	8.4	6.3	2.1
1997	5.6	4.1	1.5	3.0	2.6	0.4	7.6	6.6	1.0
1998	6.0	4.4	1.6	3.3	2.8	0.5	8.3	7.1	1.2
1999	6.2	4.6	1.6	3.1	2.6	0.4	7.7	6.6	1.1
2000	6.4	4.8	1.6	3.2	2.8	0.5	8.1	6.9	1.2
2001	7.3	5.3	2.0	3.4	2.9	0.5	8.5	7.1	1.4
2002	7.9	5.7	2.2	3.7	3.1	0.6	9.1	7.7	1.5
2003	7.8	5.6	2.2	3.8	3.2	0.7	9.6	8.0	1.6
<b>Males</b>									
1993	5.5	4.2	1.3	3.3	2.9	0.4	8.2	7.3	1.0
1994	5.2	3.9	1.3	3.2	2.9	0.4	8.0	7.2	0.9
1995	4.8	3.5	1.3	2.8	2.4	0.4	7.1	6.1	1.0
1996	4.8	3.5	1.3	2.7	2.4	0.4	6.9	5.9	1.0
1997	5.1	3.7	1.4	2.7	2.3	0.3	6.7	5.8	0.9
1998	5.6	4.1	1.5	3.1	2.7	0.4	7.8	6.7	1.1
1999	6.0	4.4	1.6	3.0	2.6	0.4	7.6	6.5	1.1
2000	6.0	4.5	1.5	3.0	2.6	0.4	7.6	6.5	1.1
2001	6.9	5.1	1.8	3.3	2.8	0.5	8.2	7.0	1.2
2002	7.6	5.4	2.2	3.5	2.9	0.6	8.8	7.3	1.5
2003	7.4	5.4	2.0	3.7	3.1	0.6	9.3	7.8	1.5
<b>Females <sup>2</sup></b>									
1993	7.9	4.4	3.5	5.5	3.1	2.4	13.8	7.8	6.0
1994	8.2	4.1	4.0	5.1	2.6	2.5	12.8	6.6	6.2
1995	8.2	4.6	3.5	5.7	3.2	2.5	14.2	8.0	6.2
1996	8.1	4.6	3.6	5.8	3.2	2.6	14.5	8.0	6.6
1997	7.7	5.7	2.0	4.4	3.9	0.6	11.1	9.7	1.4
1998	7.7	5.5	2.2	4.2	3.5	0.7	10.4	8.6	1.8
1999	7.0	5.2	1.9	3.2	2.7	0.4	7.9	6.8	1.1
2000	8.1	6.2	2.0	4.0	3.4	0.6	10.1	8.5	1.6
2001	8.9	6.2	2.7	3.9	3.1	0.8	9.7	7.8	2.0
2002	8.9	6.6	2.3	4.2	3.5	0.6	10.4	8.8	1.6
2003	9.4	6.5	2.9	4.3	3.4	0.9	10.8	8.6	2.1

1. Durable goods include: wood, non-metallic mineral, primary metal, fabricated metal, machinery, computer and electronic, electric equipment, transportation equipment and furniture.

2. Data from 1987 to 1996 include maternity leave.

Table 7-9

Absence rates for full-time employees by sex and industry - Non-Durable goods<sup>1</sup>, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1993	6.0	4.0	2.0	3.9	2.8	1.1	9.8	7.0	2.8
1994	6.1	4.0	2.1	4.1	2.9	1.2	10.3	7.3	3.0
1995	6.2	3.9	2.2	4.0	2.7	1.2	9.9	6.8	3.1
1996	5.6	3.5	2.1	3.6	2.4	1.2	9.0	6.0	3.0
1997	5.4	4.2	1.3	3.2	2.8	0.4	8.0	7.0	1.0
1998	6.0	4.5	1.5	3.5	3.0	0.5	8.8	7.6	1.1
1999	6.3	4.9	1.4	3.6	3.2	0.4	9.0	8.0	1.0
2000	6.7	5.3	1.4	3.7	3.3	0.4	9.4	8.3	1.0
2001	6.9	5.2	1.7	3.5	3.0	0.5	8.7	7.4	1.3
2002	7.7	5.5	2.1	3.8	3.2	0.6	9.4	7.9	1.5
2003	7.5	5.6	1.9	3.9	3.3	0.6	9.6	8.2	1.4
<b>Males</b>									
1993	4.7	3.6	1.1	3.0	2.6	0.3	7.4	6.5	0.9
1994	4.8	3.6	1.3	3.0	2.6	0.4	7.4	6.5	0.9
1995	4.9	3.6	1.3	3.0	2.6	0.4	7.5	6.5	1.0
1996	4.3	3.1	1.2	2.5	2.1	0.4	6.2	5.3	0.9
1997	4.9	3.7	1.2	2.9	2.5	0.4	7.2	6.2	1.0
1998	5.0	3.8	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1999	5.5	4.2	1.3	3.2	2.8	0.4	8.0	7.0	0.9
2000	5.9	4.9	1.0	3.5	3.2	0.3	8.7	7.9	0.8
2001	6.0	4.6	1.5	3.1	2.6	0.5	7.7	6.5	1.2
2002	6.7	4.9	1.8	3.5	3.0	0.5	8.7	7.4	1.3
2003	6.5	4.9	1.6	3.4	2.8	0.6	8.5	7.1	1.4
<b>Females <sup>2</sup></b>									
1993	8.5	4.8	3.7	5.8	3.2	2.6	14.5	8.0	6.5
1994	8.3	4.6	3.6	6.3	3.5	2.8	15.8	8.8	7.0
1995	8.6	4.6	4.0	5.9	3.0	2.9	14.6	7.5	7.2
1996	8.0	4.2	3.8	5.8	2.9	2.9	14.6	7.3	7.2
1997	6.4	4.9	1.5	3.8	3.4	0.5	9.6	8.4	1.2
1998	7.6	5.7	1.9	4.3	3.7	0.6	10.7	9.3	1.4
1999	7.6	6.0	1.6	4.3	3.9	0.5	10.9	9.7	1.2
2000	8.0	6.1	1.9	4.2	3.6	0.6	10.5	9.1	1.5
2001	8.4	6.4	2.1	4.1	3.6	0.5	10.3	8.9	1.3
2002	9.4	6.7	2.8	4.3	3.5	0.8	10.8	8.8	2.0
2003	9.3	7.0	2.3	4.7	4.1	0.6	11.6	10.1	1.5

1. Non durable goods include: food, beverages and tobacco, textiles and textile products, clothing, leather and allied, paper, printing, petroleum and coal, chemicals, plastics and rubber and miscellaneous.

2. Data from 1987 to 1996 include maternity leave.



Table 7-10

## Absence rates for full-time employees by sex and industry - Service-producing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.0	3.7	2.3	3.8	2.3	1.5	9.5	5.7	3.8
1994	6.0	3.6	2.4	3.8	2.3	1.5	9.5	5.7	3.7
1995	5.9	3.6	2.4	3.8	2.3	1.5	9.5	5.7	3.8
1996	5.9	3.5	2.4	3.6	2.2	1.5	9.1	5.4	3.7
1997	5.6	4.2	1.4	3.0	2.5	0.5	7.4	6.2	1.2
1998	5.6	4.3	1.3	3.1	2.6	0.5	7.7	6.5	1.2
1999	6.0	4.5	1.5	3.2	2.6	0.5	7.9	6.6	1.3
2000	6.3	4.8	1.5	3.1	2.6	0.5	7.9	6.6	1.3
2001	7.0	5.3	1.7	3.4	2.8	0.6	8.4	6.9	1.5
2002	7.7	5.6	2.1	3.6	2.9	0.7	8.9	7.2	1.7
2003	7.4	5.4	1.9	3.6	2.9	0.7	9.1	7.4	1.7
<b>Males</b>									
1993	4.2	3.1	1.0	2.4	2.0	0.3	5.9	5.1	0.9
1994	4.1	2.9	1.1	2.3	1.9	0.4	5.7	4.8	0.9
1995	4.1	3.0	1.1	2.3	2.0	0.4	5.8	4.9	0.9
1996	3.9	2.8	1.1	2.1	1.8	0.4	5.4	4.5	0.9
1997	4.5	3.3	1.2	2.4	2.0	0.4	6.0	5.1	1.0
1998	4.6	3.5	1.1	2.6	2.2	0.4	6.4	5.4	1.0
1999	4.8	3.6	1.2	2.5	2.1	0.4	6.3	5.3	1.0
2000	5.2	3.9	1.3	2.6	2.1	0.4	6.4	5.3	1.1
2001	5.8	4.4	1.5	2.9	2.4	0.5	7.1	5.9	1.2
2002	6.3	4.5	1.8	3.0	2.3	0.6	7.4	5.8	1.6
2003	6.1	4.4	1.7	3.0	2.4	0.6	7.6	6.1	1.5
<b>Females <sup>1</sup></b>									
1993	7.8	4.2	3.6	5.3	2.6	2.8	13.3	6.5	6.9
1994	7.9	4.2	3.7	5.4	2.7	2.7	13.5	6.8	6.8
1995	7.8	4.1	3.7	5.3	2.6	2.7	13.4	6.5	6.8
1996	7.8	4.1	3.7	5.2	2.6	2.7	13.0	6.4	6.7
1997	6.7	5.0	1.6	3.6	3.0	0.6	9.0	7.4	1.6
1998	6.6	5.0	1.5	3.6	3.0	0.6	9.0	7.6	1.5
1999	7.1	5.3	1.8	3.8	3.2	0.7	9.6	7.9	1.7
2000	7.4	5.7	1.7	3.7	3.1	0.6	9.3	7.8	1.5
2001	8.2	6.2	2.0	3.9	3.2	0.7	9.8	7.9	1.8
2002	8.9	6.6	2.4	4.2	3.4	0.8	10.5	8.6	1.9
2003	8.5	6.4	2.1	4.2	3.4	0.8	10.5	8.6	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 7-11

Absence rates for full-time employees by sex and industry - Trade, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.0	3.1	1.9	3.0	1.9	1.1	7.5	4.7	2.8
1994	4.8	2.8	2.0	2.9	1.8	1.1	7.2	4.4	2.8
1995	5.3	3.1	2.3	3.3	1.9	1.4	8.3	4.8	3.5
1996	5.1	3.0	2.1	3.0	1.8	1.2	7.5	4.4	3.1
1997	4.8	3.4	1.4	2.4	1.9	0.4	5.9	4.9	1.0
1998	4.9	3.6	1.3	2.6	2.1	0.4	6.4	5.4	1.1
1999	5.2	3.8	1.5	2.7	2.2	0.5	6.6	5.4	1.2
2000	5.4	4.1	1.3	2.6	2.2	0.4	6.4	5.4	1.0
2001	6.4	4.7	1.7	3.0	2.4	0.5	7.4	6.1	1.3
2002	6.5	4.6	1.9	2.9	2.3	0.6	7.2	5.8	1.4
2003	6.6	4.8	1.8	3.2	2.7	0.6	8.0	6.6	1.4
<b>Males</b>									
1993	3.8	2.8	1.0	2.0	1.7	0.3	5.0	4.3	0.7
1994	3.7	2.6	1.1	1.9	1.6	0.3	4.6	3.9	0.7
1995	3.9	2.7	1.1	2.1	1.7	0.4	5.3	4.4	0.9
1996	3.5	2.5	1.0	1.8	1.5	0.3	4.5	3.7	0.8
1997	4.3	3.0	1.3	2.2	1.8	0.4	5.4	4.5	0.9
1998	4.1	3.1	1.1	2.2	1.8	0.3	5.4	4.6	0.8
1999	4.5	3.3	1.2	2.3	1.9	0.4	5.7	4.8	0.9
2000	4.9	3.7	1.2	2.3	2.0	0.4	5.9	5.0	0.9
2001	5.6	4.1	1.5	2.6	2.2	0.5	6.5	5.4	1.2
2002	5.9	4.1	1.8	2.6	2.0	0.5	6.4	5.1	1.3
2003	6.0	4.4	1.6	2.9	2.4	0.5	7.2	6.0	1.3
<b>Females <sup>1</sup></b>									
1993	6.7	3.4	3.2	4.5	2.1	2.4	11.2	5.2	6.0
1994	6.4	3.2	3.3	4.4	2.0	2.3	10.9	5.1	5.8
1995	7.3	3.5	3.8	5.1	2.2	2.9	12.7	5.6	7.1
1996	7.2	3.6	3.6	4.9	2.2	2.7	12.2	5.5	6.7
1997	5.5	4.0	1.4	2.7	2.2	0.5	6.7	5.5	1.2
1998	5.9	4.4	1.5	3.2	2.6	0.5	7.9	6.5	1.4
1999	6.2	4.4	1.8	3.2	2.5	0.7	8.0	6.3	1.7
2000	6.0	4.6	1.4	2.9	2.4	0.5	7.3	6.0	1.3
2001	7.5	5.6	1.9	3.5	2.8	0.6	8.7	7.1	1.5
2002	7.3	5.3	2.0	3.4	2.7	0.6	8.4	6.9	1.5
2003	7.5	5.5	2.0	3.7	3.0	0.6	9.2	7.6	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 7-12

## Absence rates for full-time employees by sex and industry - Wholesale trade, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.8	3.0	1.8	2.4	1.7	0.7	5.9	4.2	1.7
1994	4.6	2.6	2.0	2.5	1.5	1.0	6.1	3.7	2.4
1995	5.1	2.9	2.2	3.0	1.7	1.2	7.4	4.3	3.1
1996	4.9	3.0	1.9	2.6	1.6	1.0	6.6	4.0	2.6
1997	4.9	3.2	1.6	2.1	1.7	0.4	5.2	4.3	1.0
1998	5.0	3.6	1.3	2.5	2.1	0.4	6.2	5.2	1.0
1999	5.3	3.8	1.6	2.4	2.0	0.4	6.1	5.0	1.1
2000	5.3	3.8	1.5	2.3	1.9	0.4	5.8	4.8	1.0
2001	6.1	4.1	1.9	2.4	1.9	0.6	6.1	4.7	1.4
2002	6.2	4.0	2.3	2.4	1.8	0.6	6.0	4.6	1.4
2003	6.6	4.5	2.1	3.0	2.4	0.6	7.5	6.0	1.5
<b>Males</b>									
1993	4.0	2.9	1.2	1.9	1.7	0.3	4.8	4.2	0.6
1994	3.7	2.5	1.2	1.8	1.5	0.3	4.4	3.7	0.7
1995	3.8	2.6	1.2	1.9	1.5	0.4	4.7	3.8	0.9
1996	3.8	2.6	1.2	1.8	1.4	0.4	4.4	3.5	0.9
1997	4.2	2.7	1.5	1.9	1.5	0.4	4.7	3.8	0.9
1998	4.3	3.2	1.1	2.3	2.0	0.4	5.9	5.0	0.9
1999	4.7	3.4	1.3	2.2	1.8	0.4	5.6	4.6	1.0
2000	5.0	3.5	1.5	2.4	2.0	0.4	6.0	5.0	1.0
2001	5.3	3.7	1.6	2.2	1.7	0.5	5.5	4.3	1.2
2002	5.7	3.6	2.0	2.3	1.8	0.5	5.8	4.4	1.4
2003	6.2	4.3	1.8	3.0	2.4	0.6	7.4	6.0	1.4
<b>Females <sup>1</sup></b>									
1993	6.5	3.3	3.2	3.4	1.6	1.8	8.6	4.1	4.5
1994	6.8	2.8	4.0	4.2	1.5	2.7	10.5	3.8	6.8
1995	7.8	3.5	4.4	5.5	2.2	3.2	13.7	5.5	8.1
1996	7.5	3.8	3.7	4.8	2.1	2.7	12.1	5.3	6.8
1997	6.4	4.6	1.8	2.7	2.3	0.4	6.7	5.6	1.1
1998	6.6	4.7	1.9	2.8	2.3	0.5	7.0	5.8	1.2
1999	6.7	4.6	2.1	2.9	2.4	0.5	7.3	6.0	1.3
2000	6.0	4.4	1.6	2.1	1.7	0.4	5.4	4.3	1.0
2001	7.9	5.3	2.6	3.1	2.3	0.8	7.6	5.7	2.0
2002	7.6	4.8	2.8	2.7	2.0	0.7	6.7	5.0	1.7
2003	7.7	5.0	2.7	3.1	2.4	0.7	7.7	6.0	1.7

1. Data from 1987 to 1996 include maternity leave.

Table 7-13

## Absence rates for full-time employees by sex and industry - Retail trade, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.1	3.1	2.0	3.2	1.9	1.3	8.0	4.9	3.2
1994	4.9	2.9	2.0	3.0	1.9	1.2	7.6	4.7	2.9
1995	5.4	3.1	2.3	3.5	2.0	1.4	8.6	5.0	3.6
1996	5.1	3.0	2.2	3.1	1.8	1.3	7.8	4.5	3.3
1997	4.8	3.5	1.3	2.5	2.0	0.4	6.1	5.1	1.1
1998	4.9	3.6	1.2	2.6	2.2	0.4	6.5	5.4	1.1
1999	5.2	3.8	1.4	2.7	2.2	0.5	6.9	5.5	1.3
2000	5.5	4.2	1.2	2.7	2.3	0.4	6.7	5.7	1.1
2001	6.5	5.0	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2002	6.6	4.9	1.8	3.1	2.5	0.6	7.7	6.4	1.4
2003	6.7	5.0	1.7	3.3	2.8	0.5	8.2	6.9	1.4
<b>Males</b>									
1993	3.7	2.8	0.9	2.0	1.8	0.3	5.1	4.4	0.7
1994	3.6	2.6	1.0	1.9	1.6	0.3	4.7	4.1	0.7
1995	3.9	2.8	1.1	2.2	1.8	0.4	5.5	4.6	0.9
1996	3.4	2.5	0.9	1.8	1.5	0.3	4.5	3.8	0.7
1997	4.4	3.1	1.3	2.3	1.9	0.4	5.8	4.8	0.9
1998	4.1	3.0	1.1	2.1	1.7	0.3	5.2	4.4	0.8
1999	4.4	3.3	1.1	2.3	1.9	0.4	5.8	4.8	0.9
2000	4.9	3.8	1.1	2.3	2.0	0.3	5.8	5.0	0.8
2001	5.7	4.3	1.4	2.9	2.4	0.4	7.2	6.0	1.1
2002	6.0	4.4	1.7	2.7	2.2	0.5	6.8	5.5	1.3
2003	5.9	4.4	1.5	2.9	2.4	0.5	7.1	6.0	1.2
<b>Females <sup>1</sup></b>									
1993	6.7	3.5	3.3	4.7	2.2	2.5	11.7	5.4	6.3
1994	6.4	3.3	3.1	4.4	2.2	2.2	11.0	5.4	5.6
1995	7.1	3.5	3.7	5.0	2.2	2.8	12.5	5.6	6.9
1996	7.2	3.5	3.6	4.9	2.2	2.7	12.2	5.5	6.7
1997	5.2	3.9	1.3	2.7	2.2	0.5	6.7	5.5	1.2
1998	5.8	4.4	1.4	3.2	2.7	0.6	8.1	6.7	1.4
1999	6.0	4.3	1.7	3.3	2.6	0.7	8.2	6.4	1.8
2000	6.0	4.6	1.4	3.1	2.6	0.5	7.8	6.4	1.3
2001	7.4	5.7	1.7	3.6	3.0	0.6	8.9	7.5	1.4
2002	7.3	5.4	1.9	3.5	2.9	0.6	8.9	7.4	1.5
2003	7.5	5.7	1.8	3.8	3.2	0.6	9.6	8.0	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 7-14

## Absence rates for full-time employees by sex and industry - Transportation and warehousing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.9	4.2	1.7	4.2	3.2	1.0	10.4	8.0	2.5
1994	5.4	3.8	1.6	3.9	2.9	0.9	9.6	7.3	2.4
1995	5.9	4.0	1.9	4.0	3.0	1.0	9.9	7.4	2.5
1996	5.1	3.5	1.6	3.4	2.5	0.8	8.4	6.3	2.1
1997	6.0	4.7	1.2	4.0	3.4	0.5	9.9	8.5	1.4
1998	5.7	4.4	1.3	3.8	3.2	0.5	9.4	8.1	1.3
1999	5.9	4.6	1.3	3.8	3.2	0.5	9.4	8.1	1.3
2000	6.7	5.2	1.4	4.1	3.6	0.5	10.3	9.0	1.3
2001	6.9	5.4	1.6	4.0	3.5	0.5	10.0	8.7	1.3
2002	7.1	5.4	1.8	4.1	3.5	0.7	10.3	8.6	1.6
2003	7.3	5.9	1.5	4.6	4.0	0.6	11.4	9.9	1.5
<b>Males</b>									
1993	5.1	4.1	0.9	3.6	3.2	0.4	9.1	8.1	1.0
1994	4.6	3.6	0.9	3.3	2.9	0.4	8.2	7.2	1.0
1995	4.8	3.8	1.1	3.1	2.8	0.4	7.9	7.0	0.9
1996	4.5	3.4	1.0	2.9	2.5	0.4	7.4	6.3	1.1
1997	5.5	4.4	1.1	3.8	3.3	0.5	9.4	8.3	1.2
1998	5.5	4.3	1.2	3.8	3.3	0.5	9.4	8.2	1.2
1999	5.6	4.5	1.2	3.8	3.3	0.5	9.4	8.2	1.2
2000	6.2	4.9	1.3	3.9	3.5	0.4	9.7	8.7	1.1
2001	6.6	5.2	1.4	4.0	3.5	0.5	10.0	8.8	1.2
2002	6.8	5.1	1.7	4.0	3.4	0.6	10.1	8.6	1.6
2003	7.3	5.8	1.5	4.8	4.1	0.6	11.9	10.3	1.6
<b>Females <sup>1</sup></b>									
1993	9.2	4.6	4.6	6.4	2.9	3.5	16.1	7.4	8.7
1994	9.0	4.4	4.6	6.5	3.1	3.4	16.3	7.8	8.6
1995	10.2	5.2	5.0	7.6	3.7	3.9	19.0	9.3	9.7
1996	7.5	3.9	3.7	5.2	2.6	2.7	13.1	6.4	6.6
1997	7.7	5.8	1.9	4.8	3.9	0.9	11.9	9.7	2.2
1998	6.3	4.8	1.5	3.8	3.1	0.7	9.6	7.9	1.7
1999	7.1	5.1	1.9	3.8	3.1	0.6	9.4	7.8	1.6
2000	8.4	6.4	2.0	5.1	4.2	0.9	12.8	10.4	2.4
2001	8.0	5.9	2.1	4.1	3.3	0.7	10.1	8.4	1.8
2002	8.5	6.3	2.1	4.4	3.6	0.8	11.0	9.1	2.0
2003	7.5	6.0	1.5	3.9	3.4	0.4	9.7	8.6	1.1

1. Data from 1987 to 1996 include maternity leave.

Table 7-15

## Absence rates for full-time employees by sex and industry - Finance, insurance, real estate and leasing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	3.0	2.8	3.7	1.7	2.0	9.3	4.3	5.0
1994	6.1	3.2	2.9	3.9	2.1	1.9	9.9	5.1	4.7
1995	6.0	3.1	2.8	3.6	1.8	1.8	9.0	4.4	4.6
1996	5.8	3.1	2.8	3.6	1.8	1.8	8.9	4.5	4.4
1997	4.8	3.3	1.5	2.4	1.8	0.5	5.9	4.6	1.3
1998	5.1	3.8	1.3	2.5	2.1	0.4	6.3	5.2	1.1
1999	5.6	4.0	1.6	2.8	2.3	0.5	7.0	5.8	1.2
2000	5.9	4.1	1.7	2.7	2.1	0.5	6.7	5.3	1.4
2001	6.7	4.8	1.9	3.0	2.4	0.6	7.4	5.9	1.5
2002	7.5	5.4	2.2	3.1	2.5	0.6	7.8	6.3	1.5
2003	7.3	5.2	2.1	3.4	2.8	0.6	8.6	7.0	1.6
<b>Males</b>									
1993	2.9	2.0	0.9	1.4	1.0	0.4	3.6	2.6	1.0
1994	3.7	2.4	1.3	2.1	1.7	0.4	5.2	4.2	1.0
1995	3.5	2.3	1.2	1.6	1.2	0.4	4.1	3.1	1.1
1996	2.6	1.8	0.8	1.3	1.0	0.3	3.2	2.6	0.6
1997	3.2	2.1	1.1	1.5	1.2	0.3	3.8	3.0	0.9
1998	4.0	2.8	1.2	1.8	1.4	0.4	4.6	3.5	1.1
1999	4.1	2.8	1.3	1.9	1.5	0.4	4.6	3.6	1.0
2000	4.1	2.7	1.4	1.7	1.3	0.5	4.4	3.2	1.2
2001	5.0	3.4	1.6	2.1	1.6	0.5	5.2	4.0	1.2
2002	6.1	4.0	2.1	2.4	1.7	0.8	6.1	4.2	1.9
2003	5.2	3.4	1.8	1.9	1.5	0.5	4.8	3.6	1.2
<b>Females <sup>1</sup></b>									
1993	7.7	3.7	3.9	5.3	2.2	3.1	13.3	5.5	7.8
1994	7.5	3.7	3.9	5.2	2.3	2.9	13.0	5.8	7.3
1995	7.5	3.7	3.9	5.0	2.2	2.8	12.5	5.4	7.1
1996	7.7	3.8	3.9	5.0	2.3	2.7	12.5	5.7	6.8
1997	5.7	4.0	1.7	2.9	2.3	0.6	7.2	5.6	1.6
1998	5.8	4.4	1.4	3.0	2.5	0.4	7.4	6.3	1.1
1999	6.5	4.8	1.7	3.4	2.9	0.5	8.5	7.2	1.3
2000	7.0	5.1	1.9	3.3	2.7	0.6	8.3	6.7	1.5
2001	7.8	5.7	2.0	3.6	2.9	0.7	8.9	7.2	1.7
2002	8.5	6.3	2.2	3.6	3.1	0.5	9.0	7.8	1.2
2003	8.6	6.4	2.2	4.5	3.7	0.7	11.2	9.3	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 7-16

## Absence rates for full-time employees by sex and industry - Finance and insurance, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.3	3.2	3.1	4.1	1.8	2.3	10.3	4.5	5.8
1994	6.5	3.4	3.1	4.4	2.2	2.1	10.9	5.6	5.4
1995	6.5	3.4	3.1	4.1	2.0	2.1	10.2	4.9	5.4
1996	6.3	3.2	3.0	3.9	1.9	2.0	9.8	4.7	5.0
1997	4.9	3.4	1.6	2.5	1.9	0.6	6.1	4.8	1.4
1998	5.2	3.8	1.3	2.6	2.2	0.4	6.5	5.4	1.1
1999	5.8	4.3	1.5	2.9	2.5	0.5	7.3	6.1	1.1
2000	6.0	4.3	1.7	2.8	2.3	0.5	7.0	5.7	1.4
2001	6.9	5.0	1.9	3.1	2.5	0.6	7.7	6.2	1.6
2002	7.7	5.6	2.1	3.2	2.6	0.5	7.9	6.6	1.3
2003	7.5	5.4	2.1	3.5	3.0	0.6	8.8	7.4	1.4
<b>Males</b>									
1993	2.5	1.6	F	1.1	0.8	F	2.8	1.9	F
1994	3.8	2.5	1.3	2.1	1.7	0.3	5.2	4.3	0.8
1995	3.6	2.3	1.2	1.7	1.2	0.5	4.1	3.0	1.2
1996	2.5	1.7	F	1.1	0.9	F	2.8	2.2	F
1997	3.3	2.0	1.3	1.5	1.1	0.4	3.8	2.8	1.0
1998	3.9	2.8	1.1	1.7	1.3	0.4	4.3	3.3	1.0
1999	3.6	2.6	1.0	1.6	1.3	0.3	3.9	3.1	0.8
2000	4.0	2.7	1.4	1.8	1.3	0.5	4.5	3.3	1.2
2001	4.5	3.0	1.5	1.7	1.2	0.5	4.3	3.1	1.2
2002	6.0	3.9	2.1	2.1	1.4	0.7	5.2	3.5	1.7
2003	5.2	3.4	1.8	1.9	1.4	0.5	4.7	3.5	1.2
<b>Females <sup>1</sup></b>									
1993	8.1	4.0	4.2	5.8	2.4	3.4	14.4	5.9	8.5
1994	7.9	3.8	4.1	5.7	2.5	3.2	14.2	6.3	7.9
1995	8.0	3.9	4.1	5.5	2.4	3.1	13.8	6.0	7.8
1996	8.0	3.9	4.0	5.3	2.4	2.9	13.3	6.0	7.3
1997	5.7	4.0	1.7	2.9	2.3	0.6	7.4	5.8	1.6
1998	5.8	4.4	1.4	3.1	2.6	0.5	7.7	6.5	1.1
1999	6.9	5.2	1.7	3.6	3.1	0.5	9.0	7.7	1.3
2000	7.1	5.1	1.9	3.4	2.8	0.6	8.5	7.0	1.5
2001	8.2	6.1	2.1	3.9	3.2	0.7	9.7	7.9	1.8
2002	8.7	6.6	2.1	3.9	3.4	0.5	9.6	8.5	1.1
2003	8.7	6.5	2.2	4.5	3.9	0.6	11.2	9.6	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 7-17

Absence rates for full-time employees by sex and industry - Real estate and leasing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.4	2.7	1.7	2.6	1.5	1.0	6.5	3.8	2.6
1994	4.7	2.6	2.1	2.7	1.5	1.1	6.7	3.9	2.8
1995	4.2	2.2	2.0	2.0	1.2	0.8	5.1	3.0	2.0
1996	4.2	2.5	1.7	2.4	1.4	0.9	5.9	3.6	2.3
1997	4.1	3.1	F	2.0	1.6	F	5.0	4.0	F
1998	4.9	3.4	1.4	2.2	1.8	0.4	5.4	4.5	1.0
1999	4.8	3.0	1.8	2.4	1.8	0.5	6.0	4.6	1.3
2000	5.3	3.6	1.6	2.2	1.6	0.5	5.5	4.1	1.4
2001	5.8	4.2	1.6	2.5	2.0	0.5	6.3	5.1	1.2
2002	6.7	4.4	2.3	2.9	2.1	0.8	7.3	5.2	2.1
2003	6.6	4.5	2.1	3.1	2.3	0.8	7.6	5.7	2.0
<b>Males</b>									
1993	3.7	2.7	F	2.0	1.5	F	4.9	3.7	F
1994	3.6	2.3	F	2.1	1.6	F	5.2	4.0	F
1995	3.5	2.2	F	1.6	1.3	F	4.1	3.2	F
1996	2.9	F	F	1.6	F	F	4.1	F	F
1997	3.0	2.3	F	1.6	1.3	F	3.9	3.4	F
1998	4.3	2.7	F	2.0	1.6	F	5.0	3.9	F
1999	5.1	3.2	F	2.5	1.9	F	6.2	4.7	F
2000	4.2	2.8	F	1.7	1.2	F	4.2	3.1	F
2001	6.3	4.6	F	3.0	2.5	F	7.5	6.2	F
2002	6.4	4.3	F	3.4	2.4	F	8.5	6.0	F
2003	5.3	3.4	F	2.0	1.6	F	5.0	3.9	F
<b>Females <sup>1</sup></b>									
1993	5.3	2.6	2.7	3.5	1.6	1.9	8.7	4.0	4.7
1994	6.0	2.9	3.0	3.4	1.5	1.9	8.4	3.7	4.7
1995	5.1	F	2.8	2.6	F	1.5	6.4	F	3.6
1996	5.9	3.0	2.9	3.3	1.5	1.8	8.4	3.8	4.5
1997	5.7	4.2	F	2.6	1.9	F	6.5	4.8	F
1998	5.6	4.4	F	2.4	2.1	F	6.0	5.3	F
1999	4.4	2.9	F	2.3	1.8	F	5.7	4.5	F
2000	6.5	4.6	F	2.8	2.1	F	7.0	5.4	F
2001	5.1	3.7	F	1.9	1.4	F	4.7	3.5	F
2002	7.1	4.4	F	2.3	1.6	F	5.6	4.1	F
2003	8.1	5.7	F	4.4	3.1	F	10.9	7.9	F

1. Data from 1987 to 1996 include maternity leave.



Table 7-18

## Absence rates for full-time employees by sex and industry - Professional, scientific and technical services, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.6	3.0	2.7	3.0	1.4	1.6	7.6	3.6	4.0
1994	5.3	2.3	3.0	2.9	1.1	1.8	7.2	2.8	4.4
1995	5.0	2.2	2.8	2.7	1.0	1.7	6.7	2.5	4.2
1996	4.8	2.2	2.6	2.2	0.8	1.4	5.6	2.1	3.5
1997	4.3	2.7	1.6	1.6	1.1	0.5	3.9	2.7	1.3
1998	4.7	3.1	1.6	1.8	1.3	0.5	4.5	3.4	1.2
1999	4.9	3.1	1.8	1.9	1.4	0.6	4.8	3.4	1.4
2000	5.0	3.2	1.8	1.6	1.2	0.4	4.0	2.9	1.1
2001	5.8	4.0	1.8	2.0	1.4	0.6	5.0	3.6	1.4
2002	6.6	4.3	2.3	2.4	1.8	0.6	6.0	4.4	1.6
2003	6.0	3.8	2.3	2.1	1.5	0.6	5.3	3.8	1.5
<b>Males</b>									
1993	3.8	2.7	1.2	1.5	1.3	0.2	3.8	3.2	0.6
1994	3.4	1.8	1.5	1.3	0.8	0.4	3.2	2.1	1.1
1995	2.7	1.7	1.0	1.0	0.8	0.2	2.5	1.9	0.6
1996	3.0	1.7	1.3	1.0	0.6	0.3	2.5	1.6	0.9
1997	3.4	2.0	1.4	1.2	0.7	0.5	2.9	1.7	1.2
1998	3.5	2.2	1.2	1.2	0.9	0.4	3.0	2.1	0.9
1999	4.1	2.4	1.7	1.4	0.9	0.5	3.5	2.3	1.3
2000	3.8	2.3	1.6	1.2	0.8	0.4	3.1	2.0	1.1
2001	5.0	3.4	1.6	1.6	1.2	0.5	4.1	2.9	1.2
2002	5.7	3.6	2.1	2.1	1.5	0.6	5.3	3.8	1.5
2003	5.1	3.1	2.0	1.8	1.2	0.6	4.4	3.0	1.4
<b>Females <sup>1</sup></b>									
1993	7.5	3.3	4.2	4.8	1.6	3.2	12.0	4.0	8.0
1994	7.3	2.9	4.5	4.7	1.4	3.2	11.7	3.6	8.1
1995	7.4	2.7	4.7	4.6	1.3	3.3	11.4	3.2	8.3
1996	6.9	2.8	4.1	3.8	1.1	2.7	9.4	2.7	6.7
1997	5.3	3.6	1.7	2.1	1.6	0.5	5.3	3.9	1.3
1998	6.1	4.2	2.0	2.5	1.9	0.6	6.4	4.8	1.5
1999	5.8	3.8	2.0	2.5	1.9	0.6	6.3	4.7	1.5
2000	6.5	4.4	2.1	2.1	1.6	0.4	5.2	4.1	1.1
2001	6.8	4.8	2.0	2.5	1.8	0.7	6.2	4.5	1.7
2002	7.8	5.2	2.6	2.7	2.1	0.7	6.8	5.2	1.6
2003	7.1	4.6	2.5	2.5	1.9	0.6	6.3	4.7	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 7-19

**Absence rates for full-time employees by sex and industry - Business, building and other support services, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.7	2.9	1.8	3.0	1.8	1.2	7.4	4.4	2.9
1994	4.9	3.5	1.4	2.9	2.0	0.8	7.2	5.1	2.1
1995	5.0	3.2	1.8	3.1	2.0	1.1	7.8	5.1	2.7
1996	4.5	2.9	1.6	2.9	2.0	1.0	7.4	5.0	2.4
1997	5.3	4.2	1.1	2.7	2.3	0.3	6.7	5.8	0.9
1998	5.4	4.0	1.5	3.0	2.4	0.6	7.4	6.0	1.4
1999	5.4	4.0	1.4	2.6	2.1	0.5	6.5	5.2	1.4
2000	6.4	4.9	1.4	3.1	2.7	0.4	7.9	6.7	1.1
2001	6.9	5.2	1.8	3.2	2.6	0.6	8.1	6.6	1.5
2002	8.1	5.7	2.4	3.5	2.7	0.9	8.8	6.7	2.1
2003	7.6	5.6	2.0	3.5	2.8	0.7	8.7	7.0	1.7
<b>Males</b>									
1993	3.2	2.5	F	1.8	1.6	F	4.4	3.9	F
1994	4.0	3.4	F	2.2	1.9	F	5.4	4.8	F
1995	3.8	2.9	F	2.2	1.9	F	5.6	4.8	F
1996	3.7	2.7	F	2.3	1.9	F	5.6	4.9	F
1997	4.6	3.7	F	2.5	2.2	F	6.2	5.5	F
1998	4.7	3.5	1.2	2.8	2.3	0.5	7.1	5.8	1.2
1999	4.4	3.4	1.0	2.3	1.9	0.3	5.6	4.8	0.8
2000	4.9	3.7	1.2	2.6	2.2	0.4	6.5	5.4	1.1
2001	6.0	4.5	1.5	3.0	2.5	0.6	7.6	6.2	1.4
2002	7.1	5.1	1.9	3.3	2.5	0.8	8.3	6.2	2.1
2003	6.0	4.5	1.5	2.9	2.4	0.5	7.2	5.9	1.3
<b>Females <sup>1</sup></b>									
1993	6.7	3.5	3.2	4.7	2.1	2.6	11.6	5.2	6.4
1994	6.4	3.7	2.8	4.2	2.3	1.9	10.5	5.7	4.8
1995	6.8	3.7	3.1	4.5	2.2	2.3	11.2	5.6	5.6
1996	5.7	3.2	2.5	4.0	2.1	1.9	9.9	5.1	4.8
1997	6.3	4.9	F	3.0	2.5	F	7.4	6.2	F
1998	6.4	4.5	1.8	3.1	2.5	0.6	7.8	6.3	1.6
1999	6.7	4.8	1.9	3.1	2.3	0.9	7.8	5.7	2.2
2000	8.2	6.5	1.7	3.9	3.4	0.5	9.7	8.5	1.2
2001	7.9	5.9	2.1	3.5	2.8	0.7	8.7	7.1	1.6
2002	9.5	6.5	3.0	3.8	2.9	0.9	9.5	7.3	2.2
2003	9.5	6.9	2.6	4.2	3.4	0.9	10.6	8.4	2.2

1. Data from 1987 to 1996 include maternity leave.

Table 7-20

## Absence rates for full-time employees by sex and industry - Educational services, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	3.6	2.2	3.7	2.2	1.5	9.3	5.4	3.9
1994	5.7	3.5	2.1	3.6	2.2	1.4	9.0	5.6	3.4
1995	5.4	3.2	2.2	3.5	2.0	1.6	8.8	4.9	3.9
1996	6.4	3.9	2.5	4.0	2.3	1.7	10.0	5.9	4.1
1997	6.1	4.8	1.3	3.3	2.8	0.5	8.2	6.9	1.3
1998	5.5	4.3	1.2	3.0	2.5	0.6	7.6	6.2	1.4
1999	6.1	4.6	1.4	3.3	2.7	0.6	8.3	6.9	1.4
2000	6.6	5.0	1.6	3.4	2.7	0.7	8.4	6.7	1.7
2001	7.1	5.4	1.7	3.4	2.7	0.7	8.5	6.8	1.7
2002	8.5	6.1	2.3	3.9	3.0	0.9	9.8	7.6	2.2
2003	7.9	6.0	1.9	3.8	3.0	0.8	9.4	7.6	1.9
<b>Males</b>									
1993	4.5	3.6	0.9	2.6	2.2	0.4	6.5	5.6	1.0
1994	4.1	3.1	1.0	2.3	2.0	0.3	5.8	5.0	0.8
1995	3.6	2.7	0.9	2.1	1.7	0.3	5.1	4.3	0.8
1996	4.1	3.2	1.0	2.3	1.9	0.4	5.7	4.8	0.9
1997	5.3	4.2	1.1	3.0	2.6	0.4	7.4	6.5	1.0
1998	4.5	3.4	1.1	2.5	2.1	0.5	6.3	5.2	1.2
1999	5.5	4.2	1.3	3.1	2.6	0.6	7.8	6.4	1.4
2000	5.6	4.4	1.2	2.8	2.4	0.5	7.1	6.0	1.2
2001	5.8	4.5	1.2	2.9	2.4	0.4	7.2	6.1	1.1
2002	6.3	4.6	1.7	3.1	2.4	0.7	7.7	6.0	1.6
2003	6.4	4.7	1.7	3.2	2.5	0.7	8.0	6.2	1.8
<b>Females <sup>1</sup></b>									
1993	6.7	3.6	3.2	4.5	2.1	2.4	11.3	5.3	6.0
1994	6.9	3.9	3.0	4.6	2.4	2.2	11.6	6.1	5.5
1995	6.6	3.5	3.2	4.7	2.2	2.5	11.7	5.4	6.3
1996	8.1	4.4	3.7	5.3	2.7	2.7	13.3	6.7	6.6
1997	6.7	5.2	1.4	3.5	2.9	0.6	8.7	7.2	1.5
1998	6.1	4.9	1.2	3.4	2.8	0.6	8.5	6.9	1.5
1999	6.4	4.9	1.5	3.4	2.9	0.6	8.6	7.2	1.4
2000	7.2	5.4	1.8	3.7	2.9	0.8	9.2	7.2	2.1
2001	7.9	6.0	2.0	3.7	2.9	0.8	9.3	7.3	2.0
2002	9.8	7.1	2.7	4.5	3.4	1.0	11.2	8.6	2.6
2003	8.9	6.9	2.0	4.2	3.4	0.8	10.5	8.5	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 7-21

## Absence rates for full-time employees by sex and industry - Health care and social assistance, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	8.6	5.2	3.3	6.2	3.7	2.5	15.5	9.1	6.4
1994	8.8	5.4	3.4	6.3	3.8	2.5	15.8	9.6	6.2
1995	8.2	5.0	3.2	5.9	3.5	2.4	14.8	8.8	6.0
1996	8.6	5.2	3.4	6.1	3.6	2.5	15.3	9.0	6.3
1997	7.8	6.2	1.5	4.8	4.2	0.6	12.1	10.4	1.6
1998	8.1	6.7	1.5	5.1	4.5	0.6	12.7	11.2	1.6
1999	8.3	6.7	1.6	5.0	4.4	0.6	12.6	10.9	1.6
2000	8.5	7.0	1.4	5.0	4.4	0.6	12.5	11.0	1.5
2001	9.0	7.2	1.8	5.1	4.3	0.8	12.8	10.7	2.0
2002	9.8	7.7	2.1	5.3	4.5	0.8	13.4	11.3	2.0
2003	9.2	7.2	2.0	5.1	4.3	0.9	12.8	10.7	2.1
<b>Males</b>									
1993	5.3	4.2	1.1	3.3	2.8	0.5	8.2	7.0	1.2
1994	5.1	4.0	1.1	3.0	2.7	0.3	7.6	6.8	0.8
1995	5.2	3.9	1.3	3.3	2.7	0.6	8.3	6.7	1.6
1996	5.8	4.7	1.2	3.6	3.2	0.4	8.9	7.9	1.0
1997	5.7	4.6	1.1	3.3	3.0	0.3	8.4	7.5	0.9
1998	7.6	6.5	1.1	4.8	4.4	0.4	12.0	10.9	1.0
1999	6.7	5.6	1.1	4.0	3.6	0.4	10.1	9.1	1.0
2000	6.3	5.1	1.2	3.6	3.1	0.5	9.1	7.8	1.3
2001	7.8	6.4	1.4	4.7	3.9	0.7	11.7	9.8	1.8
2002	7.7	5.7	2.0	4.0	3.2	0.8	9.9	7.9	2.0
2003	7.6	5.7	1.9	4.2	3.4	0.8	10.5	8.4	2.0
<b>Females <sup>1</sup></b>									
1993	9.4	5.5	3.9	7.0	3.9	3.1	17.5	9.7	7.8
1994	9.8	5.8	4.0	7.2	4.2	3.1	18.1	10.4	7.7
1995	9.0	5.3	3.7	6.7	3.8	2.9	16.6	9.4	7.3
1996	9.3	5.3	4.0	6.8	3.7	3.1	17.0	9.3	7.7
1997	8.3	6.6	1.7	5.2	4.5	0.7	13.0	11.2	1.8
1998	8.2	6.7	1.5	5.2	4.5	0.7	12.9	11.2	1.7
1999	8.7	6.9	1.7	5.3	4.6	0.7	13.2	11.4	1.8
2000	9.0	7.5	1.5	5.3	4.7	0.6	13.3	11.8	1.5
2001	9.2	7.4	1.9	5.2	4.4	0.8	13.0	10.9	2.1
2002	10.3	8.1	2.1	5.7	4.9	0.8	14.2	12.1	2.0
2003	9.5	7.5	2.1	5.4	4.5	0.9	13.4	11.2	2.2

1. Data from 1987 to 1996 include maternity leave.

Table 7-22

## Absence rates for full-time employees by sex and industry - Information, culture and recreation, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.7	3.4	2.3	3.5	2.0	1.5	8.8	5.0	3.9
1994	4.9	3.0	1.9	2.9	1.8	1.1	7.3	4.5	2.8
1995	5.3	3.4	1.9	3.2	2.1	1.1	8.0	5.3	2.7
1996	5.1	2.9	2.2	3.1	1.7	1.4	7.8	4.3	3.5
1997	4.7	3.5	1.2	2.4	2.0	0.4	6.0	4.9	1.0
1998	4.9	3.6	1.3	2.4	2.0	0.4	6.0	5.0	1.0
1999	5.2	3.9	1.3	2.6	2.2	0.4	6.6	5.5	1.1
2000	5.4	4.3	1.1	2.6	2.3	0.3	6.4	5.6	0.8
2001	6.5	5.0	1.5	3.0	2.5	0.5	7.4	6.2	1.3
2002	7.2	5.3	1.9	3.2	2.6	0.6	8.0	6.5	1.5
2003	6.4	4.7	1.7	2.9	2.4	0.6	7.3	5.9	1.4
<b>Males</b>									
1993	3.4	2.5	F	1.6	1.3	F	4.0	3.4	F
1994	3.2	2.2	1.0	1.6	1.3	0.3	4.1	3.4	0.7
1995	3.8	2.8	1.0	2.0	1.8	0.3	5.1	4.4	0.7
1996	3.4	2.3	1.1	1.8	1.4	0.4	4.6	3.6	1.0
1997	3.4	2.6	0.8	1.7	1.4	0.3	4.2	3.5	0.7
1998	3.8	2.6	1.2	1.7	1.4	0.3	4.3	3.5	0.8
1999	3.6	2.5	1.0	1.6	1.3	0.3	4.1	3.3	0.8
2000	4.6	3.5	1.0	2.0	1.7	0.3	4.9	4.2	0.7
2001	5.1	3.9	1.2	2.5	2.1	0.4	6.3	5.2	1.1
2002	6.2	4.5	1.7	2.7	2.1	0.6	6.7	5.2	1.4
2003	5.1	3.5	1.6	2.3	1.7	0.6	5.8	4.3	1.6
<b>Females <sup>1</sup></b>									
1993	8.4	4.5	3.9	5.9	2.8	3.1	14.7	6.9	7.8
1994	7.0	4.0	3.0	4.7	2.4	2.3	11.7	6.0	5.7
1995	7.1	4.1	2.9	4.7	2.6	2.1	11.7	6.4	5.3
1996	7.1	3.6	3.4	4.7	2.1	2.6	11.8	5.3	6.5
1997	6.3	4.7	1.6	3.3	2.7	0.6	8.3	6.8	1.5
1998	6.3	4.8	1.5	3.2	2.7	0.5	8.1	6.9	1.2
1999	7.2	5.6	1.6	3.9	3.3	0.6	9.7	8.3	1.5
2000	6.5	5.3	1.1	3.3	3.0	0.4	8.3	7.4	0.9
2001	8.2	6.3	1.9	3.5	2.9	0.6	8.8	7.3	1.5
2002	8.5	6.4	2.1	3.9	3.3	0.6	9.7	8.2	1.6
2003	7.9	6.0	1.9	3.7	3.2	0.5	9.2	7.9	1.3

1. Data from 1987 to 1996 include maternity leave.

Table 7-23

## Absence rates for full-time employees by sex and industry - Accommodation and food services, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.8	2.8	2.0	3.1	1.7	1.4	7.8	4.3	3.5
1994	5.1	2.9	2.2	3.6	2.0	1.5	8.9	5.1	3.8
1995	4.9	2.7	2.2	3.5	1.8	1.7	8.8	4.6	4.2
1996	4.7	2.5	2.1	3.1	1.6	1.5	7.8	4.1	3.7
1997	4.8	3.6	1.2	2.8	2.3	0.5	6.9	5.7	1.2
1998	4.2	3.3	1.0	2.3	1.9	0.4	5.7	4.7	0.9
1999	4.8	3.6	1.2	2.6	2.1	0.5	6.6	5.3	1.3
2000	4.9	3.6	1.3	2.5	2.0	0.5	6.3	5.0	1.3
2001	5.9	4.5	1.4	2.9	2.3	0.6	7.3	5.8	1.5
2002	6.1	4.4	1.7	3.0	2.3	0.7	7.6	5.7	1.9
2003	5.8	4.1	1.6	3.0	2.3	0.7	7.6	5.9	1.7
<b>Males</b>									
1993	2.7	2.0	F	1.6	1.4	F	4.0	3.5	F
1994	2.6	1.9	F	1.8	1.5	F	4.4	3.8	F
1995	2.8	2.0	F	1.6	1.3	F	4.1	3.2	F
1996	2.6	1.9	F	1.5	1.3	F	3.7	3.1	F
1997	3.4	2.4	1.0	1.7	1.4	0.4	4.3	3.4	0.9
1998	3.2	2.5	F	1.7	1.4	F	4.4	3.6	F
1999	3.4	2.6	0.8	1.8	1.5	0.3	4.4	3.7	0.8
2000	4.0	3.0	1.0	2.0	1.6	0.4	5.0	4.1	0.9
2001	4.2	3.2	1.0	1.9	1.5	0.4	4.8	3.7	1.1
2002	4.7	3.3	1.4	2.3	1.6	0.7	5.8	3.9	1.9
2003	4.4	3.1	1.3	2.4	1.8	0.6	6.1	4.5	1.6
<b>Females <sup>1</sup></b>									
1993	6.5	3.5	3.0	4.4	2.0	2.4	11.1	5.0	6.0
1994	7.2	3.6	3.6	5.2	2.5	2.7	12.9	6.3	6.6
1995	6.6	3.3	3.3	5.1	2.3	2.8	12.7	5.7	7.0
1996	6.3	3.0	3.3	4.5	2.0	2.5	11.2	4.9	6.3
1997	5.9	4.5	1.4	3.6	3.0	0.6	9.0	7.6	1.4
1998	5.0	3.8	1.2	2.7	2.3	0.4	6.8	5.7	1.1
1999	5.9	4.5	1.4	3.3	2.7	0.7	8.4	6.7	1.7
2000	5.5	4.1	1.5	2.9	2.3	0.6	7.3	5.8	1.5
2001	7.2	5.5	1.7	3.7	3.0	0.7	9.3	7.4	1.9
2002	7.0	5.2	1.9	3.6	2.8	0.7	9.0	7.1	1.8
2003	6.8	4.9	1.9	3.5	2.8	0.7	8.7	6.9	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 7-24

## Absence rates for full-time employees by sex and industry - Other services, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.9	2.8	2.1	3.0	1.7	1.2	7.4	4.3	3.1
1994	5.2	3.0	2.2	3.2	2.0	1.2	8.0	5.0	3.0
1995	5.5	3.6	1.9	3.4	2.4	1.0	8.5	6.0	2.5
1996	4.5	2.6	1.9	2.4	1.4	1.0	5.9	3.5	2.4
1997	4.3	3.0	1.3	1.9	1.5	0.4	4.9	3.8	1.1
1998	5.1	3.6	1.4	2.7	2.2	0.5	6.7	5.4	1.4
1999	5.1	3.6	1.5	2.4	1.9	0.5	5.9	4.7	1.2
2000	5.5	4.0	1.6	2.5	1.9	0.5	6.2	4.8	1.4
2001	6.1	4.0	2.0	2.6	2.0	0.6	6.4	5.0	1.4
2002	6.7	4.6	2.1	2.6	2.1	0.5	6.5	5.2	1.3
2003	6.4	4.4	2.0	2.8	2.1	0.6	6.9	5.3	1.6
<b>Males</b>									
1993	3.6	2.6	1.0	1.9	1.7	0.3	4.8	4.1	0.7
1994	3.9	2.8	1.1	2.1	1.8	0.3	5.3	4.5	0.8
1995	5.0	3.6	1.4	2.9	2.4	0.4	7.2	6.1	1.1
1996	3.4	2.3	1.2	1.7	1.3	0.3	4.2	3.3	0.9
1997	4.0	2.8	1.2	1.9	1.5	0.4	4.7	3.8	1.0
1998	5.1	3.8	1.3	3.0	2.4	0.5	7.4	6.1	1.3
1999	4.2	3.0	1.3	2.0	1.6	0.3	4.9	4.0	0.9
2000	4.9	3.3	1.6	2.2	1.6	0.6	5.5	4.1	1.4
2001	5.4	3.6	1.8	2.3	1.8	0.4	5.6	4.6	1.1
2002	6.2	4.4	1.8	2.5	2.0	0.5	6.2	5.0	1.2
2003	5.8	4.0	1.8	2.6	2.1	0.6	6.6	5.1	1.4
<b>Females <sup>1</sup></b>									
1993	6.3	3.0	3.3	4.3	1.8	2.5	10.7	4.5	6.2
1994	6.8	3.3	3.5	4.6	2.2	2.4	11.6	5.5	6.0
1995	6.2	3.6	2.7	4.1	2.4	1.8	10.4	5.9	4.5
1996	5.7	3.0	2.8	3.3	1.5	1.8	8.4	3.8	4.5
1997	4.7	3.2	1.5	2.0	1.5	0.5	5.1	3.8	1.3
1998	5.0	3.4	1.6	2.3	1.7	0.6	5.7	4.3	1.4
1999	6.1	4.4	1.7	2.9	2.3	0.6	7.2	5.7	1.6
2000	6.3	4.8	1.5	2.8	2.3	0.5	7.0	5.8	1.3
2001	6.9	4.6	2.3	3.0	2.2	0.7	7.4	5.5	1.9
2002	7.3	4.8	2.4	2.8	2.2	0.6	7.1	5.5	1.5
2003	7.2	5.0	2.2	2.9	2.2	0.7	7.3	5.5	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 7-25

Absence rates for full-time employees by sex and industry - Public administration, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.9	4.6	2.2	4.1	2.8	1.3	10.2	7.0	3.2
1994	7.2	4.5	2.7	4.1	2.6	1.6	10.4	6.5	3.9
1995	6.9	4.6	2.3	4.0	2.8	1.2	9.9	6.9	3.0
1996	6.9	4.6	2.3	4.1	2.8	1.3	10.2	7.0	3.2
1997	6.9	5.2	1.7	3.6	3.0	0.6	9.0	7.5	1.4
1998	6.8	5.3	1.5	3.7	3.2	0.5	9.3	8.0	1.4
1999	7.5	5.8	1.7	4.0	3.3	0.6	9.9	8.3	1.6
2000	8.2	6.0	2.2	3.7	3.0	0.7	9.3	7.5	1.8
2001	8.7	6.6	2.0	4.0	3.4	0.6	10.1	8.5	1.6
2002	9.3	6.8	2.5	4.4	3.6	0.8	11.0	8.9	2.0
2003	9.0	6.7	2.4	4.3	3.4	0.9	10.7	8.5	2.2
<b>Males</b>									
1993	5.4	4.0	1.4	3.1	2.6	0.5	7.8	6.5	1.3
1994	5.4	3.8	1.6	2.8	2.2	0.5	7.0	5.6	1.4
1995	5.2	4.0	1.2	2.9	2.6	0.4	7.3	6.4	0.9
1996	5.2	3.9	1.3	3.0	2.5	0.5	7.6	6.4	1.2
1997	5.5	4.3	1.3	2.9	2.5	0.4	7.4	6.4	1.0
1998	5.6	4.3	1.2	3.1	2.6	0.4	7.6	6.6	1.0
1999	6.0	4.6	1.3	3.1	2.7	0.4	7.9	6.8	1.1
2000	6.8	5.1	1.8	3.2	2.5	0.6	7.9	6.3	1.6
2001	7.4	5.6	1.7	3.6	3.1	0.5	9.1	7.7	1.4
2002	7.4	5.5	1.9	3.7	3.1	0.7	9.3	7.6	1.7
2003	7.4	5.5	1.9	3.6	2.8	0.8	9.0	7.1	1.9
<b>Females <sup>1</sup></b>									
1993	9.0	5.5	3.5	5.4	3.0	2.4	13.6	7.6	6.0
1994	9.6	5.3	4.2	6.0	3.0	3.0	15.0	7.6	7.4
1995	9.2	5.3	3.9	5.5	3.0	2.4	13.6	7.6	6.0
1996	9.1	5.4	3.7	5.5	3.1	2.4	13.8	7.8	6.0
1997	8.9	6.5	2.4	4.5	3.7	0.8	11.3	9.3	2.1
1998	8.5	6.5	1.9	4.7	4.0	0.7	11.7	9.9	1.8
1999	9.5	7.2	2.2	5.1	4.2	0.9	12.7	10.4	2.2
2000	9.9	7.1	2.7	4.5	3.6	0.9	11.2	9.0	2.1
2001	10.3	7.9	2.4	4.6	3.8	0.8	11.4	9.5	1.9
2002	11.6	8.3	3.3	5.2	4.2	1.0	13.1	10.6	2.5
2003	10.9	8.0	2.9	5.1	4.0	1.0	12.7	10.1	2.6

1. Data from 1987 to 1996 include maternity leave.



Table 7-26

## Absence rates for full-time employees by sex and industry - Federal administration, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	8.0	5.0	2.9	4.4	2.6	1.8	11.0	6.5	4.4
1994	7.8	4.8	3.0	4.1	2.4	1.7	10.2	6.0	4.1
1995	8.3	5.6	2.7	4.5	3.3	1.2	11.3	8.2	3.1
1996	8.2	5.6	2.6	4.6	3.3	1.3	11.5	8.3	3.2
1997	8.3	5.9	2.3	4.0	3.2	0.7	10.0	8.1	1.9
1998	7.9	6.0	2.0	4.1	3.4	0.6	10.2	8.6	1.6
1999	8.8	6.6	2.2	4.3	3.6	0.7	10.7	8.9	1.8
2000	9.9	6.9	3.0	4.2	3.2	0.9	10.4	8.1	2.3
2001	10.7	7.8	2.9	4.6	3.7	0.9	11.5	9.2	2.3
2002	11.0	7.7	3.3	5.0	3.9	1.1	12.5	9.7	2.8
2003	11.0	7.6	3.3	4.7	3.3	1.3	11.7	8.4	3.3
<b>Males</b>									
1993	5.6	3.9	1.7	2.9	2.2	0.7	7.2	5.5	1.7
1994	6.1	4.1	2.0	2.9	2.1	0.8	7.2	5.3	1.9
1995	6.4	5.0	1.4	3.5	3.1	0.4	8.8	7.8	1.0
1996	6.0	4.4	1.6	3.4	2.8	0.5	8.4	7.1	1.3
1997	6.9	5.1	1.8	3.3	2.8	0.5	8.2	6.9	1.3
1998	6.7	5.2	1.4	3.3	2.8	0.5	8.2	7.0	1.2
1999	6.8	5.2	1.6	3.2	2.7	0.5	7.9	6.7	1.2
2000	8.8	6.0	2.8	3.6	2.7	0.9	9.0	6.8	2.3
2001	9.0	6.7	2.3	4.1	3.3	0.7	10.2	8.4	1.8
2002	9.2	6.8	2.5	4.7	3.7	1.0	11.6	9.2	2.4
2003	8.8	5.9	2.9	3.5	2.3	1.2	8.7	5.7	3.0
<b>Females <sup>1</sup></b>									
1993	10.9	6.4	4.5	6.3	3.1	3.2	15.9	7.9	8.0
1994	9.8	5.5	4.2	5.5	2.8	2.8	13.8	6.9	6.9
1995	10.6	6.3	4.3	5.8	3.5	2.3	14.5	8.7	5.8
1996	10.7	6.9	3.8	6.0	3.9	2.2	15.1	9.7	5.4
1997	9.9	6.9	3.0	4.8	3.8	1.0	12.1	9.5	2.5
1998	9.4	6.8	2.6	5.0	4.2	0.8	12.5	10.4	2.1
1999	11.0	8.2	2.8	5.6	4.6	0.9	13.9	11.5	2.4
2000	11.0	7.9	3.1	4.8	3.8	1.0	12.0	9.6	2.4
2001	12.6	9.0	3.6	5.2	4.0	1.2	13.0	10.0	2.9
2002	13.0	8.7	4.3	5.4	4.1	1.3	13.5	10.3	3.2
2003	13.2	9.4	3.8	5.9	4.5	1.4	14.8	11.2	3.6

1. Data from 1987 to 1996 include maternity leave.

Table 7-27

Absence rates for full-time employees by sex and industry - Provincial administration, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.2	5.0	2.2	4.4	3.1	1.2	10.9	7.8	3.1
1994	7.8	4.6	3.2	4.5	2.6	1.9	11.3	6.6	4.7
1995	6.8	4.3	2.4	4.0	2.6	1.4	9.9	6.5	3.4
1996	6.8	4.3	2.5	4.1	2.5	1.6	10.1	6.2	3.9
1997	6.5	5.1	1.4	3.5	3.0	0.5	8.7	7.5	1.2
1998	6.9	5.6	1.3	3.9	3.5	0.5	9.9	8.7	1.2
1999	7.3	5.7	1.6	3.9	3.3	0.6	9.9	8.3	1.5
2000	8.0	6.0	2.0	3.7	3.0	0.7	9.2	7.6	1.7
2001	7.7	6.2	1.6	3.6	3.1	0.5	9.0	7.8	1.3
2002	8.5	6.1	2.4	3.9	3.1	0.8	9.7	7.8	1.9
2003	8.0	6.3	1.7	3.8	3.2	0.6	9.6	8.0	1.6
<b>Males</b>									
1993	5.6	4.4	F	3.3	2.9	F	8.2	7.2	F
1994	5.5	3.6	1.8	2.6	2.0	0.6	6.5	5.0	1.5
1995	4.8	3.5	F	2.6	2.2	F	6.5	5.5	F
1996	4.8	3.4	1.4	2.5	1.9	0.6	6.2	4.8	1.4
1997	4.8	3.7	F	2.6	2.2	F	6.5	5.5	F
1998	5.0	3.9	F	2.9	2.4	F	7.2	6.1	F
1999	5.3	4.2	F	2.8	2.5	F	7.1	6.2	F
2000	6.4	5.1	F	3.0	2.5	F	7.4	6.3	F
2001	6.9	5.3	1.6	3.2	2.7	0.5	8.0	6.8	1.2
2002	6.5	4.7	1.8	3.1	2.5	0.6	7.8	6.3	1.5
2003	6.8	5.4	F	3.4	2.9	F	8.5	7.2	F
<b>Females <sup>1</sup></b>									
1993	8.7	5.7	3.1	5.4	3.4	2.1	13.6	8.4	5.2
1994	10.0	5.5	4.4	6.4	3.3	3.2	16.0	8.2	7.9
1995	8.7	5.1	3.6	5.4	3.0	2.4	13.4	7.5	5.9
1996	8.9	5.2	3.7	5.7	3.1	2.6	14.3	7.7	6.6
1997	8.3	6.5	1.8	4.4	3.9	0.6	11.0	9.7	1.4
1998	8.9	7.4	F	5.1	4.6	F	12.7	11.5	F
1999	9.1	7.1	2.0	5.0	4.1	0.9	12.6	10.4	2.2
2000	9.5	6.9	2.7	4.4	3.5	0.9	10.9	8.7	2.2
2001	8.5	6.9	1.6	4.0	3.5	0.5	10.0	8.7	1.3
2002	10.4	7.4	3.0	4.6	3.7	0.9	11.6	9.3	2.3
2003	9.1	7.1	2.0	4.2	3.5	0.7	10.6	8.7	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 7-28

## Absence rates for full-time employees by sex and industry - Local and other administration, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.4	3.8	1.6	3.5	2.7	0.8	8.7	6.7	2.0
1994	6.0	4.0	2.0	3.8	2.7	1.1	9.6	6.8	2.8
1995	5.4	3.6	1.8	3.3	2.3	1.0	8.4	5.9	2.5
1996	5.6	3.7	1.9	3.5	2.5	1.0	8.8	6.2	2.6
1997	5.9	4.5	1.4	3.3	2.8	0.5	8.1	6.9	1.2
1998	5.6	4.3	1.3	3.2	2.7	0.5	8.1	6.8	1.3
1999	6.3	4.9	1.4	3.7	3.1	0.6	9.2	7.7	1.5
2000	6.4	4.9	1.5	3.3	2.7	0.5	8.2	6.8	1.4
2001	7.1	5.7	1.4	3.8	3.3	0.4	9.4	8.4	1.1
2002	7.9	6.3	1.6	4.1	3.6	0.5	10.2	9.0	1.2
2003	7.5	5.7	1.8	4.2	3.6	0.6	10.4	9.0	1.4
<b>Males</b>									
1993	5.1	3.9	1.2	3.3	2.8	0.5	8.2	7.0	1.2
1994	4.9	3.7	1.1	2.9	2.6	0.3	7.2	6.4	0.8
1995	4.4	3.4	1.0	2.6	2.3	0.3	6.5	5.8	0.7
1996	4.9	3.8	1.1	3.1	2.7	0.4	7.7	6.8	0.9
1997	4.9	3.9	1.0	2.9	2.6	0.3	7.2	6.4	0.8
1998	5.1	4.0	1.1	3.0	2.6	0.4	7.5	6.6	0.9
1999	5.7	4.4	1.3	3.4	2.9	0.5	8.4	7.2	1.2
2000	5.3	4.2	1.2	2.9	2.4	0.5	7.2	6.0	1.2
2001	6.1	4.9	1.2	3.5	3.1	0.4	8.8	7.7	1.1
2002	6.3	4.9	1.4	3.2	2.8	0.4	8.1	7.0	1.1
2003	6.3	5.1	1.3	3.8	3.3	0.5	9.6	8.4	1.2
<b>Females <sup>1</sup></b>									
1993	6.1	3.7	2.4	3.9	2.3	1.6	9.8	5.8	4.0
1994	8.6	4.7	3.9	6.0	3.1	2.9	15.1	7.8	7.3
1995	7.7	4.1	3.6	5.0	2.4	2.6	12.6	6.1	6.5
1996	6.9	3.4	3.6	4.4	2.0	2.5	11.1	4.9	6.2
1997	8.2	5.9	2.3	4.2	3.3	0.9	10.5	8.3	2.2
1998	6.8	5.0	F	3.8	2.9	F	9.4	7.3	F
1999	7.6	5.9	F	4.3	3.5	F	10.9	8.8	F
2000	8.6	6.4	2.2	4.1	3.4	0.6	10.2	8.6	1.6
2001	9.0	7.3	F	4.3	3.9	F	10.8	9.7	F
2002	10.9	8.9	2.0	5.8	5.2	0.6	14.4	13.0	1.5
2003	9.5	6.9	2.6	4.8	4.1	0.7	11.9	10.2	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 8-1

Absence rates for full-time employees by sex and public sector<sup>1</sup>, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1993	7.2	4.7	2.5	4.7	3.0	1.6	11.7	7.6	4.1
1994	6.9	4.4	2.5	4.4	2.9	1.6	11.0	7.1	3.9
1995	6.8	4.4	2.4	4.4	2.9	1.5	11.0	7.1	3.8
1996	7.1	4.6	2.6	4.5	2.9	1.6	11.2	7.2	4.0
1997	6.9	5.4	1.5	3.9	3.4	0.6	9.8	8.4	1.4
1998	6.8	5.5	1.4	4.0	3.4	0.6	9.9	8.5	1.4
1999	7.4	5.8	1.6	4.2	3.6	0.6	10.5	9.0	1.5
2000	7.8	6.1	1.7	4.1	3.4	0.6	10.2	8.6	1.6
2001	8.3	6.5	1.8	4.3	3.6	0.7	10.7	9.0	1.8
2002	9.3	7.0	2.3	4.7	3.9	0.8	11.7	9.6	2.1
2003	8.8	6.8	2.0	4.5	3.8	0.8	11.4	9.4	1.9
<b>Males</b>									
1993	5.4	4.2	1.2	3.3	2.8	0.5	8.1	6.9	1.2
1994	4.9	3.7	1.3	2.8	2.3	0.4	6.9	5.8	1.1
1995	4.8	3.7	1.1	2.8	2.4	0.4	7.0	6.1	0.9
1996	5.0	3.8	1.2	2.9	2.4	0.4	7.1	6.1	1.1
1997	5.4	4.2	1.2	3.0	2.6	0.4	7.5	6.5	1.0
1998	5.7	4.5	1.2	3.4	2.9	0.4	8.4	7.3	1.1
1999	6.1	4.8	1.3	3.5	3.0	0.4	8.7	7.6	1.1
2000	6.5	5.0	1.5	3.3	2.8	0.5	8.3	7.0	1.3
2001	6.8	5.4	1.5	3.6	3.1	0.5	9.0	7.6	1.4
2002	7.3	5.5	1.8	3.8	3.1	0.7	9.4	7.7	1.7
2003	7.4	5.6	1.8	3.8	3.2	0.7	9.6	7.9	1.7
<b>Females <sup>2</sup></b>									
1993	8.8	5.2	3.6	6.1	3.3	2.8	15.2	8.3	6.9
1994	8.8	5.2	3.6	6.0	3.4	2.7	15.1	8.4	6.7
1995	8.6	5.0	3.6	5.9	3.3	2.7	14.8	8.2	6.7
1996	9.1	5.3	3.8	6.1	3.3	2.7	15.1	8.3	6.8
1997	8.3	6.6	1.7	4.8	4.1	0.7	12.0	10.3	1.7
1998	7.8	6.3	1.5	4.5	3.9	0.7	11.4	9.7	1.6
1999	8.4	6.6	1.8	4.8	4.1	0.7	12.1	10.3	1.8
2000	8.8	6.9	1.9	4.7	4.0	0.7	11.9	10.0	1.9
2001	9.4	7.4	2.1	4.9	4.0	0.8	12.2	10.1	2.1
2002	10.8	8.2	2.6	5.4	4.5	1.0	13.6	11.2	2.4
2003	10.0	7.8	2.2	5.1	4.3	0.8	12.8	10.7	2.1

1. Public sector employees are those working for government departments or agencies, crown corporations, or publicly funded schools, hospitals or other institutions.

2. Data from 1987 to 1996 include maternity leave.

Table 8-2

## Absence rates for full-time employees by sex and private sector, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.4	3.4	2.0	3.4	2.2	1.2	8.4	5.5	3.0
1994	5.4	3.3	2.1	3.4	2.2	1.2	8.6	5.6	3.0
1995	5.5	3.3	2.2	3.4	2.2	1.3	8.6	5.5	3.1
1996	5.2	3.1	2.1	3.2	2.0	1.2	8.1	5.1	3.0
1997	5.0	3.6	1.4	2.7	2.2	0.4	6.7	5.6	1.1
1998	5.3	3.9	1.4	2.9	2.4	0.5	7.2	6.0	1.2
1999	5.6	4.1	1.5	2.9	2.4	0.5	7.3	6.1	1.2
2000	5.9	4.4	1.5	3.0	2.5	0.5	7.4	6.2	1.2
2001	6.6	4.9	1.8	3.1	2.6	0.6	7.9	6.4	1.4
2002	7.1	5.0	2.0	3.3	2.7	0.6	8.2	6.6	1.6
2003	6.9	5.0	1.9	3.4	2.8	0.6	8.5	6.9	1.6
<b>Males</b>									
1993	4.1	3.1	1.0	2.4	2.1	0.3	6.0	5.2	0.8
1994	4.2	3.1	1.1	2.5	2.1	0.3	6.2	5.3	0.9
1995	4.2	3.0	1.2	2.4	2.1	0.4	6.1	5.2	0.9
1996	3.9	2.8	1.1	2.2	1.9	0.3	5.6	4.8	0.9
1997	4.4	3.2	1.2	2.4	2.0	0.4	6.0	5.0	0.9
1998	4.7	3.5	1.2	2.6	2.2	0.4	6.5	5.5	1.0
1999	5.0	3.6	1.3	2.7	2.2	0.4	6.6	5.6	1.1
2000	5.2	3.9	1.3	2.7	2.3	0.4	6.8	5.7	1.1
2001	5.9	4.3	1.6	2.9	2.4	0.5	7.3	6.0	1.3
2002	6.4	4.5	1.9	3.1	2.4	0.6	7.6	6.1	1.5
2003	6.2	4.4	1.8	3.1	2.5	0.6	7.8	6.3	1.5
<b>Females <sup>1</sup></b>									
1993	7.3	3.8	3.5	5.0	2.3	2.6	12.5	5.9	6.6
1994	7.4	3.7	3.7	5.1	2.4	2.6	12.7	6.0	6.6
1995	7.4	3.7	3.7	5.1	2.4	2.7	12.8	5.9	6.9
1996	7.2	3.6	3.6	4.9	2.3	2.6	12.3	5.7	6.6
1997	6.0	4.4	1.6	3.2	2.6	0.6	7.9	6.5	1.5
1998	6.3	4.6	1.7	3.3	2.8	0.6	8.3	6.9	1.4
1999	6.5	4.8	1.7	3.4	2.8	0.6	8.5	7.0	1.5
2000	6.9	5.2	1.7	3.4	2.8	0.6	8.4	7.0	1.4
2001	7.7	5.7	2.0	3.5	2.9	0.7	8.8	7.1	1.7
2002	8.1	5.9	2.3	3.7	3.0	0.7	9.2	7.5	1.7
2003	8.0	5.8	2.2	3.8	3.1	0.7	9.6	7.9	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 9-1

## Absence rates for full-time employees by sex and occupation - Management, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.1	2.2	1.9	2.2	1.1	1.1	5.5	2.8	2.7
1994	4.2	2.3	1.9	2.5	1.4	1.1	6.1	3.4	2.7
1995	4.5	2.5	2.1	2.6	1.4	1.1	6.5	3.6	2.8
1996	4.1	2.3	1.8	2.2	1.3	1.0	5.6	3.2	2.4
1997	4.3	3.0	1.3	2.0	1.6	0.4	5.0	4.0	1.0
1998	4.3	2.9	1.3	1.9	1.5	0.4	4.7	3.7	1.0
1999	4.3	2.9	1.4	2.1	1.6	0.5	5.3	4.0	1.3
2000	4.4	3.0	1.4	1.8	1.3	0.4	4.4	3.3	1.1
2001	4.9	3.3	1.6	1.9	1.4	0.5	4.8	3.5	1.2
2002	5.6	3.7	1.8	2.3	1.7	0.6	5.7	4.1	1.6
2003	4.9	3.2	1.7	2.1	1.5	0.6	5.2	3.7	1.5
<b>Males</b>									
1993	2.6	1.6	1.0	1.1	0.8	0.2	2.7	2.1	0.6
1994	2.8	1.8	1.0	1.4	1.2	0.3	3.6	2.9	0.7
1995	3.1	2.0	1.2	1.6	1.2	0.4	3.9	2.9	0.9
1996	2.6	1.6	1.0	1.1	0.8	0.3	2.7	2.0	0.7
1997	3.6	2.5	1.1	1.7	1.4	0.3	4.2	3.4	0.8
1998	3.4	2.2	1.2	1.6	1.2	0.4	3.9	3.0	0.9
1999	3.5	2.1	1.3	1.6	1.1	0.5	3.9	2.8	1.2
2000	3.7	2.5	1.2	1.4	1.1	0.3	3.6	2.7	0.9
2001	4.0	2.6	1.4	1.5	1.1	0.4	3.9	2.7	1.1
2002	4.7	3.0	1.7	1.9	1.3	0.6	4.7	3.2	1.5
2003	4.2	2.6	1.6	1.7	1.2	0.5	4.3	2.9	1.4
<b>Females <sup>1</sup></b>									
1993	6.7	3.2	3.5	4.4	1.7	2.6	10.9	4.3	6.6
1994	6.5	3.0	3.5	4.3	1.8	2.5	10.7	4.4	6.3
1995	6.9	3.3	3.6	4.5	2.0	2.6	11.3	4.9	6.4
1996	6.5	3.3	3.2	4.3	2.1	2.2	10.7	5.2	5.5
1997	5.5	3.8	1.6	2.6	2.0	0.6	6.5	5.1	1.5
1998	5.6	4.0	1.6	2.4	2.0	0.5	6.1	5.0	1.1
1999	5.9	4.3	1.6	3.1	2.5	0.6	7.8	6.2	1.6
2000	5.6	3.8	1.8	2.4	1.8	0.6	5.9	4.4	1.5
2001	6.4	4.4	2.0	2.6	2.0	0.6	6.4	5.0	1.4
2002	7.2	5.0	2.1	3.1	2.4	0.7	7.7	6.1	1.6
2003	6.1	4.1	2.0	2.8	2.1	0.7	6.9	5.1	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 9-2

## Absence rates for full-time employees by sex and occupation - Business, finance and administrative, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.6	3.7	2.9	4.1	2.1	2.0	10.2	5.3	4.9
1994	6.7	3.6	3.0	4.0	2.1	2.0	10.1	5.2	4.9
1995	6.6	3.5	3.0	4.1	2.1	2.0	10.2	5.2	5.0
1996	6.6	3.6	3.0	4.0	2.1	1.9	10.0	5.2	4.8
1997	5.9	4.2	1.7	2.8	2.3	0.5	7.1	5.7	1.4
1998	6.0	4.4	1.6	3.1	2.6	0.5	7.7	6.4	1.3
1999	6.3	4.6	1.7	3.0	2.5	0.5	7.6	6.3	1.3
2000	6.7	4.9	1.8	2.9	2.4	0.5	7.3	6.0	1.4
2001	7.6	5.5	2.1	3.3	2.6	0.6	8.2	6.6	1.6
2002	8.3	5.8	2.5	3.4	2.7	0.6	8.4	6.8	1.6
2003	8.1	5.8	2.3	3.7	3.0	0.7	9.1	7.4	1.8
<b>Males</b>									
1993	3.9	2.9	1.0	2.1	1.8	0.3	5.3	4.6	0.7
1994	4.2	3.0	1.2	2.1	1.8	0.3	5.2	4.4	0.8
1995	4.0	2.8	1.2	2.1	1.7	0.4	5.1	4.2	0.9
1996	4.1	2.9	1.2	2.1	1.6	0.4	5.2	4.1	1.1
1997	4.3	3.0	1.3	1.9	1.6	0.3	4.9	4.0	0.8
1998	5.1	3.8	1.3	2.8	2.4	0.4	7.0	5.9	1.1
1999	4.9	3.7	1.2	2.3	2.0	0.3	5.7	4.9	0.8
2000	5.1	3.8	1.3	2.2	1.9	0.4	5.6	4.7	0.9
2001	6.4	4.6	1.8	2.8	2.3	0.6	7.1	5.7	1.4
2002	6.9	4.9	2.0	2.9	2.3	0.6	7.2	5.7	1.4
2003	6.5	4.5	1.9	3.0	2.3	0.6	7.4	5.8	1.6
<b>Females <sup>1</sup></b>									
1993	7.7	4.0	3.7	5.0	2.3	2.7	12.4	5.6	6.8
1994	7.7	3.9	3.8	4.9	2.2	2.7	12.3	5.6	6.8
1995	7.6	3.9	3.8	4.9	2.2	2.7	12.4	5.6	6.7
1996	7.7	4.0	3.7	4.9	2.3	2.6	12.2	5.8	6.4
1997	6.6	4.7	1.9	3.2	2.6	0.6	8.0	6.4	1.6
1998	6.5	4.7	1.7	3.2	2.7	0.6	8.1	6.7	1.4
1999	6.9	5.0	1.9	3.4	2.8	0.6	8.4	6.9	1.5
2000	7.4	5.3	2.0	3.2	2.6	0.6	8.1	6.6	1.5
2001	8.1	5.9	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2002	8.9	6.2	2.7	3.6	2.9	0.7	9.0	7.3	1.7
2003	8.8	6.3	2.5	4.0	3.2	0.7	9.9	8.1	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 9-3

Absence rates for full-time employees by sex and occupation - Business professionals, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.7	2.8	2.0	2.7	1.5	1.2	6.7	3.6	3.0
1994	5.2	2.8	2.4	2.5	1.3	1.2	6.4	3.4	3.0
1995	5.6	2.6	3.0	3.1	1.2	1.9	7.7	3.0	4.7
1996	5.0	2.2	2.8	2.8	1.1	1.8	7.0	2.6	4.4
1997	5.0	3.2	1.8	2.3	1.7	0.6	5.7	4.1	1.5
1998	5.0	3.4	1.6	2.3	1.7	0.6	5.8	4.3	1.4
1999	4.8	3.2	1.6	1.9	1.5	0.4	4.7	3.7	1.0
2000	4.7	3.0	1.7	1.7	1.3	0.4	4.2	3.1	1.1
2001	6.7	4.7	2.0	2.8	2.1	0.7	6.9	5.2	1.7
2002	6.7	4.7	2.0	2.6	2.0	0.6	6.6	5.1	1.5
2003	6.6	4.5	2.1	2.7	2.1	0.6	6.7	5.3	1.4
<b>Males</b>									
1993	3.6	2.3	F	1.7	1.3	F	4.4	3.2	F
1994	4.6	2.9	1.7	1.8	1.3	0.5	4.6	3.4	1.2
1995	3.1	1.6	1.5	1.2	0.7	0.5	2.9	1.8	1.1
1996	2.9	1.6	F	1.2	0.7	F	3.0	1.8	F
1997	4.2	2.8	1.4	1.8	1.4	0.3	4.4	3.5	0.9
1998	3.6	2.4	F	1.7	1.3	F	4.2	3.2	F
1999	4.0	2.9	F	1.8	1.5	F	4.5	3.8	F
2000	3.9	2.5	1.4	1.4	1.0	0.4	3.5	2.5	1.0
2001	4.6	3.1	1.6	1.6	1.1	0.5	3.9	2.7	1.2
2002	5.9	3.7	2.1	2.1	1.5	0.6	5.3	3.6	1.6
2003	4.9	2.8	2.2	1.8	1.2	0.6	4.4	2.9	1.5
<b>Females <sup>1</sup></b>									
1993	6.0	3.3	2.8	3.7	1.7	2.1	9.4	4.1	5.2
1994	6.0	2.7	3.3	3.4	1.3	2.0	8.5	3.4	5.1
1995	7.8	3.4	4.4	4.9	1.6	3.3	12.3	4.1	8.2
1996	7.0	2.8	4.3	4.4	1.4	3.0	11.0	3.4	7.6
1997	5.8	3.6	2.1	2.8	1.9	0.9	7.0	4.8	2.2
1998	6.3	4.2	2.1	2.9	2.2	0.7	7.2	5.4	1.8
1999	5.4	3.4	2.0	1.9	1.4	0.5	4.9	3.5	1.4
2000	5.4	3.5	1.9	2.0	1.5	0.5	4.9	3.7	1.2
2001	8.5	6.1	2.4	3.8	3.0	0.9	9.6	7.4	2.1
2002	7.5	5.6	1.9	3.1	2.6	0.5	7.8	6.4	1.4
2003	8.0	5.9	2.1	3.5	3.0	0.5	8.8	7.4	1.3

1. Data from 1987 to 1996 include maternity leave.



Table 9-4

## Absence rates for full-time employees by sex and occupation - Administrative, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.5	3.4	3.1	3.9	1.7	2.1	9.7	4.3	5.3
1994	6.6	3.3	3.4	4.0	1.7	2.3	10.0	4.3	5.7
1995	6.3	3.2	3.1	3.9	1.8	2.1	9.8	4.6	5.2
1996	7.1	3.6	3.5	4.3	2.1	2.2	10.8	5.3	5.5
1997	6.1	4.2	1.9	2.7	2.2	0.6	6.9	5.4	1.4
1998	5.8	4.1	1.6	2.8	2.3	0.5	7.1	5.8	1.3
1999	6.0	4.3	1.7	2.9	2.4	0.5	7.4	6.1	1.3
2000	6.3	4.3	2.0	2.6	2.0	0.6	6.6	5.0	1.6
2001	6.8	4.7	2.2	2.7	2.0	0.7	6.7	5.1	1.7
2002	7.8	5.2	2.7	3.2	2.4	0.7	7.9	6.1	1.8
2003	7.8	5.3	2.5	3.4	2.6	0.8	8.5	6.4	2.1
<b>Males</b>									
1993	3.0	2.0	F	1.2	0.9	F	3.0	2.2	F
1994	3.1	1.9	F	1.4	1.1	F	3.4	2.7	F
1995	3.3	2.3	F	1.8	1.4	F	4.5	3.5	F
1996	3.7	2.5	F	2.0	1.6	F	5.0	3.9	F
1997	3.3	2.3	F	1.2	1.0	F	3.1	2.4	F
1998	4.1	2.6	1.5	1.7	1.1	0.6	4.2	2.8	1.4
1999	4.3	3.3	F	1.8	1.5	F	4.5	3.7	F
2000	4.3	2.7	1.6	1.5	1.1	0.4	3.9	2.8	1.0
2001	6.1	3.9	2.2	2.5	2.0	0.6	6.4	5.0	1.4
2002	6.1	4.4	1.7	2.5	2.0	0.4	6.2	5.1	1.1
2003	6.1	4.3	1.8	2.7	1.9	0.8	6.7	4.7	2.0
<b>Females <sup>1</sup></b>									
1993	7.2	3.7	3.5	4.5	1.9	2.6	11.2	4.8	6.4
1994	7.4	3.5	3.8	4.6	1.9	2.7	11.5	4.7	6.8
1995	6.9	3.4	3.5	4.3	1.9	2.4	10.8	4.8	6.1
1996	7.7	3.9	3.9	4.8	2.2	2.6	12.0	5.6	6.5
1997	6.6	4.5	2.1	3.1	2.4	0.6	7.6	6.0	1.6
1998	6.2	4.5	1.7	3.1	2.6	0.5	7.8	6.5	1.3
1999	6.3	4.5	1.8	3.2	2.6	0.6	7.9	6.5	1.4
2000	6.7	4.7	2.1	2.9	2.2	0.7	7.2	5.4	1.7
2001	7.0	4.8	2.2	2.7	2.0	0.7	6.8	5.1	1.7
2002	8.2	5.3	2.9	3.3	2.5	0.8	8.3	6.3	2.0
2003	8.2	5.5	2.7	3.6	2.7	0.9	8.9	6.8	2.1

1. Data from 1987 to 1996 include maternity leave.

Table 9-5

Absence rates for full-time employees by sex and occupation - Clerical, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.1	4.1	2.9	4.6	2.6	2.0	11.4	6.4	5.1
1994	7.0	4.1	3.0	4.4	2.5	1.9	11.1	6.2	4.8
1995	7.0	4.0	3.0	4.4	2.5	2.0	11.1	6.2	4.9
1996	6.8	4.0	2.7	4.1	2.4	1.8	10.4	5.9	4.4
1997	6.1	4.5	1.6	3.0	2.5	0.5	7.5	6.3	1.3
1998	6.5	4.9	1.6	3.5	3.0	0.5	8.7	7.5	1.3
1999	6.9	5.2	1.7	3.4	2.9	0.6	8.5	7.1	1.4
2000	7.4	5.6	1.8	3.4	2.9	0.5	8.5	7.2	1.3
2001	8.2	6.1	2.1	3.7	3.1	0.6	9.2	7.7	1.5
2002	8.9	6.4	2.5	3.7	3.0	0.6	9.1	7.6	1.6
2003	8.6	6.4	2.2	4.0	3.4	0.7	10.1	8.4	1.7
<b>Males</b>									
1993	4.4	3.5	0.9	2.6	2.4	0.2	6.6	6.0	0.6
1994	4.4	3.3	1.1	2.4	2.2	0.3	6.1	5.4	0.7
1995	4.6	3.4	1.2	2.5	2.2	0.3	6.2	5.4	0.8
1996	4.6	3.5	1.1	2.4	2.0	0.4	6.1	5.0	1.1
1997	4.6	3.3	1.3	2.2	1.9	0.4	5.6	4.7	0.9
1998	6.0	4.8	1.2	3.6	3.2	0.4	9.1	8.1	1.0
1999	5.4	4.1	1.3	2.6	2.3	0.4	6.6	5.6	0.9
2000	5.8	4.6	1.3	2.7	2.4	0.4	6.8	6.0	0.9
2001	7.2	5.4	1.8	3.4	2.8	0.6	8.4	7.0	1.4
2002	7.5	5.5	2.0	3.3	2.7	0.6	8.2	6.7	1.5
2003	7.1	5.2	1.9	3.5	2.9	0.6	8.8	7.3	1.5
<b>Females <sup>1</sup></b>									
1993	8.4	4.5	3.9	5.5	2.6	2.9	13.9	6.6	7.3
1994	8.3	4.4	3.9	5.5	2.7	2.8	13.6	6.7	7.0
1995	8.2	4.3	3.9	5.4	2.7	2.8	13.6	6.6	7.0
1996	7.8	4.3	3.5	5.0	2.6	2.5	12.6	6.4	6.2
1997	6.8	5.1	1.7	3.4	2.8	0.6	8.5	7.1	1.4
1998	6.8	5.0	1.7	3.4	2.9	0.6	8.6	7.1	1.4
1999	7.6	5.7	1.9	3.8	3.1	0.7	9.5	7.9	1.7
2000	8.1	6.1	2.0	3.7	3.1	0.6	9.3	7.8	1.5
2001	8.7	6.5	2.2	3.8	3.2	0.6	9.5	8.0	1.5
2002	9.5	6.8	2.7	3.8	3.2	0.6	9.6	8.0	1.6
2003	9.3	6.9	2.4	4.3	3.6	0.7	10.7	8.9	1.7

1. Data from 1987 to 1996 include maternity leave.

Table 9-6

## Absence rates for full-time employees by sex and occupation - Natural and applied sciences, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.6	3.0	1.6	2.4	1.6	0.7	5.9	4.0	1.9
1994	4.9	2.8	2.1	2.4	1.4	1.0	6.0	3.5	2.5
1995	4.7	2.7	2.0	2.3	1.4	0.8	5.6	3.6	2.0
1996	4.6	2.6	2.0	2.2	1.3	0.9	5.5	3.2	2.3
1997	4.3	2.9	1.4	1.7	1.3	0.5	4.4	3.2	1.2
1998	4.4	2.9	1.5	1.9	1.4	0.5	4.7	3.4	1.3
1999	4.9	3.2	1.7	1.8	1.4	0.4	4.6	3.5	1.1
2000	5.2	3.6	1.6	2.0	1.5	0.5	5.0	3.8	1.1
2001	5.9	4.3	1.7	2.3	1.8	0.5	5.7	4.4	1.3
2002	6.6	4.3	2.2	2.4	1.8	0.7	6.1	4.4	1.7
2003	6.3	4.3	2.0	2.4	1.9	0.5	6.1	4.8	1.3
<b>Males</b>									
1993	4.1	2.8	1.3	1.9	1.5	0.4	4.8	3.7	1.1
1994	4.1	2.5	1.5	1.7	1.3	0.5	4.4	3.2	1.2
1995	4.0	2.6	1.4	1.8	1.4	0.4	4.5	3.6	0.9
1996	3.7	2.4	1.4	1.6	1.2	0.4	3.9	3.0	0.9
1997	3.7	2.4	1.3	1.5	1.1	0.4	3.8	2.8	1.0
1998	4.1	2.7	1.5	1.7	1.3	0.5	4.4	3.2	1.1
1999	4.5	2.9	1.6	1.7	1.3	0.4	4.3	3.2	1.1
2000	4.8	3.2	1.6	1.8	1.3	0.5	4.4	3.3	1.1
2001	5.4	3.8	1.6	2.0	1.6	0.5	5.0	3.9	1.1
2002	6.0	3.9	2.1	2.2	1.6	0.7	5.6	3.9	1.7
2003	5.8	3.8	2.0	2.2	1.7	0.5	5.5	4.3	1.3
<b>Females <sup>1</sup></b>									
1993	7.3	3.7	3.6	4.6	2.2	2.4	11.6	5.5	6.1
1994	9.2	4.3	4.9	5.9	2.2	3.7	14.7	5.5	9.1
1995	7.9	3.3	4.6	4.6	1.5	3.1	11.4	3.7	7.7
1996	8.4	3.5	4.9	5.0	1.6	3.4	12.5	3.9	8.6
1997	6.8	4.7	2.1	2.7	2.0	0.7	6.9	5.1	1.7
1998	5.7	3.8	1.9	2.4	1.7	0.7	6.0	4.2	1.8
1999	6.3	4.3	2.0	2.3	1.8	0.5	5.7	4.5	1.2
2000	7.1	5.1	2.0	2.8	2.4	0.4	7.1	6.0	1.1
2001	8.1	6.2	1.9	3.4	2.6	0.8	8.4	6.5	1.9
2002	8.8	6.1	2.7	3.3	2.5	0.8	8.2	6.3	1.9
2003	8.1	5.9	2.3	3.3	2.7	0.6	8.2	6.6	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 9-7

Absence rates for full-time employees by sex and occupation - Health, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	9.1	5.6	3.5	6.7	4.0	2.7	16.8	10.1	6.7
1994	8.7	5.5	3.2	6.5	4.1	2.5	16.4	10.2	6.2
1995	8.8	5.3	3.5	6.7	3.9	2.8	16.7	9.7	7.0
1996	8.5	5.1	3.4	6.2	3.5	2.6	15.4	8.9	6.6
1997	7.9	6.5	1.4	5.2	4.5	0.7	13.1	11.3	1.7
1998	8.1	6.7	1.5	5.3	4.6	0.7	13.2	11.5	1.7
1999	8.2	6.6	1.6	5.2	4.5	0.7	13.1	11.3	1.8
2000	8.6	7.2	1.3	5.3	4.7	0.6	13.3	11.8	1.5
2001	8.7	7.1	1.6	5.2	4.4	0.8	13.0	11.1	1.9
2002	9.9	8.0	1.9	5.8	5.0	0.8	14.5	12.4	2.1
2003	8.9	7.2	1.8	5.2	4.4	0.8	13.0	11.0	2.0
<b>Males</b>									
1993	5.3	4.3	F	3.3	3.0	F	8.3	7.4	F
1994	4.1	3.3	F	2.6	2.3	F	6.5	5.7	F
1995	4.7	3.4	F	3.0	2.2	F	7.5	5.5	F
1996	4.4	3.6	F	2.6	2.3	F	6.5	5.8	F
1997	6.2	4.9	F	3.9	3.4	F	9.7	8.5	F
1998	6.3	5.2	F	3.5	3.1	F	8.8	7.8	F
1999	5.0	4.0	F	2.9	2.5	F	7.4	6.3	F
2000	5.3	4.2	F	3.3	2.7	F	8.2	6.7	F
2001	7.0	6.0	F	4.4	3.7	F	11.0	9.2	F
2002	6.8	5.1	F	3.5	2.9	F	8.7	7.2	F
2003	7.1	5.3	F	3.7	3.1	F	9.3	7.6	F
<b>Females <sup>1</sup></b>									
1993	10.0	5.9	4.1	7.6	4.3	3.3	19.0	10.8	8.2
1994	9.8	6.1	3.7	7.5	4.5	3.0	18.9	11.3	7.5
1995	9.7	5.7	4.0	7.6	4.3	3.3	19.1	10.8	8.3
1996	9.4	5.4	4.0	7.1	3.9	3.2	17.7	9.6	8.0
1997	8.3	6.8	1.4	5.5	4.8	0.7	13.8	12.0	1.9
1998	8.5	7.0	1.5	5.7	5.0	0.7	14.2	12.4	1.8
1999	8.9	7.2	1.7	5.8	5.0	0.8	14.6	12.6	2.0
2000	9.2	7.8	1.4	5.8	5.2	0.6	14.5	12.9	1.5
2001	9.0	7.4	1.7	5.4	4.6	0.8	13.4	11.6	1.9
2002	10.5	8.5	2.0	6.3	5.4	0.9	15.6	13.5	2.2
2003	9.3	7.5	1.7	5.5	4.7	0.8	13.8	11.7	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-8

## Absence rates for full-time employees by sex and occupation - Health professional, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.5	3.0	3.5	4.6	2.1	2.5	11.5	5.2	6.3
1994	5.4	3.0	F	3.1	1.6	F	7.8	4.0	F
1995	5.2	F	3.2	3.2	F	2.1	8.1	F	5.4
1996	5.2	F	3.6	3.3	F	2.6	8.3	F	6.5
1997	4.4	2.9	F	2.1	1.4	F	5.2	3.4	F
1998	5.3	3.6	F	2.9	2.1	F	7.2	5.3	F
1999	4.9	3.1	F	2.7	1.9	F	6.7	4.8	F
2000	5.6	3.8	F	2.3	1.8	F	5.7	4.5	F
2001	4.9	3.2	F	2.3	1.3	F	5.8	3.2	F
2002	5.5	4.3	F	2.3	1.8	F	5.8	4.4	F
2003	5.5	3.4	F	2.6	1.8	F	6.6	4.5	F
<b>Males</b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1993	9.8	F	5.6	7.7	F	4.4	19.4	F	11.1
1994	7.5	F	F	4.7	F	F	11.8	F	F
1995	6.5	F	4.6	4.4	F	3.5	11.1	F	8.8
1996	7.9	F	5.8	5.8	F	4.7	14.5	F	11.7
1997	4.9	F	F	2.3	F	F	5.8	F	F
1998	6.7	F	F	3.8	F	F	9.6	F	F
1999	6.9	F	F	4.2	F	F	10.6	F	F
2000	6.6	4.4	F	2.7	2.2	F	6.8	5.5	F
2001	5.6	F	F	2.3	F	F	5.9	F	F
2002	5.7	4.8	F	2.1	1.7	F	5.3	4.3	F
2003	5.5	3.8	F	2.7	2.0	F	6.8	4.9	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-9

Absence rates for full-time employees by sex and occupation - Nursing, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	10.3	6.0	4.3	7.7	4.1	3.6	19.3	10.4	8.9
1994	9.8	6.0	3.9	8.0	4.7	3.3	19.9	11.7	8.2
1995	10.2	6.1	4.2	8.2	4.6	3.6	20.5	11.6	8.9
1996	10.3	6.2	4.1	7.9	4.5	3.4	19.8	11.3	8.5
1997	9.0	7.6	1.4	6.5	5.7	0.8	16.3	14.2	2.1
1998	8.5	7.4	1.1	5.8	5.2	0.6	14.4	12.9	1.5
1999	9.0	7.5	1.6	5.9	5.1	0.8	14.8	12.9	1.9
2000	8.8	7.6	1.2	5.8	5.1	0.7	14.5	12.7	1.7
2001	9.5	8.0	1.6	6.1	5.2	0.8	15.1	13.0	2.1
2002	10.9	8.8	2.1	6.7	5.7	1.0	16.8	14.2	2.6
2003	9.8	8.1	1.7	6.2	5.3	0.9	15.4	13.1	2.3
<b>Males</b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1993	10.1	5.7	4.4	7.6	3.8	3.8	19.0	9.6	9.4
1994	10.3	6.1	4.1	8.4	4.9	3.5	21.0	12.2	8.8
1995	10.5	6.2	4.3	8.4	4.7	3.7	21.0	11.9	9.2
1996	10.6	6.2	4.4	8.2	4.6	3.7	20.6	11.4	9.2
1997	9.3	7.8	1.5	6.8	5.9	0.9	16.9	14.7	2.2
1998	8.5	7.4	F	5.9	5.3	F	14.7	13.2	F
1999	9.2	7.6	1.6	6.1	5.3	0.8	15.3	13.2	2.0
2000	9.0	7.8	1.3	5.9	5.2	0.7	14.6	12.9	1.7
2001	9.6	8.0	1.6	6.1	5.2	0.9	15.2	13.0	2.1
2002	11.1	9.0	2.2	6.9	5.8	1.1	17.2	14.5	2.7
2003	9.8	8.0	1.8	6.1	5.2	0.9	15.4	13.0	2.3

1. Data from 1987 to 1996 include maternity leave.

Table 9-10

## Absence rates for full-time employees by sex and occupation - Technical occupations in health, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.9	4.9	3.1	5.9	3.7	2.2	14.8	9.3	5.5
1994	8.6	5.3	3.3	6.4	3.8	2.5	15.9	9.5	6.4
1995	8.1	5.0	3.1	6.2	3.8	2.4	15.5	9.5	6.0
1996	7.7	5.2	2.5	5.6	3.9	1.7	14.0	9.7	4.2
1997	7.6	6.1	1.5	4.8	4.2	0.6	11.9	10.4	1.5
1998	7.7	6.0	1.7	4.8	4.1	0.7	12.1	10.2	1.8
1999	6.9	5.7	F	4.2	3.7	F	10.5	9.3	F
2000	8.3	7.1	F	5.3	4.8	F	13.2	11.9	F
2001	8.2	6.7	1.5	5.1	4.5	0.6	12.7	11.1	1.6
2002	8.9	7.0	2.0	5.0	4.3	0.7	12.4	10.7	1.7
2003	7.8	5.9	1.9	4.2	3.5	0.7	10.5	8.7	1.8
<b>Males</b>									
1993	5.1	F	F	3.8	F	F	9.4	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	8.5	6.7	F	5.3	4.9	F	13.3	12.2	F
1998	7.1	F	F	3.5	F	F	8.7	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	6.9	6.3	F	5.0	4.6	F	12.4	11.4	F
2002	6.2	F	F	3.4	F	F	8.5	F	F
2003	6.8	4.9	F	3.6	3.0	F	8.9	7.6	F
<b>Females <sup>1</sup></b>									
1993	8.8	5.0	3.8	6.6	3.8	2.8	16.5	9.4	7.1
1994	9.8	5.7	4.0	7.5	4.2	3.3	18.7	10.4	8.2
1995	9.4	5.7	3.6	7.5	4.5	3.0	18.6	11.2	7.5
1996	8.4	5.4	3.0	6.1	4.0	2.1	15.2	10.0	5.2
1997	7.4	5.9	F	4.6	3.9	F	11.5	9.8	F
1998	7.8	6.2	F	5.2	4.5	F	13.1	11.2	F
1999	7.7	6.3	F	4.6	4.1	F	11.6	10.3	F
2000	9.3	8.2	F	6.0	5.5	F	15.0	13.9	F
2001	8.7	6.9	1.8	5.1	4.4	0.7	12.8	11.0	1.8
2002	9.9	7.9	2.0	5.6	4.9	0.7	13.9	12.2	1.8
2003	8.2	6.3	1.9	4.4	3.6	0.8	11.1	9.1	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-11

**Absence rates for full-time employees by sex and occupation - Support staff in health, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	10.3	7.5	2.8	7.8	5.7	2.0	19.4	14.3	5.1
1994	9.3	6.8	2.4	6.9	5.2	1.7	17.3	13.0	4.3
1995	9.6	6.4	3.2	7.4	4.9	2.5	18.5	12.2	6.3
1996	9.1	5.5	3.5	6.7	3.9	2.8	16.7	9.7	7.0
1997	8.8	7.5	F	5.9	5.3	F	14.7	13.2	F
1998	9.6	8.0	1.6	6.3	5.7	0.6	15.8	14.3	1.6
1999	9.9	8.0	1.9	6.8	5.9	0.8	16.9	14.8	2.1
2000	9.8	8.5	1.3	6.3	5.7	0.7	15.8	14.2	1.6
2001	9.8	8.2	1.6	5.7	5.1	0.6	14.2	12.6	1.5
2002	11.5	9.5	2.0	7.1	6.3	0.8	17.6	15.7	2.0
2003	10.3	8.8	1.5	6.1	5.4	0.7	15.3	13.6	1.7
<b>Males</b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	9.5	F	F	5.1	F	F	12.7	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1993	11.3	8.1	3.2	8.8	6.4	2.5	22.1	15.9	6.1
1994	10.0	7.3	2.7	7.4	5.5	1.9	18.5	13.7	4.8
1995	10.3	6.6	3.7	8.0	5.1	2.9	19.9	12.7	7.2
1996	9.6	5.6	3.9	7.2	4.0	3.2	17.9	9.9	8.1
1997	9.1	7.7	F	6.0	5.3	F	15.0	13.4	F
1998	10.0	8.2	1.8	6.5	5.8	0.7	16.3	14.6	1.8
1999	10.2	8.2	2.0	6.9	6.0	0.9	17.3	15.1	2.2
2000	10.2	8.9	F	6.6	5.9	F	16.5	14.8	F
2001	9.8	8.2	1.6	5.8	5.1	0.6	14.4	12.8	1.6
2002	11.8	9.8	2.0	7.4	6.6	0.8	18.6	16.5	2.1
2003	10.7	9.1	1.5	6.5	5.8	0.7	16.2	14.4	1.8

1. Data from 1987 to 1996 include maternity leave.



Table 9-12

## Absence rates for full-time employees by sex and occupation - Social and public service, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.0	3.6	2.4	3.8	2.1	1.7	9.6	5.4	4.2
1994	5.8	3.2	2.6	3.7	1.9	1.7	9.2	4.8	4.3
1995	5.4	3.0	2.4	3.5	1.7	1.8	8.7	4.3	4.4
1996	6.4	3.6	2.8	3.9	2.1	1.9	9.8	5.2	4.7
1997	5.8	4.4	1.3	3.1	2.6	0.5	7.8	6.4	1.4
1998	5.4	4.1	1.3	2.8	2.2	0.6	7.0	5.6	1.5
1999	6.1	4.6	1.5	3.2	2.6	0.6	8.1	6.6	1.4
2000	6.6	4.9	1.6	3.1	2.4	0.7	7.8	6.1	1.8
2001	7.4	5.6	1.8	3.5	2.7	0.7	8.7	6.9	1.8
2002	8.3	6.0	2.3	3.8	2.9	0.9	9.5	7.3	2.2
2003	7.7	5.7	2.0	3.6	2.8	0.8	8.9	6.9	2.0
<b>Males</b>									
1993	4.1	3.0	1.0	2.2	1.7	0.4	5.4	4.4	1.0
1994	3.5	2.4	1.1	1.8	1.5	0.3	4.5	3.6	0.9
1995	2.7	2.0	0.7	1.3	1.1	0.3	3.3	2.7	0.7
1996	3.5	2.5	1.0	1.8	1.4	0.4	4.5	3.5	1.0
1997	4.8	3.7	1.1	2.6	2.2	0.4	6.5	5.5	1.0
1998	3.9	2.7	1.2	1.9	1.4	0.5	4.7	3.5	1.2
1999	5.0	3.7	1.2	2.6	2.1	0.5	6.6	5.4	1.2
2000	5.1	3.7	1.4	2.2	1.7	0.5	5.6	4.2	1.3
2001	5.3	3.9	1.4	2.4	1.9	0.5	6.0	4.8	1.2
2002	5.8	4.0	1.8	2.7	2.0	0.7	6.8	4.9	1.8
2003	5.8	3.9	1.8	2.8	2.0	0.8	7.0	5.0	2.0
<b>Females <sup>1</sup></b>									
1993	7.4	4.0	3.4	5.1	2.5	2.6	12.7	6.1	6.6
1994	7.6	3.7	3.8	5.2	2.3	2.9	12.9	5.8	7.1
1995	7.4	3.7	3.7	5.1	2.2	2.9	12.8	5.6	7.3
1996	8.4	4.4	4.0	5.6	2.6	3.0	13.9	6.4	7.5
1997	6.5	5.0	1.5	3.5	2.8	0.6	8.7	7.1	1.6
1998	6.5	5.1	1.4	3.5	2.8	0.7	8.7	7.0	1.7
1999	6.9	5.1	1.8	3.6	3.0	0.6	9.1	7.5	1.6
2000	7.6	5.7	1.8	3.8	2.9	0.8	9.4	7.3	2.1
2001	8.7	6.7	2.0	4.1	3.3	0.9	10.3	8.2	2.2
2002	9.7	7.1	2.6	4.5	3.5	1.0	11.2	8.7	2.4
2003	8.8	6.8	2.1	4.0	3.3	0.8	10.1	8.2	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-13

Absence rates for full-time employees by sex and occupation - Legal, social and religious workers, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.3	4.5	2.9	4.6	2.8	1.8	11.4	7.0	4.5
1994	7.2	3.6	3.7	4.3	2.1	2.2	10.8	5.2	5.6
1995	5.8	3.2	2.6	3.5	1.7	1.8	8.7	4.3	4.4
1996	6.8	3.8	2.9	4.1	2.2	1.9	10.2	5.4	4.8
1997	6.0	4.5	1.5	3.1	2.6	0.5	7.8	6.5	1.3
1998	6.0	4.5	1.5	3.1	2.5	0.6	7.8	6.3	1.5
1999	7.1	5.2	1.9	3.6	3.0	0.6	9.0	7.5	1.5
2000	7.5	5.6	1.8	3.6	2.9	0.7	8.9	7.2	1.7
2001	8.3	6.4	2.0	3.9	3.2	0.7	9.7	7.9	1.8
2002	8.4	6.0	2.4	3.8	3.1	0.8	9.6	7.6	2.0
2003	8.2	6.1	2.1	3.8	3.0	0.7	9.4	7.6	1.9
<b>Males</b>									
1993	4.5	3.3	F	2.4	2.0	F	6.1	5.0	F
1994	3.9	2.5	1.4	1.9	1.5	0.5	4.8	3.7	1.1
1995	2.9	2.2	F	1.3	1.0	F	3.2	2.5	F
1996	3.9	2.6	F	1.9	1.3	F	4.8	3.3	F
1997	4.1	3.0	F	2.0	1.5	F	4.9	3.9	F
1998	3.8	2.6	F	1.7	1.3	F	4.3	3.3	F
1999	5.5	4.1	1.4	2.7	2.2	0.5	6.7	5.5	1.2
2000	5.2	3.5	1.6	2.2	1.7	0.6	5.6	4.2	1.4
2001	5.9	4.3	1.7	2.5	2.1	0.5	6.3	5.2	1.1
2002	5.8	3.9	1.9	2.6	1.9	0.7	6.5	4.8	1.8
2003	6.1	4.3	1.8	3.0	2.3	0.7	7.5	5.8	1.7
<b>Females <sup>1</sup></b>									
1993	9.4	5.4	4.0	6.3	3.4	2.9	15.8	8.6	7.2
1994	9.8	4.4	5.4	6.4	2.6	3.8	16.0	6.5	9.4
1995	8.0	3.9	4.1	5.3	2.3	3.0	13.2	5.7	7.5
1996	8.8	4.7	4.1	5.8	2.9	3.0	14.5	7.1	7.4
1997	7.2	5.5	1.7	4.0	3.4	0.6	10.0	8.5	1.6
1998	7.5	5.8	1.7	4.2	3.4	0.7	10.4	8.6	1.8
1999	8.2	6.0	2.2	4.3	3.6	0.7	10.7	8.9	1.8
2000	8.9	7.0	1.9	4.4	3.7	0.8	11.1	9.2	1.9
2001	9.6	7.5	2.1	4.7	3.8	0.9	11.7	9.6	2.2
2002	9.9	7.2	2.8	4.6	3.8	0.8	11.5	9.4	2.1
2003	9.4	7.1	2.3	4.2	3.5	0.8	10.6	8.6	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-14

## Absence rates for full-time employees by sex and occupation - Teachers and professors, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.2	3.0	2.2	3.4	1.8	1.6	8.4	4.4	4.0
1994	4.9	2.9	2.0	3.2	1.8	1.4	8.1	4.6	3.5
1995	5.2	2.9	2.3	3.5	1.7	1.7	8.7	4.3	4.4
1996	6.1	3.5	2.6	3.8	2.0	1.8	9.6	5.0	4.6
1997	5.7	4.4	1.2	3.1	2.5	0.6	7.7	6.3	1.4
1998	5.0	3.9	1.1	2.6	2.0	0.6	6.5	5.0	1.5
1999	5.4	4.1	1.3	3.0	2.4	0.6	7.4	6.0	1.4
2000	5.9	4.4	1.5	2.8	2.1	0.7	7.1	5.3	1.8
2001	6.7	5.1	1.6	3.2	2.4	0.7	7.9	6.0	1.9
2002	8.2	5.9	2.2	3.8	2.8	1.0	9.4	7.0	2.4
2003	7.3	5.4	1.9	3.4	2.6	0.8	8.5	6.4	2.1
<b>Males</b>									
1993	3.8	2.9	F	2.0	1.6	F	4.9	4.0	F
1994	3.3	2.4	0.9	1.7	1.4	0.3	4.3	3.6	0.7
1995	2.6	1.9	F	1.4	1.1	F	3.4	2.8	F
1996	3.3	2.5	F	1.7	1.5	F	4.3	3.6	F
1997	5.2	4.1	1.1	3.0	2.6	0.4	7.6	6.5	1.0
1998	3.9	2.8	1.1	2.0	1.5	0.5	4.9	3.6	1.3
1999	4.6	3.5	1.1	2.6	2.1	0.5	6.5	5.2	1.2
2000	5.0	3.8	1.2	2.2	1.7	0.5	5.5	4.3	1.3
2001	4.9	3.6	1.3	2.3	1.8	0.5	5.8	4.5	1.3
2002	5.8	4.1	1.8	2.8	2.0	0.8	6.9	5.0	1.9
2003	5.6	3.7	1.8	2.7	1.8	0.9	6.7	4.5	2.2
<b>Females <sup>1</sup></b>									
1993	6.2	3.1	3.0	4.3	1.9	2.5	10.9	4.7	6.2
1994	6.2	3.3	2.8	4.4	2.1	2.3	11.0	5.3	5.7
1995	7.0	3.5	3.5	5.0	2.2	2.9	12.6	5.4	7.2
1996	8.2	4.2	4.0	5.4	2.4	3.0	13.5	6.0	7.5
1997	6.0	4.7	1.4	3.1	2.5	0.7	7.9	6.2	1.7
1998	5.7	4.6	1.2	3.0	2.4	0.6	7.6	6.0	1.6
1999	5.9	4.5	1.4	3.2	2.6	0.6	8.1	6.5	1.5
2000	6.6	4.8	1.7	3.3	2.4	0.9	8.1	6.0	2.2
2001	8.0	6.1	1.9	3.7	2.8	0.9	9.3	7.0	2.2
2002	9.6	7.1	2.5	4.4	3.3	1.1	10.9	8.2	2.7
2003	8.4	6.5	1.9	3.9	3.1	0.8	9.7	7.8	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-15

Absence rates for full-time employees by sex and occupation - Secondary and elementary teachers, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	3.3	2.4	3.8	2.0	1.9	9.5	4.9	4.6
1994	5.2	3.0	2.1	3.5	1.9	1.6	8.8	4.8	4.0
1995	5.9	3.4	2.5	4.1	2.1	2.0	10.2	5.2	5.0
1996	6.6	3.8	2.8	4.3	2.3	2.0	10.6	5.6	5.0
1997	6.2	4.9	1.2	3.4	2.8	0.6	8.5	7.1	1.4
1998	5.3	4.2	1.0	2.7	2.1	0.6	6.9	5.3	1.6
1999	6.0	4.7	1.4	3.4	2.8	0.6	8.4	6.9	1.5
2000	6.5	4.9	1.5	3.1	2.3	0.8	7.8	5.8	2.0
2001	7.4	5.7	1.7	3.5	2.7	0.8	8.8	6.8	2.0
2002	9.2	6.8	2.4	4.1	3.1	1.1	10.3	7.7	2.7
2003	8.5	6.6	1.9	4.1	3.2	0.9	10.3	7.9	2.4
<b>Males</b>									
1993	4.3	3.5	F	2.3	2.0	F	5.6	4.9	F
1994	3.6	2.9	F	2.0	1.9	F	5.0	4.7	F
1995	3.1	2.4	F	1.6	1.3	F	3.9	3.3	F
1996	3.8	3.0	F	2.0	1.8	F	5.1	4.4	F
1997	5.9	4.8	F	3.6	3.1	F	9.0	7.8	F
1998	4.6	3.6	F	2.4	1.9	F	6.1	4.7	F
1999	5.6	4.4	F	3.3	2.7	F	8.2	6.7	F
2000	5.7	4.6	F	2.5	2.0	F	6.2	5.0	F
2001	5.6	4.4	F	2.7	2.3	F	6.8	5.8	F
2002	6.7	5.1	F	3.2	2.4	F	7.9	6.1	F
2003	6.8	4.9	1.9	3.5	2.4	1.1	8.7	5.9	2.8
<b>Females <sup>1</sup></b>									
1993	6.6	3.2	3.3	4.7	1.9	2.7	11.7	4.9	6.8
1994	6.1	3.1	2.9	4.4	2.0	2.4	11.0	4.9	6.1
1995	7.4	3.9	3.5	5.4	2.5	2.9	13.5	6.2	7.3
1996	8.1	4.2	3.8	5.5	2.5	2.9	13.7	6.3	7.4
1997	6.3	5.0	1.3	3.3	2.7	0.6	8.2	6.7	1.5
1998	5.6	4.6	1.1	2.9	2.2	0.7	7.3	5.5	1.7
1999	6.2	4.8	1.4	3.4	2.8	0.6	8.5	7.0	1.5
2000	6.9	5.1	1.8	3.4	2.5	0.9	8.5	6.2	2.4
2001	8.3	6.3	1.9	3.9	2.9	1.0	9.7	7.3	2.4
2002	10.2	7.5	2.7	4.6	3.4	1.2	11.4	8.4	3.0
2003	9.3	7.3	1.9	4.4	3.5	0.9	11.0	8.8	2.1

1. Data from 1987 to 1996 include maternity leave.

Table 9-16

## Absence rates for full-time employees by sex and occupation - Other teachers and professors, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	3.7	2.2	1.5	2.1	1.2	0.9	5.3	3.0	2.3
1994	4.2	2.6	1.6	2.4	1.5	0.9	6.1	3.8	2.3
1995	3.3	1.5	1.8	2.0	0.8	1.1	5.0	2.1	2.8
1996	4.9	2.6	2.3	2.6	1.2	1.4	6.6	3.1	3.5
1997	4.3	3.1	F	2.3	1.7	F	5.7	4.3	F
1998	4.3	2.9	F	2.2	1.8	F	5.6	4.5	F
1999	3.7	2.5	F	1.9	1.5	F	4.8	3.8	F
2000	4.5	3.1	1.4	2.1	1.6	0.6	5.3	3.9	1.4
2001	5.2	3.7	1.5	2.3	1.7	0.6	5.8	4.2	1.6
2002	5.6	3.8	1.9	2.8	2.1	0.7	7.0	5.3	1.7
2003	4.4	2.7	1.7	1.8	1.3	0.5	4.5	3.1	1.4
<b>Males</b>									
1993	3.0	F	F	1.5	F	F	3.8	F	F
1994	2.8	F	F	1.3	F	F	3.1	F	F
1995	F	F	F	F	F	F	F	F	F
1996	2.4	F	F	1.3	F	F	3.1	F	F
1997	3.9	2.9	F	2.1	1.8	F	5.3	4.6	F
1998	3.0	F	F	1.3	F	F	3.1	F	F
1999	3.1	2.3	F	1.6	1.3	F	4.1	3.3	F
2000	4.1	2.8	F	1.8	1.3	F	4.6	3.2	F
2001	3.9	2.5	F	1.8	1.1	F	4.6	2.9	F
2002	4.7	2.8	F	2.3	1.5	F	5.7	3.7	F
2003	4.0	2.3	F	1.7	1.1	F	4.3	2.8	F
<b>Females <sup>1</sup></b>									
1993	4.7	F	F	3.0	F	F	7.5	F	F
1994	6.4	4.0	F	4.5	2.8	F	11.1	6.9	F
1995	5.6	F	3.8	3.5	F	2.5	8.7	F	6.3
1996	8.9	4.2	4.7	5.0	1.7	3.3	12.5	4.3	8.2
1997	4.8	F	F	2.6	F	F	6.4	F	F
1998	6.0	4.6	F	3.6	3.1	F	9.0	7.8	F
1999	4.5	F	F	2.4	F	F	6.1	F	F
2000	5.2	3.5	F	2.6	2.0	F	6.5	5.0	F
2001	6.8	5.1	F	3.0	2.4	F	7.4	6.0	F
2002	6.9	5.1	F	3.6	3.0	F	8.9	7.5	F
2003	5.0	3.3	F	1.9	1.4	F	4.9	3.6	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-17

Absence rates for full-time employees by sex and occupation - Culture and recreation, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.3	3.2	2.1	3.1	1.7	1.4	7.8	4.3	3.5
1994	4.2	2.4	1.8	2.2	1.3	0.9	5.4	3.1	2.3
1995	4.9	2.7	2.3	2.8	1.4	1.4	7.0	3.6	3.4
1996	4.6	3.0	1.7	2.5	1.6	0.9	6.3	4.1	2.2
1997	5.0	3.4	1.6	2.1	1.6	0.5	5.3	4.1	1.2
1998	5.3	3.9	1.3	2.5	2.2	0.3	6.3	5.5	0.8
1999	5.5	3.7	1.8	2.4	1.8	0.5	5.9	4.6	1.3
2000	5.0	3.8	1.2	2.0	1.7	0.3	5.1	4.3	0.8
2001	6.4	4.6	1.8	2.5	1.9	0.5	6.2	4.8	1.3
2002	7.3	5.3	2.0	3.0	2.3	0.6	7.5	5.9	1.6
2003	7.0	5.3	1.7	2.8	2.3	0.5	6.9	5.7	1.3
<b>Males</b>									
1993	3.8	2.7	F	1.8	1.5	F	4.6	3.7	F
1994	3.1	F	F	1.4	F	F	3.5	F	F
1995	3.0	F	F	1.5	F	F	3.7	F	F
1996	3.1	2.1	F	1.6	1.3	F	4.0	3.2	F
1997	3.2	2.3	F	1.4	1.1	F	3.5	2.8	F
1998	4.8	3.8	F	2.6	2.3	F	6.6	5.8	F
1999	4.2	2.6	F	1.7	1.3	F	4.2	3.1	F
2000	4.4	3.3	F	1.7	1.5	F	4.3	3.6	F
2001	5.3	3.8	F	2.1	1.6	F	5.2	4.0	F
2002	6.5	4.7	1.8	2.7	2.2	0.5	6.8	5.4	1.3
2003	6.8	4.9	1.9	2.6	2.1	0.6	6.6	5.1	1.5
<b>Females <sup>1</sup></b>									
1993	7.0	3.7	3.2	4.5	2.0	2.5	11.3	5.1	6.3
1994	5.4	2.9	2.5	3.0	1.4	1.6	7.5	3.6	3.9
1995	6.8	3.3	3.5	4.1	1.7	2.4	10.3	4.3	5.9
1996	6.0	3.7	2.3	3.4	2.0	1.5	8.6	4.9	3.7
1997	6.7	4.6	2.1	2.8	2.1	0.6	7.0	5.4	1.6
1998	5.7	4.1	F	2.4	2.1	F	6.1	5.2	F
1999	6.8	4.7	2.1	3.0	2.4	0.6	7.6	6.0	1.6
2000	5.5	4.2	F	2.3	2.0	F	5.7	4.9	F
2001	7.4	5.4	2.0	2.8	2.2	0.6	7.0	5.6	1.4
2002	8.0	5.8	2.2	3.3	2.5	0.7	8.1	6.3	1.9
2003	7.2	5.6	1.6	2.9	2.5	0.4	7.2	6.2	1.1

1. Data from 1987 to 1996 include maternity leave.

Table 9-18

## Absence rates for full-time employees by sex and occupation - Sales and service, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.6	3.5	2.1	3.8	2.3	1.5	9.5	5.8	3.8
1994	5.8	3.6	2.2	3.9	2.5	1.4	9.8	6.3	3.5
1995	5.6	3.4	2.1	3.7	2.3	1.4	9.4	5.8	3.5
1996	5.5	3.4	2.2	3.7	2.2	1.5	9.2	5.6	3.7
1997	5.1	3.9	1.2	2.9	2.5	0.4	7.3	6.2	1.1
1998	5.2	4.1	1.1	3.0	2.6	0.5	7.5	6.4	1.2
1999	5.6	4.3	1.3	3.1	2.6	0.5	7.9	6.6	1.3
2000	6.0	4.7	1.3	3.2	2.7	0.5	8.0	6.8	1.2
2001	6.7	5.1	1.6	3.4	2.8	0.6	8.6	7.0	1.5
2002	6.9	5.1	1.8	3.5	2.8	0.7	8.6	7.0	1.6
2003	7.0	5.2	1.8	3.6	2.9	0.7	9.0	7.3	1.7
<b>Males</b>									
1993	4.0	3.1	0.9	2.5	2.1	0.4	6.2	5.2	1.0
1994	3.8	2.9	0.9	2.4	2.0	0.3	5.9	5.0	0.9
1995	3.9	3.0	1.0	2.4	2.1	0.4	6.1	5.1	0.9
1996	3.7	2.9	0.8	2.2	1.9	0.3	5.6	4.9	0.7
1997	4.1	3.0	1.0	2.2	1.9	0.3	5.5	4.7	0.8
1998	4.0	3.1	0.9	2.2	1.9	0.3	5.6	4.7	0.9
1999	4.3	3.3	1.0	2.4	2.0	0.4	6.0	5.1	0.9
2000	4.9	3.8	1.1	2.5	2.1	0.4	6.4	5.4	1.0
2001	5.3	4.0	1.3	2.7	2.2	0.5	6.8	5.6	1.2
2002	5.6	4.0	1.6	2.7	2.1	0.6	6.8	5.4	1.5
2003	5.6	4.1	1.5	2.9	2.3	0.6	7.2	5.7	1.5
<b>Females <sup>1</sup></b>									
1993	7.3	3.9	3.4	5.3	2.5	2.7	13.2	6.4	6.8
1994	7.7	4.3	3.4	5.6	3.1	2.5	14.0	7.7	6.3
1995	7.2	3.9	3.3	5.1	2.6	2.5	12.8	6.6	6.2
1996	7.4	3.9	3.5	5.3	2.5	2.7	13.1	6.3	6.8
1997	6.2	4.9	1.4	3.7	3.2	0.6	9.3	7.9	1.4
1998	6.4	5.1	1.4	3.8	3.3	0.6	9.6	8.1	1.5
1999	6.8	5.2	1.6	3.9	3.3	0.7	9.8	8.1	1.7
2000	7.0	5.5	1.5	3.9	3.3	0.6	9.7	8.3	1.5
2001	8.0	6.1	1.9	4.2	3.4	0.7	10.4	8.5	1.9
2002	8.2	6.2	2.1	4.2	3.5	0.7	10.5	8.7	1.8
2003	8.3	6.2	2.0	4.3	3.6	0.7	10.8	8.9	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 9-19

Absence rates for full-time employees by sex and occupation - Wholesale, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.3	2.4	2.0	2.5	1.3	1.2	6.2	3.4	2.9
1994	5.7	2.8	2.9	3.7	1.9	1.8	9.3	4.7	4.6
1995	4.6	2.2	2.3	2.7	1.3	1.4	6.7	3.2	3.5
1996	4.5	2.3	2.3	2.8	1.2	1.6	7.0	3.1	3.9
1997	4.0	2.7	1.3	1.8	1.4	0.3	4.4	3.6	0.8
1998	4.2	3.0	1.2	2.0	1.6	0.4	5.1	4.0	1.1
1999	4.3	2.8	1.5	1.9	1.4	0.5	4.9	3.6	1.3
2000	4.5	3.3	1.3	2.1	1.7	0.4	5.3	4.4	0.9
2001	5.3	3.5	1.8	2.0	1.5	0.4	4.9	3.8	1.1
2002	5.9	3.8	2.1	2.3	1.7	0.6	5.9	4.3	1.5
2003	5.6	3.7	1.9	2.4	1.8	0.6	6.0	4.6	1.4
<b>Males</b>									
1993	3.2	2.1	1.1	1.6	1.1	0.4	3.9	2.9	1.1
1994	3.2	2.0	F	1.7	1.3	F	4.2	3.3	F
1995	2.8	1.7	F	1.2	0.9	F	3.0	2.3	F
1996	2.1	1.3	F	1.0	0.7	F	2.5	1.8	F
1997	3.1	2.0	1.2	1.3	1.1	0.2	3.4	2.8	0.6
1998	3.3	2.2	1.2	1.4	1.0	0.4	3.4	2.5	1.0
1999	3.2	2.0	1.2	1.3	0.9	0.4	3.3	2.2	1.1
2000	3.7	2.6	1.2	1.6	1.3	0.4	4.0	3.1	0.9
2001	4.2	2.7	1.6	1.6	1.2	0.4	4.0	2.9	1.1
2002	4.6	2.8	1.8	1.7	1.2	0.5	4.3	3.0	1.2
2003	4.0	2.6	1.4	1.7	1.2	0.4	4.2	3.0	1.1
<b>Females <sup>1</sup></b>									
1993	6.6	2.9	3.7	4.4	1.8	2.7	11.1	4.4	6.7
1994	10.2	4.2	6.0	7.6	2.9	4.7	19.1	7.4	11.7
1995	7.8	3.2	4.6	5.7	2.0	3.6	14.2	5.1	9.1
1996	8.9	4.0	4.9	6.4	2.3	4.1	15.9	5.8	10.1
1997	5.6	4.1	F	2.6	2.1	F	6.5	5.3	F
1998	5.9	4.5	F	3.3	2.8	F	8.3	7.0	F
1999	6.2	4.2	2.0	3.2	2.5	0.7	7.9	6.3	1.7
2000	6.1	4.6	F	3.2	2.8	F	7.9	6.9	F
2001	7.2	5.1	2.2	2.7	2.3	0.4	6.8	5.7	1.1
2002	8.1	5.6	2.5	3.5	2.7	0.8	8.8	6.8	2.0
2003	8.4	5.8	2.6	3.8	3.0	0.8	9.5	7.5	2.0

1. Data from 1987 to 1996 include maternity leave.



Table 9-20

## Absence rates for full-time employees by sex and occupation - Retail, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.3	3.2	2.1	3.5	2.0	1.4	8.7	5.0	3.6
1994	5.0	3.0	2.0	3.2	1.9	1.3	7.9	4.6	3.3
1995	5.4	2.9	2.4	3.5	1.9	1.6	8.7	4.7	4.0
1996	5.5	3.1	2.3	3.5	1.9	1.6	8.8	4.7	4.1
1997	4.6	3.3	1.3	2.4	1.9	0.5	6.0	4.8	1.3
1998	5.0	3.6	1.3	2.6	2.1	0.5	6.5	5.1	1.3
1999	5.4	3.8	1.5	2.9	2.3	0.6	7.3	5.7	1.6
2000	5.5	4.2	1.3	2.6	2.2	0.5	6.6	5.4	1.2
2001	6.9	5.2	1.7	3.5	2.8	0.7	8.7	7.0	1.7
2002	6.3	4.7	1.6	2.9	2.4	0.5	7.4	6.1	1.3
2003	6.9	5.3	1.5	3.4	2.8	0.5	8.4	7.1	1.3
<b>Males</b>									
1993	3.1	2.4	F	1.7	1.4	F	4.1	3.6	F
1994	3.0	2.2	F	1.6	1.4	F	3.9	3.4	F
1995	3.3	2.3	F	1.8	1.4	F	4.5	3.5	F
1996	3.4	2.6	F	1.7	1.4	F	4.2	3.6	F
1997	3.5	2.2	1.3	1.7	1.3	0.4	4.2	3.2	1.1
1998	3.1	2.2	F	1.2	0.9	F	2.9	2.2	F
1999	4.3	3.0	1.2	2.3	1.9	0.4	5.8	4.8	1.0
2000	4.1	3.0	1.1	1.8	1.4	0.3	4.4	3.6	0.8
2001	5.3	4.0	1.3	2.6	2.1	0.5	6.6	5.3	1.3
2002	5.2	3.7	1.5	2.3	1.9	0.4	5.7	4.7	1.0
2003	5.6	4.0	1.6	2.7	2.1	0.5	6.7	5.4	1.3
<b>Females <sup>1</sup></b>									
1993	6.6	3.7	2.9	4.7	2.4	2.3	11.8	6.0	5.8
1994	6.2	3.4	2.8	4.2	2.2	2.0	10.6	5.5	5.1
1995	6.6	3.3	3.3	4.6	2.2	2.4	11.4	5.4	6.0
1996	6.8	3.5	3.3	4.8	2.2	2.6	12.0	5.4	6.6
1997	5.4	4.0	1.4	3.0	2.4	0.6	7.4	6.0	1.4
1998	6.2	4.5	1.6	3.6	2.9	0.7	9.0	7.2	1.8
1999	6.1	4.4	1.7	3.3	2.5	0.8	8.3	6.3	2.0
2000	6.4	4.9	1.4	3.2	2.7	0.6	8.1	6.7	1.4
2001	7.9	6.0	1.9	4.1	3.3	0.8	10.3	8.3	2.0
2002	7.1	5.3	1.8	3.5	2.8	0.6	8.6	7.1	1.5
2003	7.8	6.3	1.5	3.9	3.4	0.5	9.8	8.5	1.3

1. Data from 1987 to 1996 include maternity leave.

Table 9-21

Absence rates for full-time employees by sex and occupation - Food and beverage, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.2	3.4	1.8	3.6	2.3	1.3	8.9	5.7	3.2
1994	5.2	3.0	2.2	3.7	2.2	1.5	9.3	5.5	3.8
1995	5.0	2.9	2.1	3.7	2.1	1.6	9.2	5.2	3.9
1996	5.4	3.3	2.1	3.9	2.4	1.5	9.8	6.0	3.8
1997	4.6	3.4	1.2	2.8	2.3	0.5	7.0	5.7	1.3
1998	4.4	3.4	1.0	2.6	2.1	0.4	6.4	5.3	1.0
1999	4.7	3.7	1.0	2.8	2.3	0.5	7.1	5.9	1.2
2000	5.5	4.1	1.4	3.3	2.7	0.6	8.2	6.7	1.5
2001	5.3	4.2	1.2	2.8	2.3	0.5	6.9	5.7	1.2
2002	6.0	4.4	1.6	3.1	2.4	0.7	7.7	6.0	1.7
2003	6.1	4.4	1.7	3.4	2.8	0.7	8.6	7.0	1.6
<b>Males</b>									
1993	3.2	2.6	F	1.9	1.7	F	4.9	4.4	F
1994	3.0	2.2	F	2.1	1.7	F	5.2	4.3	F
1995	2.4	1.6	F	1.6	1.1	F	3.9	2.8	F
1996	3.3	2.7	F	2.2	2.0	F	5.5	4.9	F
1997	3.1	2.2	F	1.8	1.4	F	4.4	3.5	F
1998	3.3	2.6	F	2.1	1.7	F	5.2	4.2	F
1999	3.5	2.8	F	2.0	1.7	F	4.9	4.2	F
2000	4.9	3.7	1.3	3.1	2.6	0.5	7.7	6.5	1.2
2001	4.0	3.2	F	2.0	1.7	F	4.9	4.1	F
2002	4.9	3.3	1.6	2.5	1.8	0.7	6.2	4.4	1.8
2003	4.4	3.3	F	2.6	2.1	F	6.5	5.3	F
<b>Females <sup>1</sup></b>									
1993	6.7	4.1	2.7	4.9	2.7	2.2	12.2	6.9	5.4
1994	7.0	3.7	3.3	5.2	2.6	2.6	13.0	6.5	6.5
1995	6.9	3.8	3.1	5.4	2.9	2.5	13.5	7.2	6.3
1996	7.1	3.8	3.3	5.5	2.8	2.7	13.6	7.0	6.7
1997	5.9	4.4	1.5	3.8	3.1	0.7	9.4	7.8	1.6
1998	5.3	4.0	1.2	3.0	2.5	0.4	7.4	6.3	1.1
1999	5.7	4.4	1.3	3.6	2.9	0.6	8.9	7.4	1.6
2000	5.9	4.4	1.5	3.5	2.8	0.7	8.7	6.9	1.8
2001	6.4	4.9	1.4	3.4	2.8	0.6	8.5	7.0	1.5
2002	6.8	5.1	1.7	3.6	2.9	0.7	8.9	7.3	1.6
2003	7.3	5.3	2.1	4.1	3.3	0.8	10.2	8.3	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 9-22

## Absence rates for full-time employees by sex and occupation - Protective services, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.6	4.0	1.7	4.0	2.8	1.1	9.9	7.1	2.9
1994	5.3	4.1	1.2	3.7	2.9	0.8	9.3	7.4	1.9
1995	4.8	3.6	1.2	3.4	2.7	0.7	8.6	6.8	1.7
1996	5.5	3.9	1.6	3.7	2.8	0.9	9.3	7.0	2.3
1997	5.1	4.0	1.0	3.3	2.9	0.4	8.3	7.2	1.1
1998	5.5	4.7	F	3.6	3.2	F	9.0	8.1	F
1999	5.6	4.7	F	3.6	3.2	F	8.9	8.1	F
2000	6.5	5.2	1.3	4.1	3.5	0.6	10.2	8.7	1.5
2001	5.7	4.8	0.9	3.5	3.0	0.5	8.7	7.5	1.2
2002	6.5	4.8	1.7	3.9	3.2	0.8	9.8	7.9	1.9
2003	6.1	4.7	1.5	3.6	2.9	0.7	9.0	7.2	1.8
<b>Males</b>									
1993	5.0	4.0	F	3.5	2.9	F	8.7	7.3	F
1994	4.7	3.8	F	3.2	2.7	F	7.9	6.6	F
1995	4.4	3.6	F	3.1	2.7	F	7.7	6.7	F
1996	4.6	3.7	F	3.1	2.7	F	7.8	6.8	F
1997	4.6	3.5	F	3.0	2.5	F	7.4	6.3	F
1998	5.0	4.2	F	3.3	3.0	F	8.2	7.4	F
1999	5.0	4.1	F	3.1	2.8	F	7.9	7.0	F
2000	5.4	4.2	1.2	3.1	2.6	0.6	7.9	6.5	1.4
2001	5.4	4.4	F	3.4	2.9	F	8.6	7.4	F
2002	6.0	4.2	1.8	3.4	2.6	0.9	8.6	6.4	2.1
2003	5.6	4.3	1.3	3.4	2.7	0.7	8.4	6.7	1.7
<b>Females <sup>1</sup></b>									
1993	9.9	F	F	7.5	F	F	18.7	F	F
1994	9.7	F	F	8.0	F	F	19.9	F	F
1995	7.7	F	F	6.0	F	F	15.0	F	F
1996	11.1	F	F	7.6	F	F	19.0	F	F
1997	8.8	7.9	F	6.0	5.5	F	14.9	13.7	F
1998	8.6	7.5	F	5.5	4.9	F	13.6	12.2	F
1999	9.1	8.0	F	5.8	5.5	F	14.4	13.7	F
2000	12.6	10.9	F	9.4	8.6	F	23.4	21.6	F
2001	7.3	6.6	F	3.7	3.4	F	9.4	8.5	F
2002	9.2	8.1	F	6.5	6.2	F	16.2	15.5	F
2003	8.7	6.4	F	4.7	3.8	F	11.7	9.5	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-23

Absence rates for full-time employees by sex and occupation - Childcare and home support, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.4	3.5	3.9	5.4	2.3	3.2	13.6	5.7	7.9
1994	7.8	4.4	3.4	4.8	2.8	2.0	12.1	7.1	5.0
1995	6.6	3.8	2.8	4.1	2.1	2.0	10.2	5.3	4.9
1996	7.3	3.5	3.8	4.9	2.2	2.7	12.2	5.4	6.8
1997	7.0	5.4	1.6	3.9	3.3	0.6	9.8	8.2	1.6
1998	7.0	5.5	1.4	4.1	3.5	0.6	10.3	8.7	1.6
1999	7.5	6.2	1.3	4.0	3.6	0.5	10.1	9.0	1.1
2000	8.0	6.4	1.6	4.0	3.4	0.6	10.1	8.5	1.6
2001	8.1	5.8	2.4	4.0	3.0	1.0	10.1	7.5	2.5
2002	9.2	6.8	2.4	4.3	3.6	0.7	10.9	9.0	1.8
2003	9.4	6.6	2.8	4.9	3.8	1.1	12.2	9.5	2.7
<b>Males</b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1993	7.8	3.6	4.2	5.8	2.3	3.5	14.5	5.8	8.7
1994	8.2	4.6	3.6	5.2	3.0	2.2	13.0	7.5	5.4
1995	6.7	3.9	2.8	4.2	2.2	1.9	10.4	5.6	4.9
1996	7.5	3.6	3.8	5.1	2.3	2.8	12.8	5.7	7.1
1997	7.0	5.4	1.6	3.9	3.2	0.7	9.7	8.0	1.7
1998	7.0	5.6	1.4	4.1	3.4	0.6	10.1	8.5	1.6
1999	7.8	6.4	1.4	4.2	3.7	0.5	10.5	9.3	1.2
2000	8.3	6.5	1.7	4.2	3.5	0.7	10.5	8.9	1.6
2001	8.3	5.9	2.4	4.1	3.1	1.0	10.2	7.8	2.4
2002	9.6	7.1	2.5	4.5	3.8	0.7	11.3	9.5	1.8
2003	9.7	6.7	3.0	5.0	3.9	1.1	12.5	9.7	2.9

1. Data from 1987 to 1996 include maternity leave.

Table 9-24

## Absence rates for full-time employees by sex and occupation - Travel and accommodation, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.1	4.0	2.1	4.3	2.7	1.5	10.7	6.9	3.8
1994	6.2	4.2	2.0	4.5	3.2	1.3	11.1	7.9	3.2
1995	6.3	4.3	2.0	4.4	3.1	1.3	10.9	7.7	3.2
1996	5.6	3.8	1.9	3.8	2.6	1.2	9.5	6.5	3.0
1997	5.7	4.7	1.1	3.4	3.1	0.4	8.6	7.6	1.0
1998	5.7	4.6	1.0	3.4	3.0	0.4	8.6	7.5	1.1
1999	6.1	4.9	1.2	3.7	3.2	0.5	9.2	7.9	1.2
2000	6.6	5.4	1.3	3.7	3.2	0.5	9.2	8.1	1.1
2001	7.8	6.1	1.7	4.3	3.6	0.7	10.8	9.1	1.7
2002	7.9	6.0	1.9	4.2	3.5	0.7	10.5	8.7	1.8
2003	7.8	5.9	1.9	4.1	3.4	0.7	10.2	8.4	1.9
<b>Males</b>									
1993	4.6	3.6	1.0	3.1	2.6	0.4	7.6	6.5	1.1
1994	4.4	3.5	0.9	2.8	2.5	0.3	7.1	6.2	0.9
1995	5.0	4.0	1.0	3.3	2.9	0.3	8.1	7.3	0.8
1996	4.2	3.4	0.8	2.6	2.4	0.3	6.6	6.0	0.6
1997	4.8	3.9	0.9	2.6	2.4	0.3	6.6	5.9	0.7
1998	4.5	3.7	0.9	2.7	2.3	0.4	6.7	5.8	0.9
1999	4.9	3.9	1.0	2.9	2.5	0.3	7.2	6.4	0.8
2000	5.8	4.7	1.1	3.1	2.7	0.4	7.8	6.9	0.9
2001	6.6	5.1	1.4	3.5	3.0	0.5	8.8	7.5	1.4
2002	6.5	5.0	1.5	3.4	2.8	0.6	8.5	7.1	1.5
2003	7.0	5.2	1.8	3.6	2.8	0.8	9.0	7.1	1.9
<b>Females <sup>1</sup></b>									
1993	7.8	4.4	3.4	5.7	2.9	2.8	14.3	7.2	7.0
1994	8.3	5.1	3.2	6.3	3.9	2.4	15.9	9.8	6.0
1995	7.9	4.7	3.2	5.7	3.3	2.4	14.3	8.2	6.1
1996	7.2	4.2	3.1	5.1	2.8	2.3	12.8	7.1	5.7
1997	6.8	5.5	1.3	4.4	3.8	0.5	10.9	9.6	1.3
1998	6.9	5.6	1.2	4.3	3.8	0.5	10.7	9.4	1.3
1999	7.4	5.9	1.5	4.5	3.8	0.7	11.3	9.6	1.7
2000	7.5	6.1	1.4	4.3	3.7	0.6	10.8	9.4	1.4
2001	8.9	7.0	1.9	5.1	4.3	0.8	12.7	10.7	2.0
2002	9.3	7.0	2.3	5.0	4.1	0.9	12.4	10.3	2.1
2003	8.5	6.6	1.9	4.6	3.9	0.7	11.5	9.7	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 9-25

**Absence rates for full-time employees by sex and occupation - Trades, transport and equipment operators, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.3	4.1	1.2	3.4	3.0	0.4	8.6	7.6	0.9
1994	5.0	3.8	1.2	3.2	2.8	0.4	7.9	6.9	1.0
1995	5.3	4.0	1.2	3.4	2.9	0.4	8.4	7.3	1.1
1996	5.0	3.7	1.3	3.2	2.7	0.5	8.0	6.8	1.2
1997	5.4	4.2	1.3	3.3	2.9	0.4	8.2	7.2	1.0
1998	5.7	4.4	1.3	3.6	3.1	0.5	9.0	7.9	1.1
1999	6.1	4.7	1.5	3.8	3.3	0.5	9.4	8.1	1.3
2000	6.4	5.0	1.5	3.7	3.3	0.5	9.3	8.2	1.2
2001	6.9	5.3	1.7	3.8	3.3	0.5	9.6	8.3	1.3
2002	7.4	5.5	1.9	4.0	3.4	0.6	10.1	8.5	1.6
2003	7.5	5.6	1.8	4.2	3.6	0.6	10.6	9.0	1.5
<b>Males</b>									
1993	5.2	4.0	1.1	3.3	3.0	0.3	8.3	7.4	0.8
1994	4.9	3.7	1.2	3.1	2.7	0.4	7.7	6.8	0.9
1995	5.0	3.9	1.2	3.2	2.8	0.4	8.0	7.0	0.9
1996	4.8	3.6	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1997	5.3	4.0	1.2	3.2	2.8	0.4	8.0	7.0	1.0
1998	5.6	4.3	1.3	3.5	3.1	0.4	8.9	7.7	1.1
1999	6.0	4.6	1.4	3.7	3.2	0.5	9.3	8.0	1.2
2000	6.3	4.8	1.5	3.6	3.2	0.5	9.1	8.0	1.2
2001	6.9	5.2	1.6	3.8	3.3	0.5	9.6	8.3	1.3
2002	7.3	5.4	1.9	4.0	3.4	0.6	10.0	8.4	1.6
2003	7.3	5.5	1.8	4.2	3.5	0.6	10.4	8.9	1.5
<b>Females <sup>1</sup></b>									
1993	8.8	6.4	F	6.3	4.8	F	15.9	12.1	F
1994	8.0	5.3	F	5.6	3.9	F	14.0	9.7	F
1995	10.2	7.4	2.8	7.4	5.6	1.8	18.6	14.0	4.6
1996	8.5	5.1	3.4	5.5	3.2	2.3	13.8	8.1	5.7
1997	9.0	7.2	F	5.1	4.5	F	12.7	11.4	F
1998	7.8	6.2	F	4.7	4.1	F	11.7	10.4	F
1999	8.4	6.3	F	5.1	4.3	F	12.7	10.8	F
2000	9.5	7.8	F	5.7	5.1	F	14.2	12.7	F
2001	7.8	5.8	F	3.6	2.9	F	9.1	7.3	F
2002	9.2	6.8	2.4	4.9	3.9	1.0	12.3	9.8	2.5
2003	9.9	7.5	2.4	5.5	4.9	0.6	13.8	12.3	1.5

1. Data from 1987 to 1996 include maternity leave.

Table 9-26

## Absence rates for full-time employees by sex and occupation - Contractors and supervisors, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.6	4.2	F	3.5	3.1	F	8.7	7.6	F
1994	4.2	3.1	F	2.3	1.9	F	5.7	4.7	F
1995	4.3	3.0	F	2.7	2.2	F	6.7	5.4	F
1996	4.4	3.4	F	2.5	2.2	F	6.3	5.5	F
1997	5.3	3.7	F	3.2	2.7	F	8.1	6.8	F
1998	5.5	3.8	F	3.1	2.5	F	7.7	6.3	F
1999	4.6	2.8	F	2.1	1.5	F	5.3	3.8	F
2000	5.7	4.2	F	3.1	2.7	F	7.8	6.7	F
2001	6.0	4.1	2.0	3.1	2.5	0.6	7.7	6.2	1.4
2002	6.1	4.0	2.1	3.0	2.4	0.6	7.4	6.0	1.4
2003	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
<b>Males</b>									
1993	5.7	4.3	F	3.5	3.1	F	8.8	7.8	F
1994	3.8	2.8	F	2.1	1.8	F	5.3	4.6	F
1995	4.0	3.0	F	2.5	2.2	F	6.3	5.5	F
1996	4.2	3.2	F	2.4	2.1	F	6.0	5.2	F
1997	5.3	3.8	F	3.3	2.8	F	8.3	7.0	F
1998	5.4	3.7	F	3.1	2.4	F	7.7	6.1	F
1999	4.7	2.7	F	2.1	1.5	F	5.3	3.8	F
2000	5.3	3.8	F	3.0	2.5	F	7.4	6.3	F
2001	5.8	3.9	1.9	3.0	2.4	0.6	7.4	6.0	1.4
2002	6.1	4.0	2.1	2.9	2.4	0.6	7.4	5.9	1.4
2003	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
<b>Females <sup>1</sup></b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-27

Absence rates for full-time employees by sex and occupation - Construction trades, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.8	3.5	1.3	3.1	2.6	0.5	7.7	6.5	1.2
1994	5.3	4.2	1.1	3.7	3.3	0.4	9.3	8.3	1.0
1995	5.0	3.6	1.4	3.0	2.7	0.4	7.5	6.6	0.9
1996	5.2	3.9	1.3	3.3	2.8	0.5	8.2	7.0	1.2
1997	5.5	3.9	1.6	3.3	2.8	0.5	8.2	6.9	1.3
1998	6.0	4.6	1.3	3.7	3.2	0.5	9.2	8.0	1.2
1999	7.0	5.3	1.6	4.6	4.0	0.6	11.5	10.1	1.4
2000	6.7	5.1	1.6	3.7	3.2	0.5	9.3	8.0	1.3
2001	6.9	4.9	2.0	3.8	3.2	0.6	9.4	7.9	1.4
2002	8.4	6.3	2.1	4.9	4.2	0.7	12.2	10.4	1.8
2003	7.8	5.6	2.2	4.4	3.7	0.8	11.1	9.2	1.9
<b>Males</b>									
1993	4.8	3.5	1.3	3.0	2.6	0.5	7.6	6.5	1.2
1994	5.4	4.2	1.1	3.7	3.3	0.4	9.3	8.3	1.0
1995	5.0	3.6	1.4	3.0	2.7	0.4	7.5	6.6	0.9
1996	5.1	3.9	1.2	3.3	2.8	0.5	8.2	7.0	1.2
1997	5.5	4.0	1.5	3.3	2.8	0.5	8.2	7.0	1.3
1998	5.9	4.6	1.3	3.7	3.2	0.5	9.2	8.1	1.1
1999	7.0	5.4	1.6	4.7	4.1	0.6	11.6	10.2	1.4
2000	6.6	5.1	1.5	3.7	3.2	0.5	9.3	8.0	1.3
2001	6.8	4.9	2.0	3.7	3.1	0.6	9.3	7.9	1.4
2002	8.5	6.4	2.0	4.9	4.2	0.7	12.3	10.6	1.8
2003	7.7	5.6	2.2	4.4	3.7	0.8	11.1	9.2	1.9
<b>Females <sup>1</sup></b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.



Table 9-28

## Absence rates for full-time employees by sex and occupation - Other trades, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.3	4.1	1.2	3.1	2.8	0.3	7.8	7.1	0.8
1994	5.2	3.7	1.5	2.9	2.5	0.4	7.3	6.3	1.0
1995	5.3	4.0	1.3	3.2	2.8	0.4	8.1	7.0	1.1
1996	4.9	3.4	1.4	2.9	2.5	0.4	7.2	6.1	1.1
1997	5.1	3.8	1.3	2.7	2.4	0.3	6.8	6.0	0.8
1998	5.2	3.8	1.4	3.1	2.6	0.4	7.6	6.6	1.1
1999	5.7	4.2	1.5	3.2	2.7	0.5	8.0	6.8	1.2
2000	5.9	4.3	1.6	3.1	2.6	0.5	7.6	6.5	1.2
2001	6.8	5.1	1.7	3.5	3.0	0.5	8.8	7.5	1.3
2002	7.3	5.3	2.0	3.4	2.9	0.6	8.6	7.2	1.4
2003	7.2	5.4	1.8	3.7	3.2	0.5	9.3	7.9	1.3
<b>Males</b>									
1993	5.2	4.0	1.2	3.1	2.8	0.3	7.6	6.9	0.7
1994	5.1	3.7	1.4	2.8	2.4	0.3	7.0	6.1	0.9
1995	5.2	3.9	1.2	3.1	2.7	0.4	7.7	6.8	0.9
1996	4.9	3.5	1.4	2.9	2.5	0.4	7.2	6.2	1.0
1997	5.0	3.7	1.2	2.6	2.3	0.3	6.6	5.8	0.8
1998	5.1	3.8	1.4	3.0	2.6	0.4	7.5	6.4	1.1
1999	5.6	4.2	1.4	3.2	2.7	0.5	8.0	6.8	1.2
2000	5.7	4.2	1.6	3.0	2.5	0.5	7.4	6.2	1.2
2001	6.8	5.1	1.7	3.5	3.0	0.5	8.8	7.5	1.2
2002	7.3	5.3	2.0	3.4	2.9	0.5	8.5	7.2	1.3
2003	7.0	5.2	1.8	3.6	3.1	0.5	9.0	7.7	1.3
<b>Females <sup>1</sup></b>									
1993	7.9	F	F	5.4	F	F	13.5	F	F
1994	9.0	F	F	6.8	F	F	17.0	F	F
1995	9.2	6.7	F	7.0	5.1	F	17.4	12.7	F
1996	F	F	F	F	F	F	F	F	F
1997	8.7	6.9	F	4.8	4.2	F	11.9	10.6	F
1998	6.5	5.3	F	4.1	3.8	F	10.1	9.4	F
1999	7.4	F	F	4.2	F	F	10.5	F	F
2000	9.6	7.7	F	5.8	5.3	F	14.5	13.3	F
2001	7.9	F	F	3.3	F	F	8.2	F	F
2002	8.8	5.9	F	3.9	3.0	F	9.8	7.5	F
2003	12.2	9.2	F	6.6	6.0	F	16.5	15.0	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-29

**Absence rates for full-time employees by sex and occupation - Transportation equipment operators, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.2	4.2	1.0	3.9	3.4	0.4	9.7	8.5	1.1
1994	4.5	3.5	1.0	3.3	2.9	0.4	8.2	7.3	0.9
1995	5.4	4.4	1.0	3.8	3.4	0.4	9.6	8.5	1.1
1996	4.8	3.8	1.0	3.6	3.1	0.5	8.9	7.7	1.2
1997	5.6	4.5	1.1	3.9	3.5	0.5	9.8	8.7	1.2
1998	5.9	4.8	1.1	4.1	3.6	0.5	10.2	9.1	1.1
1999	6.4	5.1	1.2	4.3	3.8	0.5	10.7	9.5	1.2
2000	6.9	5.6	1.3	4.6	4.2	0.5	11.6	10.4	1.1
2001	6.8	5.5	1.4	4.4	3.9	0.5	11.0	9.7	1.3
2002	6.5	4.9	1.6	4.1	3.4	0.7	10.2	8.6	1.7
2003	7.6	6.0	1.5	4.9	4.3	0.6	12.3	10.7	1.5
<b>Males</b>									
1993	5.0	4.1	0.9	3.6	3.3	0.3	9.1	8.3	0.8
1994	4.4	3.5	0.9	3.2	2.9	0.4	8.1	7.2	0.9
1995	5.1	4.1	1.0	3.6	3.2	0.4	9.0	8.1	1.0
1996	4.6	3.7	0.9	3.4	3.0	0.4	8.5	7.6	0.9
1997	5.4	4.3	1.1	3.8	3.4	0.5	9.6	8.4	1.2
1998	5.8	4.7	1.1	4.1	3.6	0.4	10.2	9.1	1.1
1999	6.2	5.1	1.2	4.2	3.8	0.4	10.5	9.5	1.1
2000	6.7	5.5	1.2	4.5	4.1	0.4	11.3	10.3	1.1
2001	6.8	5.5	1.3	4.4	3.9	0.5	11.1	9.8	1.2
2002	6.4	4.8	1.6	4.0	3.4	0.7	10.1	8.4	1.7
2003	7.5	6.0	1.5	4.9	4.3	0.6	12.3	10.7	1.5
<b>Females <sup>1</sup></b>									
1993	11.1	F	F	9.5	F	F	23.8	F	F
1994	F	F	F	F	F	F	F	F	F
1995	12.3	9.8	F	9.8	8.1	F	24.5	20.2	F
1996	10.5	F	F	7.6	F	F	19.0	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	9.5	F	F	6.1	F	F	15.2	F	F
2000	9.8	8.0	F	7.1	5.9	F	17.7	14.7	F
2001	F	F	F	F	F	F	F	F	F
2002	9.5	F	F	5.8	F	F	14.4	F	F
2003	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-30

## Absence rates for full-time employees by sex and occupation - Helpers and labourers, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	4.5	1.2	3.6	3.3	0.4	9.1	8.2	0.9
1994	5.5	4.2	1.2	3.5	3.1	0.4	8.8	7.7	1.1
1995	5.4	4.0	1.4	3.3	2.9	0.5	8.3	7.1	1.1
1996	5.4	3.9	1.5	3.4	2.8	0.6	8.5	7.0	1.5
1997	6.1	4.8	1.2	3.6	3.2	0.4	9.0	7.9	1.1
1998	6.8	5.4	1.4	4.2	3.8	0.4	10.4	9.4	1.0
1999	6.8	5.2	1.5	4.1	3.6	0.5	10.3	8.9	1.4
2000	7.3	5.8	1.5	4.1	3.6	0.5	10.3	9.1	1.2
2001	7.6	6.0	1.6	4.0	3.5	0.6	10.1	8.7	1.4
2002	9.0	7.0	2.1	5.2	4.5	0.7	13.0	11.1	1.9
2003	8.3	6.5	1.9	4.7	4.0	0.7	11.7	10.0	1.7
<b>Males</b>									
1993	5.5	4.4	1.1	3.5	3.2	0.3	8.7	7.9	0.8
1994	5.3	4.2	1.2	3.4	3.0	0.4	8.5	7.6	0.9
1995	5.0	3.8	1.3	3.0	2.7	0.4	7.6	6.6	0.9
1996	5.0	3.7	1.3	3.2	2.7	0.4	7.9	6.8	1.1
1997	5.8	4.6	1.2	3.5	3.0	0.4	8.7	7.6	1.1
1998	6.5	5.2	1.4	4.0	3.6	0.4	10.0	9.0	1.0
1999	6.4	4.9	1.5	3.9	3.3	0.6	9.7	8.3	1.4
2000	7.1	5.6	1.5	4.0	3.6	0.5	10.1	8.9	1.2
2001	7.6	6.0	1.6	4.1	3.5	0.6	10.3	8.9	1.4
2002	8.9	6.8	2.1	5.1	4.4	0.7	12.8	11.0	1.8
2003	8.1	6.3	1.9	4.5	3.8	0.7	11.3	9.5	1.8
<b>Females <sup>1</sup></b>									
1993	9.1	F	F	5.3	F	F	13.2	F	F
1994	F	F	F	F	F	F	F	F	F
1995	10.1	F	F	6.6	F	F	16.5	F	F
1996	10.9	F	F	6.8	F	F	17.1	F	F
1997	9.9	8.1	F	5.3	4.7	F	13.2	11.9	F
1998	9.3	7.5	F	5.9	5.4	F	14.7	13.5	F
1999	10.3	8.9	F	6.7	6.4	F	16.8	16.0	F
2000	8.9	7.8	F	4.9	4.6	F	12.4	11.4	F
2001	7.6	F	F	3.3	F	F	8.3	F	F
2002	10.5	8.5	F	5.9	4.8	F	14.6	12.1	F
2003	9.9	7.9	F	6.0	5.6	F	14.9	13.9	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-31

**Absence rates for full-time employees by sex and occupation - Occupations unique to primary industry, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.3	3.0	1.3	2.4	2.0	0.4	6.1	5.0	1.1
1994	4.2	3.1	1.1	2.6	2.1	0.5	6.5	5.2	1.3
1995	4.8	3.5	1.3	3.0	2.5	0.6	7.6	6.2	1.4
1996	4.3	3.1	1.2	2.7	2.2	0.5	6.8	5.5	1.3
1997	4.3	3.1	1.1	2.5	2.1	0.4	6.4	5.4	1.0
1998	4.8	3.6	1.2	2.7	2.3	0.4	6.7	5.7	1.0
1999	5.4	4.0	1.3	3.2	2.7	0.4	7.9	6.8	1.1
2000	5.8	4.4	1.4	3.5	2.9	0.6	8.8	7.2	1.6
2001	6.3	4.5	1.7	3.6	3.0	0.7	9.1	7.4	1.6
2002	5.8	4.2	1.6	3.5	2.8	0.7	8.8	7.0	1.9
2003	5.6	3.9	1.7	3.4	2.7	0.7	8.4	6.8	1.7
<b>Males</b>									
1993	4.0	3.1	0.9	2.3	2.1	0.3	5.8	5.1	0.7
1994	4.2	3.2	1.0	2.6	2.1	0.4	6.5	5.4	1.1
1995	4.5	3.5	1.0	2.8	2.5	0.3	7.0	6.2	0.9
1996	4.1	3.1	1.0	2.5	2.2	0.4	6.4	5.5	0.9
1997	4.1	3.0	1.1	2.4	2.0	0.4	6.0	5.1	0.9
1998	4.6	3.5	1.1	2.6	2.2	0.4	6.4	5.4	0.9
1999	5.4	4.1	1.3	3.2	2.8	0.4	8.0	7.0	1.0
2000	5.8	4.5	1.3	3.7	3.1	0.6	9.2	7.7	1.5
2001	6.2	4.5	1.7	3.8	3.1	0.7	9.4	7.7	1.7
2002	5.4	3.9	1.5	3.3	2.6	0.7	8.3	6.5	1.8
2003	5.3	3.7	1.6	3.3	2.6	0.7	8.2	6.5	1.7
<b>Females <sup>1</sup></b>									
1993	6.1	F	F	3.1	F	F	7.9	F	F
1994	4.8	F	F	2.6	F	F	6.5	F	F
1995	6.6	F	F	4.5	F	F	11.2	F	F
1996	6.1	F	F	4.0	F	F	9.9	F	F
1997	5.8	F	F	3.6	F	F	9.0	F	F
1998	6.2	F	F	3.4	F	F	8.6	F	F
1999	5.4	F	F	2.8	F	F	7.0	F	F
2000	5.9	F	F	2.7	F	F	6.6	F	F
2001	6.4	4.5	F	2.8	2.3	F	6.9	5.7	F
2002	8.5	6.1	F	4.9	3.9	F	12.1	9.8	F
2003	7.5	5.2	F	4.0	3.4	F	10.1	8.5	F

1. Data from 1987 to 1996 include maternity leave.

Table 9-32

## Absence rates for full-time employees by sex and occupation - Occupations unique to production, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.0	5.1	1.9	4.6	3.6	0.9	11.4	9.1	2.3
1994	6.8	4.8	2.0	4.7	3.7	1.0	11.7	9.2	2.5
1995	6.8	4.7	2.2	4.5	3.3	1.2	11.2	8.3	2.9
1996	6.2	4.2	2.0	4.0	3.0	1.0	10.1	7.5	2.6
1997	6.1	4.7	1.4	3.6	3.2	0.4	8.9	7.9	1.0
1998	6.8	5.3	1.5	4.1	3.6	0.5	10.1	8.9	1.2
1999	7.1	5.6	1.5	3.9	3.5	0.4	9.8	8.7	1.1
2000	7.6	6.0	1.6	4.2	3.7	0.5	10.5	9.2	1.3
2001	8.0	6.1	1.9	4.1	3.5	0.6	10.2	8.7	1.5
2002	8.8	6.6	2.3	4.4	3.8	0.6	11.0	9.4	1.6
2003	8.5	6.3	2.2	4.4	3.7	0.7	11.1	9.3	1.8
<b>Males</b>									
1993	5.9	4.7	1.2	3.7	3.4	0.4	9.4	8.4	1.0
1994	6.0	4.7	1.2	3.9	3.6	0.4	9.8	8.9	0.9
1995	5.7	4.3	1.4	3.5	3.1	0.4	8.7	7.7	1.0
1996	5.3	3.9	1.4	3.1	2.7	0.4	7.7	6.7	1.0
1997	5.5	4.1	1.3	3.1	2.7	0.4	7.7	6.7	1.0
1998	6.2	4.9	1.3	3.6	3.2	0.4	9.1	8.0	1.1
1999	6.6	5.1	1.4	3.6	3.2	0.4	9.0	8.0	1.0
2000	6.8	5.4	1.4	3.8	3.3	0.5	9.5	8.3	1.2
2001	7.4	5.7	1.7	3.8	3.2	0.5	9.4	8.1	1.3
2002	8.3	6.1	2.2	4.1	3.5	0.6	10.3	8.8	1.5
2003	7.6	5.7	1.9	3.9	3.3	0.6	9.9	8.3	1.6
<b>Females <sup>1</sup></b>									
1993	9.7	6.1	3.6	6.7	4.3	2.4	16.8	10.9	5.9
1994	8.9	5.1	3.8	6.7	4.0	2.7	16.7	9.9	6.7
1995	9.7	5.5	4.2	7.1	4.0	3.1	17.6	9.9	7.7
1996	8.7	5.0	3.7	6.5	3.8	2.8	16.4	9.4	7.0
1997	7.7	6.1	1.6	4.8	4.3	0.5	12.0	10.8	1.2
1998	8.3	6.4	1.9	5.1	4.4	0.7	12.7	11.0	1.6
1999	8.6	6.8	1.8	4.7	4.2	0.5	11.7	10.4	1.3
2000	9.4	7.4	2.0	5.2	4.5	0.6	12.9	11.3	1.6
2001	9.6	7.2	2.4	4.9	4.2	0.7	12.2	10.4	1.8
2002	10.3	7.8	2.5	5.1	4.4	0.7	12.8	11.1	1.8
2003	10.7	7.9	2.8	5.7	4.8	0.9	14.2	11.9	2.3

1. Data from 1987 to 1996 include maternity leave.

Table 9-33

Absence rates for full-time employees by sex and occupation - Machine operators and assemblers, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.7	4.8	1.9	4.3	3.4	1.0	10.8	8.4	2.4
1994	6.8	4.9	1.9	4.7	3.7	1.0	11.8	9.3	2.5
1995	6.7	4.5	2.1	4.4	3.3	1.2	11.0	8.1	2.9
1996	5.9	3.9	2.0	3.7	2.7	1.0	9.2	6.7	2.5
1997	6.0	4.5	1.4	3.4	3.0	0.4	8.6	7.6	1.1
1998	6.6	5.1	1.5	3.9	3.4	0.5	9.6	8.4	1.3
1999	7.0	5.5	1.5	3.9	3.4	0.4	9.6	8.6	1.1
2000	7.5	5.9	1.6	4.1	3.6	0.5	10.2	8.9	1.3
2001	7.9	5.9	1.9	3.9	3.3	0.6	9.8	8.3	1.5
2002	8.7	6.4	2.3	4.3	3.7	0.6	10.7	9.2	1.6
2003	8.2	6.1	2.1	4.3	3.6	0.7	10.8	9.1	1.7
<b>Males</b>									
1993	5.7	4.5	1.2	3.6	3.2	0.4	8.9	7.9	1.0
1994	6.1	4.8	1.2	4.0	3.6	0.4	10.1	9.1	1.0
1995	5.5	4.1	1.4	3.4	2.9	0.4	8.4	7.3	1.1
1996	5.1	3.6	1.5	2.8	2.4	0.4	7.0	6.0	1.0
1997	5.4	4.1	1.4	3.1	2.7	0.4	7.6	6.6	1.0
1998	6.0	4.6	1.4	3.5	3.0	0.5	8.7	7.6	1.1
1999	6.5	5.1	1.4	3.6	3.1	0.4	8.9	7.8	1.1
2000	6.8	5.4	1.5	3.8	3.3	0.5	9.4	8.2	1.2
2001	7.3	5.5	1.7	3.6	3.1	0.5	9.0	7.7	1.3
2002	8.2	5.9	2.3	4.0	3.4	0.6	10.0	8.4	1.6
2003	7.5	5.6	1.9	3.9	3.3	0.6	9.7	8.2	1.5
<b>Females <sup>1</sup></b>									
1993	9.5	5.7	3.8	6.4	3.9	2.5	16.0	9.7	6.3
1994	8.9	5.1	3.8	6.7	4.0	2.7	16.8	9.9	6.8
1995	10.0	5.7	4.2	7.3	4.2	3.1	18.2	10.5	7.7
1996	8.4	4.8	3.7	6.2	3.5	2.7	15.5	8.8	6.7
1997	7.4	5.7	1.6	4.5	4.0	0.5	11.3	10.1	1.2
1998	8.1	6.2	1.9	4.9	4.2	0.6	12.1	10.5	1.6
1999	8.4	6.7	1.7	4.6	4.2	0.4	11.6	10.5	1.1
2000	9.2	7.2	2.1	5.0	4.3	0.7	12.4	10.7	1.6
2001	9.5	7.0	2.4	4.8	4.1	0.7	12.0	10.2	1.8
2002	10.2	7.8	2.4	5.1	4.4	0.7	12.8	11.1	1.7
2003	10.4	7.6	2.8	5.5	4.6	0.9	13.8	11.6	2.2

1. Data from 1987 to 1996 include maternity leave.

Table 9-34

## Absence rates for full-time employees by sex and occupation - Labourers, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.7	6.1	1.7	5.4	4.6	0.8	13.5	11.6	1.9
1994	6.7	4.5	2.1	4.6	3.5	1.1	11.4	8.7	2.7
1995	7.4	5.1	2.3	4.8	3.6	1.2	12.0	8.9	3.1
1996	7.3	5.4	1.9	5.4	4.1	1.2	13.4	10.3	3.1
1997	6.7	5.3	1.4	4.0	3.7	0.4	10.1	9.2	0.9
1998	7.6	6.2	1.4	4.8	4.3	0.4	11.9	10.8	1.1
1999	7.6	6.1	1.5	4.2	3.7	0.5	10.5	9.2	1.3
2000	8.2	6.7	1.5	4.8	4.2	0.5	11.9	10.6	1.3
2001	8.9	7.1	1.8	4.9	4.3	0.6	12.2	10.8	1.4
2002	9.5	7.3	2.2	5.1	4.4	0.7	12.6	10.9	1.7
2003	9.7	7.3	2.5	5.1	4.0	1.0	12.6	10.1	2.5
<b>Males</b>									
1993	6.5	5.5	F	4.4	4.2	F	11.0	10.4	F
1994	5.5	4.3	F	3.6	3.2	F	8.9	8.1	F
1995	6.6	5.2	1.4	4.0	3.7	0.3	10.0	9.3	0.7
1996	6.2	5.3	F	4.3	4.0	F	10.8	9.9	F
1997	5.6	4.4	1.2	3.2	2.9	0.3	8.1	7.2	0.9
1998	7.0	5.8	1.1	4.3	4.0	0.3	10.7	9.9	0.8
1999	6.8	5.7	F	3.9	3.5	F	9.7	8.7	F
2000	7.0	5.6	1.4	4.0	3.6	0.5	10.1	9.0	1.2
2001	8.3	6.9	F	4.7	4.3	F	11.8	10.7	F
2002	8.8	7.1	1.8	4.9	4.3	0.6	12.3	10.9	1.5
2003	8.5	6.2	2.3	4.4	3.4	1.0	10.9	8.4	2.5
<b>Females <sup>1</sup></b>									
1993	10.2	7.2	3.0	7.6	5.7	1.9	19.0	14.2	4.8
1994	8.8	5.0	3.8	6.5	4.0	2.5	16.3	9.9	6.4
1995	9.0	5.0	4.0	6.3	3.2	3.1	15.8	8.0	7.8
1996	9.5	5.8	3.8	7.6	4.5	3.1	19.0	11.2	7.7
1997	8.8	7.1	F	5.6	5.2	F	14.0	13.0	F
1998	8.9	7.0	F	5.8	5.1	F	14.4	12.7	F
1999	9.0	6.8	F	4.9	4.0	F	12.1	10.1	F
2000	10.2	8.4	F	5.9	5.3	F	14.8	13.3	F
2001	10.0	7.6	2.4	5.1	4.4	0.7	12.9	11.1	1.8
2002	10.5	7.7	2.9	5.2	4.4	0.9	13.1	10.9	2.2
2003	11.9	9.1	2.7	6.3	5.3	1.0	15.8	13.2	2.6

1. Data from 1987 to 1996 include maternity leave.

Table 10-1

Absence rates for full-time employees by sex - Atlantic Provinces, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.7	3.9	1.8	3.7	2.7	1.0	9.1	6.7	2.5
1994	5.7	3.7	2.0	3.7	2.5	1.2	9.2	6.2	3.0
1995	5.6	3.7	1.9	3.6	2.6	1.0	9.0	6.4	2.6
1996	5.6	3.7	1.9	3.5	2.4	1.1	8.8	6.1	2.8
1997	5.2	4.0	1.2	2.9	2.5	0.4	7.3	6.2	1.1
1998	5.6	4.4	1.2	3.2	2.8	0.5	8.1	7.0	1.1
1999	5.8	4.6	1.3	3.2	2.8	0.4	8.0	7.0	1.0
2000	6.5	5.1	1.4	3.6	3.1	0.5	8.9	7.7	1.2
2001	7.4	5.8	1.6	3.8	3.2	0.5	9.4	8.1	1.3
2002	7.6	5.7	1.8	3.8	3.2	0.6	9.6	8.1	1.5
2003	7.4	5.7	1.7	3.9	3.3	0.6	9.8	8.3	1.5
<b>Males</b>									
1993	4.2	3.3	0.9	2.5	2.2	0.3	6.2	5.5	0.7
1994	4.4	3.3	1.1	2.6	2.3	0.3	6.6	5.7	0.9
1995	4.5	3.4	1.1	2.7	2.4	0.3	6.9	6.0	0.8
1996	4.2	3.2	1.0	2.5	2.2	0.3	6.2	5.4	0.8
1997	4.2	3.3	0.9	2.4	2.1	0.3	6.0	5.2	0.7
1998	4.7	3.7	1.0	2.7	2.4	0.3	6.8	6.0	0.8
1999	5.0	3.9	1.1	2.8	2.5	0.3	7.1	6.2	0.8
2000	5.3	4.0	1.2	2.9	2.5	0.4	7.2	6.2	1.0
2001	6.3	4.9	1.4	3.2	2.7	0.5	8.0	6.8	1.1
2002	6.4	4.9	1.6	3.3	2.8	0.5	8.4	7.1	1.3
2003	6.1	4.6	1.5	3.3	2.8	0.5	8.3	7.0	1.2
<b>Females <sup>1</sup></b>									
1993	7.7	4.8	2.9	5.3	3.3	2.0	13.3	8.3	5.0
1994	7.4	4.2	3.3	5.2	2.8	2.4	12.9	6.9	6.1
1995	7.1	4.2	2.9	4.8	2.8	2.1	12.1	6.9	5.2
1996	7.4	4.3	3.1	5.0	2.8	2.2	12.6	7.0	5.6
1997	6.5	4.9	1.5	3.7	3.1	0.6	9.3	7.7	1.6
1998	6.8	5.3	1.5	4.0	3.3	0.7	10.0	8.3	1.6
1999	6.9	5.3	1.6	3.8	3.2	0.5	9.4	8.1	1.4
2000	8.1	6.4	1.7	4.5	3.9	0.6	11.3	9.8	1.5
2001	8.8	6.9	1.8	4.6	3.9	0.6	11.4	9.8	1.6
2002	8.9	6.8	2.2	4.5	3.8	0.7	11.2	9.4	1.8
2003	9.0	7.0	2.1	4.8	4.0	0.8	11.9	10.0	1.9

1. Data from 1987 to 1996 include maternity leave.



Table 10-2

## Absence rates for full-time employees by sex - Newfoundland and Labrador, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.6	4.1	1.5	3.8	2.9	0.9	9.4	7.2	2.3
1994	5.6	3.9	1.8	3.8	2.7	1.1	9.4	6.6	2.8
1995	5.9	4.1	1.8	3.9	2.9	1.0	9.7	7.2	2.6
1996	5.5	3.7	1.8	3.7	2.6	1.2	9.3	6.4	2.9
1997	5.0	3.7	1.3	3.0	2.4	0.6	7.6	6.1	1.5
1998	5.5	4.6	1.0	3.8	3.2	0.5	9.4	8.1	1.3
1999	5.2	4.4	0.8	3.3	3.0	0.3	8.3	7.6	0.7
2000	6.3	4.9	1.4	3.6	3.1	0.6	9.1	7.7	1.4
2001	6.6	5.1	1.5	3.4	2.9	0.5	8.6	7.3	1.3
2002	6.3	4.6	1.7	3.3	2.7	0.6	8.3	6.7	1.6
2003	7.0	5.5	1.5	4.1	3.6	0.6	10.3	8.9	1.5
<b>Males</b>									
1993	4.6	3.8	0.8	3.1	2.8	0.3	7.7	7.0	0.7
1994	4.6	3.7	0.9	3.0	2.7	0.3	7.4	6.7	0.8
1995	4.5	3.7	0.8	3.0	2.7	0.3	7.4	6.7	0.7
1996	4.0	3.2	0.8	2.6	2.3	0.3	6.5	5.7	0.8
1997	4.0	3.0	1.0	2.4	2.0	0.4	5.9	5.0	1.0
1998	4.3	3.7	F	3.1	2.8	F	7.7	7.0	F
1999	3.9	3.3	F	2.6	2.4	F	6.5	6.0	F
2000	4.5	3.6	1.0	2.7	2.3	0.4	6.6	5.7	1.0
2001	5.2	3.9	1.3	2.7	2.3	0.5	6.8	5.6	1.2
2002	5.0	3.4	1.5	2.8	2.1	0.6	6.9	5.4	1.5
2003	5.2	4.1	1.1	3.4	2.9	0.4	8.4	7.3	1.1
<b>Females <sup>1</sup></b>									
1993	6.9	4.4	2.5	4.8	3.0	1.8	11.9	7.4	4.5
1994	6.9	4.0	2.9	4.8	2.6	2.2	12.1	6.6	5.5
1995	7.6	4.6	3.0	5.2	3.1	2.1	12.9	7.8	5.2
1996	7.3	4.3	3.0	5.3	3.0	2.3	13.1	7.4	5.8
1997	6.5	4.7	1.8	4.0	3.1	0.9	10.1	7.8	2.2
1998	7.0	5.7	1.4	4.7	3.9	0.9	11.9	9.7	2.2
1999	6.9	5.7	1.2	4.4	4.0	0.4	11.0	9.9	1.1
2000	8.4	6.5	1.8	5.0	4.2	0.8	12.6	10.5	2.0
2001	8.4	6.5	1.9	4.4	3.8	0.6	10.9	9.5	1.4
2002	8.0	6.1	2.0	4.1	3.4	0.7	10.3	8.5	1.8
2003	9.1	7.2	1.9	5.2	4.4	0.8	13.1	11.1	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 10-3

Absence rates for full-time employees by sex - Prince Edward Island, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.6	2.8	1.8	3.0	1.9	1.1	7.5	4.8	2.7
1994	4.5	2.8	1.8	3.0	1.9	1.1	7.5	4.8	2.7
1995	5.4	3.3	2.1	3.8	2.4	1.4	9.6	6.1	3.5
1996	5.6	3.4	2.1	3.5	2.2	1.3	8.8	5.6	3.2
1997	5.4	4.0	1.4	3.1	2.5	0.5	7.7	6.4	1.3
1998	4.9	3.4	1.5	2.6	2.0	0.6	6.6	5.1	1.4
1999	5.8	4.1	1.7	3.3	2.7	0.6	8.2	6.7	1.6
2000	5.9	4.4	1.5	2.7	2.3	0.4	6.9	5.8	1.1
2001	6.4	4.8	1.7	3.0	2.5	0.5	7.6	6.4	1.2
2002	7.4	5.2	2.2	3.4	2.8	0.6	8.5	6.9	1.6
2003	6.4	4.7	1.6	3.0	2.5	0.5	7.5	6.3	1.2
<b>Males</b>									
1993	2.9	2.1	F	1.5	1.3	F	3.8	3.3	F
1994	2.9	2.1	F	1.7	1.4	F	4.3	3.5	F
1995	3.8	2.7	1.0	2.5	2.1	0.4	6.3	5.2	1.1
1996	3.7	2.6	1.2	2.3	1.9	0.4	5.8	4.7	1.1
1997	4.1	3.0	1.1	2.2	1.8	0.3	5.5	4.6	0.9
1998	4.0	2.8	1.2	2.2	1.7	0.5	5.6	4.3	1.3
1999	5.3	3.8	1.5	2.9	2.5	0.5	7.4	6.2	1.1
2000	4.7	3.4	1.3	2.3	1.9	0.4	5.7	4.8	1.0
2001	5.3	3.9	1.5	2.5	2.2	0.4	6.4	5.4	1.0
2002	6.2	4.2	2.0	2.6	2.1	0.5	6.6	5.2	1.3
2003	5.3	4.0	1.3	2.6	2.3	0.4	6.6	5.7	0.9
<b>Females <sup>1</sup></b>									
1993	6.5	3.6	2.9	4.8	2.7	2.1	12.0	6.6	5.4
1994	6.4	3.5	2.8	4.5	2.5	2.0	11.4	6.3	5.1
1995	7.3	4.0	3.3	5.5	2.8	2.6	13.7	7.1	6.6
1996	7.6	4.4	3.3	5.0	2.7	2.3	12.5	6.8	5.7
1997	7.0	5.2	1.8	4.2	3.5	0.8	10.5	8.6	1.9
1998	5.8	4.1	1.8	3.1	2.4	0.7	7.7	6.1	1.6
1999	6.3	4.4	1.9	3.7	2.9	0.8	9.3	7.2	2.1
2000	7.1	5.4	1.7	3.3	2.8	0.5	8.2	6.9	1.3
2001	7.6	5.7	1.9	3.6	3.0	0.6	9.1	7.6	1.5
2002	8.7	6.4	2.3	4.3	3.6	0.8	10.8	8.9	1.9
2003	7.5	5.5	2.0	3.5	2.8	0.6	8.6	7.0	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 10-4

## Absence rates for full-time employees by sex - Nova Scotia, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.9	4.0	1.8	3.9	2.9	1.1	9.8	7.1	2.7
1994	6.0	3.9	2.1	3.8	2.6	1.2	9.6	6.6	3.0
1995	5.9	3.9	2.0	3.8	2.7	1.1	9.4	6.7	2.7
1996	5.9	3.7	2.2	3.6	2.5	1.2	9.1	6.1	3.0
1997	5.3	4.1	1.3	2.8	2.4	0.4	7.1	6.0	1.0
1998	5.8	4.4	1.4	3.1	2.7	0.5	7.8	6.6	1.2
1999	6.4	4.9	1.5	3.2	2.8	0.4	8.0	6.9	1.1
2000	7.0	5.4	1.6	3.8	3.3	0.5	9.4	8.2	1.3
2001	7.7	6.1	1.5	3.8	3.3	0.5	9.6	8.3	1.4
2002	8.2	6.2	2.1	4.1	3.5	0.7	10.3	8.7	1.6
2003	7.6	5.7	1.9	3.9	3.2	0.7	9.7	8.0	1.7
<b>Males</b>									
1993	3.8	3.0	0.8	2.3	2.0	0.3	5.8	5.1	0.7
1994	4.6	3.4	1.1	2.7	2.4	0.4	6.9	5.9	0.9
1995	5.0	3.8	1.3	3.1	2.7	0.4	7.6	6.7	1.0
1996	4.3	3.2	1.1	2.5	2.1	0.3	6.2	5.3	0.8
1997	4.3	3.4	1.0	2.3	2.1	0.3	5.9	5.1	0.7
1998	5.1	3.9	1.2	2.8	2.5	0.3	7.0	6.2	0.8
1999	5.8	4.4	1.3	3.0	2.6	0.4	7.5	6.5	1.0
2000	5.7	4.3	1.4	3.1	2.6	0.4	7.7	6.6	1.1
2001	6.7	5.3	1.3	3.3	2.9	0.4	8.2	7.2	1.0
2002	7.1	5.4	1.7	3.6	3.1	0.6	9.1	7.7	1.4
2003	6.4	4.7	1.7	3.3	2.7	0.6	8.2	6.7	1.4
<b>Females <sup>1</sup></b>									
1993	8.6	5.4	3.2	6.3	4.0	2.2	15.6	10.0	5.6
1994	7.8	4.5	3.3	5.4	3.0	2.4	13.6	7.5	6.1
1995	7.1	4.0	3.1	4.8	2.7	2.1	12.1	6.7	5.4
1996	8.0	4.4	3.6	5.4	2.9	2.5	13.4	7.3	6.2
1997	6.6	5.0	1.6	3.5	2.9	0.6	8.9	7.4	1.5
1998	6.9	5.2	1.7	3.6	2.9	0.7	9.1	7.3	1.8
1999	7.2	5.5	1.7	3.5	3.0	0.5	8.8	7.6	1.2
2000	8.7	6.9	1.8	4.8	4.2	0.6	11.9	10.4	1.5
2001	8.9	7.1	1.8	4.6	3.9	0.7	11.5	9.8	1.8
2002	9.6	7.2	2.5	4.8	4.0	0.8	12.0	10.1	2.0
2003	9.1	7.0	2.1	4.7	3.9	0.8	11.7	9.7	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 10-5

## Absence rates for full-time employees by sex - New Brunswick, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.7	3.8	1.8	3.4	2.4	0.9	8.4	6.1	2.3
1994	5.6	3.5	2.1	3.5	2.3	1.3	8.8	5.7	3.1
1995	5.1	3.4	1.7	3.2	2.3	0.9	8.0	5.7	2.3
1996	5.4	3.7	1.7	3.3	2.4	0.9	8.3	5.9	2.3
1997	5.1	4.1	1.0	2.9	2.6	0.3	7.3	6.5	0.8
1998	5.5	4.4	1.1	3.2	2.8	0.4	7.9	7.0	0.9
1999	5.6	4.3	1.2	3.1	2.7	0.4	7.8	6.7	1.1
2000	6.2	4.9	1.3	3.5	3.1	0.4	8.6	7.6	1.0
2001	7.7	6.0	1.7	4.0	3.5	0.6	10.1	8.7	1.4
2002	7.6	6.0	1.6	3.9	3.4	0.5	9.7	8.4	1.3
2003	7.6	5.9	1.7	4.0	3.5	0.6	10.1	8.6	1.4
<b>Males</b>									
1993	4.5	3.4	1.0	2.5	2.2	0.3	6.2	5.5	0.7
1994	4.3	3.2	1.1	2.4	2.1	0.4	6.1	5.2	0.9
1995	3.9	2.9	1.0	2.3	2.0	0.3	5.7	5.0	0.7
1996	4.3	3.3	1.0	2.5	2.2	0.3	6.3	5.5	0.8
1997	4.3	3.5	0.8	2.5	2.2	0.2	6.2	5.6	0.6
1998	4.5	3.5	1.0	2.5	2.2	0.3	6.2	5.5	0.7
1999	4.7	3.8	1.0	2.7	2.4	0.3	6.9	6.1	0.7
2000	5.3	4.1	1.2	2.9	2.6	0.4	7.4	6.4	0.9
2001	6.6	5.0	1.6	3.5	3.0	0.5	8.7	7.4	1.3
2002	6.6	5.3	1.3	3.5	3.1	0.4	8.8	7.7	1.1
2003	6.3	4.9	1.5	3.4	3.0	0.5	8.6	7.4	1.2
<b>Females <sup>1</sup></b>									
1993	7.3	4.4	2.9	4.7	2.8	1.8	11.6	7.0	4.6
1994	7.5	4.1	3.5	5.2	2.6	2.6	13.1	6.5	6.6
1995	6.8	4.1	2.7	4.5	2.7	1.9	11.4	6.6	4.7
1996	6.8	4.2	2.6	4.5	2.6	1.9	11.2	6.5	4.7
1997	6.2	5.0	1.2	3.6	3.1	0.5	9.0	7.8	1.2
1998	6.8	5.5	1.3	4.1	3.7	0.5	10.3	9.1	1.2
1999	6.6	5.1	1.5	3.7	3.1	0.6	9.2	7.6	1.5
2000	7.4	6.1	1.4	4.2	3.7	0.5	10.5	9.3	1.1
2001	9.1	7.3	1.9	4.8	4.2	0.6	12.0	10.5	1.6
2002	8.7	6.8	1.9	4.4	3.8	0.6	11.0	9.4	1.6
2003	9.2	7.1	2.1	4.8	4.1	0.7	12.0	10.3	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 10-6

## Absence rates for full-time employees by sex - Quebec, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.0	3.7	2.3	4.1	2.6	1.5	10.3	6.5	3.8
1994	6.0	3.7	2.3	3.9	2.6	1.4	9.8	6.4	3.4
1995	6.3	3.9	2.4	4.2	2.7	1.5	10.5	6.9	3.7
1996	5.9	3.7	2.2	3.9	2.6	1.4	9.9	6.4	3.5
1997	5.7	4.5	1.2	3.4	3.0	0.4	8.4	7.4	1.0
1998	5.5	4.3	1.2	3.4	3.0	0.4	8.4	7.4	1.0
1999	6.0	4.7	1.3	3.5	3.1	0.4	8.7	7.7	1.0
2000	6.4	5.0	1.3	3.5	3.1	0.4	8.8	7.8	1.0
2001	6.5	5.1	1.4	3.6	3.1	0.5	9.0	7.8	1.2
2002	7.5	5.7	1.9	3.9	3.3	0.6	9.7	8.3	1.4
2003	7.9	6.0	1.9	4.2	3.6	0.6	10.6	9.1	1.5
<b>Males</b>									
1993	4.4	3.4	1.0	2.8	2.5	0.3	7.0	6.2	0.8
1994	4.3	3.3	1.0	2.6	2.3	0.3	6.6	5.9	0.7
1995	4.5	3.4	1.1	2.8	2.4	0.3	6.9	6.1	0.8
1996	4.2	3.2	0.9	2.6	2.3	0.3	6.4	5.8	0.7
1997	4.9	3.8	1.1	2.9	2.6	0.3	7.3	6.5	0.8
1998	4.8	3.8	1.0	3.0	2.7	0.3	7.6	6.8	0.8
1999	5.1	3.9	1.2	3.0	2.7	0.3	7.5	6.6	0.9
2000	5.6	4.3	1.2	3.1	2.8	0.4	7.9	6.9	0.9
2001	5.6	4.4	1.2	3.2	2.8	0.4	7.9	6.9	1.0
2002	6.6	4.9	1.7	3.5	2.9	0.6	8.7	7.3	1.4
2003	6.9	5.1	1.7	3.9	3.3	0.6	9.7	8.2	1.5
<b>Females <sup>1</sup></b>									
1993	8.2	4.1	4.1	6.0	2.8	3.2	15.1	6.9	8.1
1994	8.4	4.4	4.0	5.9	2.9	3.0	14.8	7.3	7.5
1995	8.8	4.6	4.2	6.4	3.2	3.2	16.0	8.0	8.0
1996	8.3	4.3	4.0	6.0	3.0	3.1	15.0	7.4	7.6
1997	6.8	5.3	1.5	4.0	3.5	0.5	10.1	8.8	1.3
1998	6.5	5.1	1.4	3.9	3.4	0.5	9.6	8.4	1.2
1999	7.3	5.7	1.5	4.2	3.7	0.5	10.5	9.3	1.2
2000	7.4	6.0	1.5	4.1	3.6	0.5	10.2	9.0	1.2
2001	7.8	6.1	1.7	4.2	3.6	0.6	10.6	9.0	1.5
2002	8.8	6.7	2.1	4.5	3.9	0.6	11.3	9.8	1.5
2003	9.3	7.1	2.2	4.7	4.2	0.6	11.8	10.4	1.4

1. Data from 1987 to 1996 include maternity leave.

Table 10-7

## Absence rates for full-time employees by sex - Ontario, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.7	3.6	2.1	3.6	2.3	1.3	9.1	5.7	3.3
1994	5.5	3.3	2.2	3.6	2.2	1.3	8.9	5.6	3.3
1995	5.3	3.2	2.2	3.4	2.1	1.4	8.6	5.2	3.4
1996	5.3	3.1	2.2	3.3	2.0	1.3	8.2	4.9	3.3
1997	4.9	3.6	1.4	2.6	2.2	0.5	6.6	5.4	1.2
1998	5.5	4.0	1.5	2.9	2.4	0.5	7.3	6.0	1.3
1999	5.4	4.0	1.5	2.8	2.3	0.5	7.1	5.8	1.3
2000	5.9	4.4	1.6	2.8	2.3	0.5	7.1	5.7	1.3
2001	6.8	4.9	2.0	3.0	2.4	0.6	7.6	6.0	1.6
2002	7.5	5.2	2.3	3.3	2.6	0.7	8.3	6.5	1.8
2003	7.1	5.0	2.1	3.3	2.6	0.7	8.2	6.4	1.8
<b>Males</b>									
1993	4.3	3.3	1.0	2.5	2.2	0.3	6.3	5.5	0.8
1994	4.0	2.9	1.1	2.4	2.0	0.3	6.0	5.1	0.8
1995	3.9	2.8	1.1	2.2	1.9	0.4	5.6	4.7	0.9
1996	3.7	2.6	1.1	2.1	1.7	0.4	5.2	4.2	1.0
1997	4.0	2.9	1.1	2.2	1.8	0.4	5.4	4.5	0.9
1998	4.8	3.5	1.4	2.6	2.1	0.5	6.4	5.3	1.2
1999	4.7	3.4	1.3	2.4	2.0	0.4	6.1	5.0	1.1
2000	5.0	3.7	1.3	2.4	2.0	0.4	6.1	5.0	1.1
2001	6.0	4.3	1.7	2.8	2.2	0.6	6.9	5.5	1.4
2002	6.5	4.4	2.1	2.9	2.2	0.7	7.3	5.6	1.7
2003	6.1	4.2	1.8	2.9	2.2	0.6	7.2	5.6	1.6
<b>Females <sup>1</sup></b>									
1993	7.5	4.0	3.5	5.2	2.4	2.7	12.9	6.1	6.8
1994	7.4	3.8	3.6	5.2	2.5	2.7	13.0	6.2	6.8
1995	7.3	3.7	3.6	5.1	2.4	2.8	12.8	5.9	6.9
1996	7.4	3.7	3.7	5.0	2.3	2.7	12.5	5.8	6.7
1997	6.1	4.5	1.7	3.3	2.7	0.6	8.2	6.7	1.6
1998	6.5	4.8	1.7	3.4	2.8	0.6	8.5	7.0	1.5
1999	6.4	4.7	1.8	3.4	2.7	0.6	8.4	6.9	1.6
2000	7.1	5.2	1.9	3.4	2.7	0.6	8.4	6.8	1.6
2001	7.9	5.7	2.2	3.4	2.6	0.8	8.5	6.6	1.9
2002	8.8	6.2	2.6	3.9	3.1	0.8	9.7	7.7	2.1
2003	8.3	6.0	2.4	3.8	3.0	0.8	9.6	7.6	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 10-8

## Absence rates for full-time employees by sex - Prairie Provinces, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.1	3.8	2.3	3.4	2.1	1.2	8.5	5.4	3.1
1994	5.8	3.6	2.2	3.2	2.0	1.1	7.9	5.1	2.8
1995	5.9	3.6	2.3	3.4	2.1	1.3	8.5	5.3	3.1
1996	5.6	3.4	2.3	3.2	1.9	1.3	8.0	4.9	3.2
1997	5.9	4.2	1.7	2.8	2.2	0.5	7.0	5.6	1.4
1998	5.9	4.3	1.6	3.0	2.4	0.5	7.4	6.0	1.4
1999	6.7	4.8	1.9	3.3	2.6	0.7	8.1	6.5	1.6
2000	7.0	5.1	1.9	3.3	2.6	0.6	8.1	6.6	1.6
2001	7.7	5.6	2.1	3.5	2.8	0.7	8.6	6.9	1.7
2002	7.9	5.7	2.2	3.6	2.9	0.7	8.9	7.2	1.8
2003	7.3	5.2	2.0	3.4	2.7	0.7	8.6	6.9	1.7
<b>Males</b>									
1993	4.5	3.2	1.3	2.3	1.9	0.4	5.7	4.6	1.0
1994	4.4	3.1	1.3	2.2	1.8	0.4	5.6	4.6	1.1
1995	4.5	3.1	1.3	2.4	2.0	0.4	6.0	5.0	1.0
1996	4.0	2.8	1.2	2.1	1.7	0.4	5.2	4.2	1.0
1997	4.9	3.4	1.4	2.4	1.9	0.4	5.9	4.8	1.1
1998	5.0	3.7	1.4	2.6	2.1	0.5	6.4	5.3	1.2
1999	5.7	4.1	1.6	2.8	2.3	0.5	7.0	5.6	1.3
2000	6.0	4.4	1.7	2.9	2.3	0.5	7.2	5.9	1.3
2001	6.6	4.7	1.8	3.0	2.4	0.6	7.4	6.0	1.4
2002	6.9	4.9	2.0	3.2	2.6	0.7	8.1	6.4	1.7
2003	6.4	4.5	1.9	3.1	2.4	0.6	7.7	6.1	1.6
<b>Females <sup>1</sup></b>									
1993	8.2	4.5	3.7	5.1	2.6	2.5	12.7	6.5	6.2
1994	7.7	4.3	3.4	4.6	2.4	2.2	11.4	5.9	5.5
1995	7.9	4.2	3.7	4.9	2.3	2.5	12.2	5.9	6.4
1996	7.8	4.1	3.7	5.0	2.3	2.6	12.4	5.9	6.6
1997	7.3	5.2	2.1	3.5	2.8	0.7	8.7	6.9	1.8
1998	7.2	5.2	1.9	3.6	2.9	0.7	8.9	7.2	1.7
1999	8.0	5.9	2.2	4.0	3.1	0.8	9.9	7.8	2.1
2000	8.4	6.2	2.2	3.8	3.1	0.7	9.5	7.7	1.9
2001	9.1	6.7	2.4	4.2	3.3	0.9	10.5	8.3	2.1
2002	9.3	6.9	2.4	4.1	3.3	0.8	10.2	8.3	1.9
2003	8.4	6.2	2.2	4.0	3.2	0.8	9.9	8.0	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 10-9

## Absence rates for full-time employees by sex - Manitoba, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.3	4.7	2.6	3.8	2.5	1.3	9.5	6.3	3.2
1994	6.6	4.2	2.4	3.5	2.3	1.2	8.7	5.7	3.0
1995	6.8	4.3	2.5	3.8	2.5	1.3	9.5	6.3	3.2
1996	6.8	4.0	2.8	3.8	2.2	1.6	9.4	5.5	3.9
1997	6.4	4.7	1.6	3.2	2.7	0.5	8.0	6.7	1.3
1998	6.6	4.9	1.6	3.3	2.8	0.5	8.2	6.9	1.3
1999	7.1	5.3	1.8	3.4	2.8	0.5	8.4	7.0	1.4
2000	7.1	5.3	1.9	3.5	2.8	0.6	8.6	7.1	1.6
2001	8.4	6.3	2.2	3.7	3.0	0.7	9.3	7.6	1.7
2002	8.6	6.5	2.1	4.0	3.3	0.7	9.9	8.2	1.7
2003	7.9	5.9	2.0	3.7	3.1	0.6	9.3	7.8	1.6
<b>Males</b>									
1993	5.8	4.3	1.6	2.8	2.3	0.4	6.9	5.8	1.1
1994	5.2	3.7	1.5	2.6	2.1	0.4	6.4	5.3	1.1
1995	5.4	3.9	1.5	2.8	2.4	0.5	7.1	5.9	1.2
1996	5.0	3.4	1.6	2.6	2.0	0.5	6.4	5.1	1.3
1997	5.4	4.0	1.4	2.7	2.3	0.4	6.8	5.8	1.1
1998	5.7	4.3	1.5	2.9	2.5	0.4	7.3	6.3	1.1
1999	6.0	4.4	1.6	2.8	2.3	0.5	6.9	5.8	1.2
2000	6.1	4.4	1.6	3.0	2.5	0.6	7.5	6.1	1.4
2001	7.3	5.4	1.9	3.2	2.6	0.6	8.0	6.6	1.4
2002	7.6	5.7	1.9	3.6	3.0	0.6	9.0	7.5	1.4
2003	7.2	5.4	1.9	3.4	2.8	0.6	8.6	7.1	1.5
<b>Females <sup>1</sup></b>									
1993	9.2	5.2	3.9	5.3	2.8	2.5	13.3	7.1	6.2
1994	8.5	4.8	3.7	4.9	2.5	2.4	12.2	6.3	5.9
1995	8.6	4.8	3.8	5.3	2.7	2.5	13.2	6.8	6.3
1996	9.3	4.8	4.5	5.6	2.5	3.1	14.0	6.2	7.8
1997	7.7	5.7	2.0	3.9	3.2	0.7	9.7	8.0	1.7
1998	7.8	5.9	1.8	3.8	3.2	0.6	9.6	8.0	1.6
1999	8.6	6.5	2.1	4.2	3.5	0.7	10.5	8.8	1.7
2000	8.5	6.4	2.1	4.1	3.4	0.7	10.3	8.4	1.8
2001	10.0	7.5	2.5	4.4	3.6	0.8	11.0	9.0	2.1
2002	10.0	7.5	2.5	4.5	3.7	0.8	11.2	9.2	2.0
2003	8.9	6.7	2.2	4.1	3.5	0.7	10.4	8.7	1.6

1. Data from 1987 to 1996 include maternity leave.



Table 10-10

## Absence rates for full-time employees by sex - Saskatchewan, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	3.4	2.3	3.4	2.1	1.3	8.6	5.2	3.4
1994	5.8	3.3	2.4	3.3	2.0	1.3	8.2	5.0	3.2
1995	6.1	3.6	2.6	3.6	2.1	1.4	8.9	5.3	3.6
1996	5.9	3.6	2.2	3.5	2.3	1.3	8.8	5.6	3.2
1997	6.2	4.3	1.9	2.9	2.3	0.6	7.4	5.8	1.6
1998	6.4	4.6	1.8	3.3	2.7	0.6	8.2	6.7	1.5
1999	7.3	5.1	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2000	7.8	5.9	2.0	3.7	3.1	0.7	9.4	7.7	1.6
2001	8.1	5.9	2.2	4.0	3.2	0.8	10.0	8.0	1.9
2002	8.6	6.2	2.4	4.1	3.3	0.8	10.2	8.3	2.0
2003	8.2	6.2	2.0	4.2	3.5	0.7	10.5	8.6	1.8
<b>Males</b>									
1993	4.1	3.0	1.2	2.2	1.9	0.4	5.6	4.7	0.9
1994	4.2	2.8	1.4	2.1	1.7	0.5	5.3	4.2	1.2
1995	4.7	3.2	1.5	2.5	1.9	0.5	6.1	4.9	1.3
1996	4.3	3.1	1.2	2.4	2.0	0.4	6.0	5.0	1.0
1997	5.4	3.6	1.7	2.4	2.0	0.5	6.1	5.0	1.1
1998	5.3	3.8	1.5	2.7	2.2	0.5	6.7	5.6	1.2
1999	6.0	4.0	2.0	2.9	2.3	0.6	7.2	5.8	1.4
2000	6.7	5.0	1.6	3.3	2.8	0.5	8.1	6.9	1.2
2001	7.2	5.2	1.9	3.6	3.0	0.7	9.1	7.4	1.7
2002	7.0	4.9	2.1	3.5	2.9	0.6	8.8	7.2	1.6
2003	6.9	5.2	1.7	3.6	3.0	0.6	9.1	7.5	1.6
<b>Females <sup>1</sup></b>									
1993	7.9	4.0	3.8	5.1	2.4	2.8	12.9	6.0	6.9
1994	7.8	4.0	3.8	4.9	2.4	2.5	12.3	6.1	6.2
1995	8.1	4.1	4.0	5.2	2.4	2.8	13.0	6.0	7.0
1996	8.0	4.4	3.7	5.2	2.6	2.6	13.0	6.6	6.4
1997	7.5	5.3	2.1	3.7	2.8	0.9	9.3	7.1	2.2
1998	7.9	5.8	2.1	4.1	3.4	0.8	10.3	8.4	1.9
1999	9.0	6.4	2.6	4.3	3.5	0.8	10.8	8.7	2.1
2000	9.3	6.9	2.4	4.4	3.5	0.9	11.1	8.9	2.2
2001	9.3	6.8	2.5	4.5	3.6	0.9	11.3	9.0	2.3
2002	10.6	7.7	2.9	4.9	3.9	1.0	12.3	9.8	2.6
2003	9.9	7.5	2.4	5.0	4.1	0.9	12.4	10.2	2.2

1. Data from 1987 to 1996 include maternity leave.

Table 10-11

Absence rates for full-time employees by sex - Alberta, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.7	3.6	2.2	3.2	2.0	1.2	8.1	5.1	3.0
1994	5.5	3.4	2.0	3.0	2.0	1.0	7.5	4.9	2.6
1995	5.5	3.3	2.2	3.2	2.0	1.2	7.9	5.0	3.0
1996	5.1	3.0	2.1	2.9	1.8	1.2	7.3	4.4	2.9
1997	5.6	3.9	1.6	2.6	2.1	0.5	6.5	5.2	1.3
1998	5.5	4.0	1.6	2.8	2.2	0.6	6.9	5.5	1.4
1999	6.4	4.6	1.8	3.2	2.5	0.7	7.9	6.2	1.7
2000	6.7	4.9	1.9	3.0	2.4	0.6	7.6	6.1	1.5
2001	7.3	5.2	2.0	3.2	2.6	0.7	8.1	6.4	1.7
2002	7.5	5.4	2.2	3.3	2.6	0.7	8.3	6.5	1.8
2003	6.8	4.8	2.0	3.1	2.4	0.7	7.9	6.1	1.8
<b>Males</b>									
1993	4.1	2.9	1.2	2.1	1.7	0.4	5.3	4.2	1.1
1994	4.2	2.9	1.2	2.2	1.8	0.4	5.4	4.4	1.0
1995	4.0	2.8	1.2	2.2	1.9	0.4	5.6	4.6	0.9
1996	3.6	2.5	1.1	1.8	1.5	0.3	4.5	3.7	0.8
1997	4.6	3.2	1.4	2.2	1.8	0.4	5.5	4.4	1.1
1998	4.8	3.4	1.3	2.4	1.9	0.5	6.0	4.8	1.2
1999	5.6	4.0	1.6	2.8	2.2	0.5	6.9	5.6	1.4
2000	5.9	4.2	1.7	2.7	2.2	0.5	6.9	5.5	1.4
2001	6.2	4.4	1.8	2.7	2.2	0.5	6.8	5.4	1.4
2002	6.7	4.6	2.1	3.1	2.3	0.7	7.7	5.9	1.8
2003	6.0	4.1	2.0	2.8	2.2	0.6	7.1	5.5	1.6
<b>Females <sup>1</sup></b>									
1993	8.0	4.4	3.5	5.0	2.6	2.4	12.4	6.4	6.0
1994	7.4	4.1	3.2	4.3	2.3	2.1	10.8	5.7	5.2
1995	7.5	3.9	3.6	4.7	2.2	2.5	11.6	5.4	6.2
1996	7.2	3.8	3.4	4.7	2.2	2.5	11.7	5.5	6.1
1997	7.0	5.0	2.1	3.3	2.6	0.7	8.1	6.4	1.7
1998	6.7	4.8	1.9	3.3	2.6	0.7	8.3	6.6	1.7
1999	7.5	5.5	2.0	3.8	2.8	0.9	9.4	7.1	2.3
2000	8.0	5.9	2.1	3.5	2.8	0.7	8.8	7.1	1.8
2001	8.8	6.4	2.3	4.0	3.2	0.9	10.1	8.0	2.1
2002	8.7	6.4	2.3	3.7	3.0	0.7	9.3	7.6	1.7
2003	7.8	5.7	2.1	3.6	2.8	0.8	9.1	7.1	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 10-12

## Absence rates for full-time employees by sex - British Columbia, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.0	4.2	1.9	3.7	2.6	1.1	9.2	6.6	2.6
1994	6.5	4.2	2.3	4.2	2.9	1.3	10.5	7.3	3.2
1995	6.2	4.0	2.2	3.8	2.6	1.2	9.6	6.6	3.0
1996	6.6	4.4	2.2	3.9	2.8	1.2	9.9	7.0	2.9
1997	6.3	4.8	1.6	3.5	2.9	0.6	8.7	7.2	1.5
1998	5.9	4.7	1.2	3.4	2.9	0.5	8.6	7.4	1.2
1999	6.8	5.2	1.6	3.9	3.3	0.6	9.7	8.2	1.5
2000	6.4	5.0	1.4	3.5	3.0	0.5	8.7	7.4	1.3
2001	7.1	5.6	1.5	3.9	3.3	0.6	9.6	8.2	1.4
2002	7.5	5.6	1.9	3.8	3.1	0.7	9.4	7.7	1.7
2003	7.2	5.5	1.7	3.9	3.2	0.7	9.6	7.9	1.7
<b>Males</b>									
1993	4.9	3.8	1.1	2.9	2.5	0.4	7.2	6.3	0.9
1994	5.2	3.8	1.4	3.1	2.6	0.5	7.7	6.5	1.2
1995	5.1	3.7	1.4	2.9	2.5	0.4	7.3	6.2	1.1
1996	5.4	4.0	1.4	3.1	2.7	0.5	7.8	6.7	1.2
1997	5.4	3.9	1.5	3.0	2.4	0.6	7.5	6.1	1.4
1998	5.0	3.9	1.1	3.0	2.5	0.4	7.4	6.4	1.0
1999	6.1	4.6	1.4	3.6	3.0	0.5	8.9	7.6	1.3
2000	5.8	4.6	1.2	3.3	2.9	0.4	8.2	7.1	1.1
2001	6.3	4.9	1.4	3.7	3.1	0.5	9.2	7.8	1.4
2002	6.4	4.8	1.6	3.3	2.7	0.6	8.2	6.8	1.4
2003	6.4	4.8	1.6	3.4	2.8	0.6	8.5	7.0	1.5
<b>Females <sup>1</sup></b>									
1993	7.6	4.7	2.9	5.0	2.9	2.1	12.4	7.1	5.3
1994	8.4	4.9	3.5	5.9	3.4	2.5	14.8	8.5	6.3
1995	7.8	4.5	3.3	5.2	2.8	2.4	12.9	7.1	5.9
1996	8.4	5.0	3.4	5.2	3.0	2.2	13.0	7.4	5.6
1997	7.6	5.9	1.6	4.2	3.6	0.6	10.6	9.0	1.6
1998	7.0	5.7	1.3	4.1	3.5	0.6	10.3	8.8	1.5
1999	7.7	5.9	1.7	4.3	3.6	0.7	10.7	9.0	1.8
2000	7.1	5.6	1.5	3.8	3.1	0.6	9.5	7.9	1.6
2001	8.1	6.5	1.7	4.1	3.5	0.6	10.3	8.8	1.5
2002	8.9	6.7	2.2	4.5	3.6	0.8	11.2	9.1	2.1
2003	8.2	6.4	1.8	4.5	3.7	0.8	11.3	9.2	2.1

1. Data from 1987 to 1996 include maternity leave.

Table 11-1

Absence rates for full-time employees by sex - 15-19 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.1	2.4	1.7	2.0	1.2	0.7	4.9	3.1	1.8
1994	3.8	2.1	1.7	1.9	1.1	0.9	4.9	2.7	2.2
1995	4.2	2.7	1.6	2.2	1.3	0.9	5.5	3.3	2.2
1996	3.7	2.5	1.2	2.0	1.3	0.6	4.9	3.4	1.6
1997	4.1	2.8	1.3	1.8	1.4	0.3	4.5	3.6	0.9
1998	4.2	3.0	1.1	1.8	1.4	0.4	4.5	3.5	1.0
1999	4.8	3.5	1.3	2.0	1.5	0.5	5.0	3.7	1.3
2000	5.2	4.0	1.2	2.1	1.7	0.4	5.3	4.3	0.9
2001	6.6	5.1	1.5	2.7	2.2	0.5	6.8	5.5	1.3
2002	6.1	4.7	1.4	2.5	2.0	0.5	6.2	5.0	1.2
2003	6.4	4.6	1.8	2.6	2.0	0.7	6.6	5.0	1.6
<b>Males</b>									
1993	4.1	2.4	1.6	1.9	1.3	0.5	4.6	3.3	1.3
1994	3.5	2.3	F	1.6	1.2	F	4.0	3.0	F
1995	3.8	2.9	F	1.8	1.5	F	4.6	3.7	F
1996	3.1	2.2	F	1.6	1.3	F	4.0	3.3	F
1997	3.9	2.8	F	1.8	1.5	F	4.5	3.8	F
1998	4.2	3.1	F	1.8	1.5	F	4.6	3.7	F
1999	4.6	3.2	1.4	2.0	1.4	0.6	5.0	3.6	1.4
2000	5.1	3.7	1.4	2.2	1.7	0.4	5.4	4.3	1.1
2001	6.3	4.8	1.5	2.8	2.3	0.5	7.1	5.8	1.3
2002	5.9	4.4	1.5	2.4	1.9	0.5	6.1	4.9	1.2
2003	6.1	4.5	1.7	2.7	2.1	0.6	6.8	5.3	1.5
<b>Females <sup>1</sup></b>									
1993	4.2	2.3	F	2.1	1.1	F	5.3	2.6	F
1994	4.4	F	2.6	2.5	F	1.7	6.3	F	4.3
1995	5.0	2.4	2.6	2.8	1.1	1.7	7.0	2.8	4.2
1996	4.6	2.9	F	2.6	1.4	F	6.5	3.5	F
1997	4.4	2.9	F	1.8	1.3	F	4.4	3.1	F
1998	4.1	2.9	F	1.7	1.3	F	4.2	3.2	F
1999	5.0	3.9	F	2.0	1.6	F	5.0	3.9	F
2000	5.3	4.4	F	2.0	1.8	F	5.0	4.4	F
2001	7.2	5.7	F	2.5	2.0	F	6.2	5.1	F
2002	6.5	5.1	F	2.6	2.1	F	6.5	5.4	F
2003	6.9	4.9	2.0	2.5	1.8	0.7	6.3	4.5	1.8

1. Data from 1987 to 1996 include maternity leave.

Table 11-2

## Absence rates for full-time employees by sex - 20- 24 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.2	3.0	2.2	3.0	1.6	1.4	7.5	3.9	3.6
1994	4.9	2.5	2.3	2.9	1.3	1.5	7.1	3.3	3.8
1995	5.0	2.8	2.2	2.9	1.5	1.4	7.3	3.8	3.5
1996	5.0	2.8	2.2	2.9	1.5	1.4	7.2	3.7	3.6
1997	4.5	3.2	1.3	2.0	1.5	0.4	4.9	3.8	1.1
1998	4.7	3.4	1.3	2.1	1.7	0.4	5.3	4.3	1.1
1999	5.1	3.7	1.4	2.3	1.9	0.5	5.8	4.6	1.2
2000	5.3	4.0	1.3	2.2	1.8	0.4	5.5	4.5	1.0
2001	6.7	5.1	1.6	2.8	2.2	0.6	7.0	5.5	1.5
2002	7.1	5.4	1.7	2.7	2.2	0.5	6.8	5.5	1.3
2003	6.6	4.9	1.7	2.7	2.1	0.6	6.7	5.3	1.4
<b>Males</b>									
1993	3.4	2.6	0.7	1.7	1.5	0.2	4.3	3.7	0.6
1994	3.5	2.5	1.1	1.8	1.4	0.4	4.5	3.6	0.9
1995	3.5	2.5	1.0	1.8	1.5	0.3	4.4	3.6	0.7
1996	3.7	2.8	0.9	1.8	1.5	0.3	4.5	3.8	0.7
1997	4.1	2.8	1.3	1.9	1.5	0.4	4.7	3.7	1.0
1998	4.2	3.1	1.1	2.0	1.6	0.4	5.0	4.0	1.0
1999	4.6	3.4	1.2	2.1	1.8	0.3	5.3	4.4	0.9
2000	5.0	3.7	1.3	2.1	1.7	0.4	5.2	4.2	1.0
2001	6.1	4.7	1.5	2.6	2.1	0.5	6.5	5.2	1.3
2002	6.7	5.1	1.7	2.7	2.2	0.5	6.8	5.5	1.3
2003	6.0	4.4	1.6	2.6	2.0	0.6	6.5	5.1	1.4
<b>Females <sup>1</sup></b>									
1993	7.3	3.5	3.8	4.6	1.7	2.9	11.5	4.2	7.3
1994	6.5	2.6	3.9	4.3	1.2	3.0	10.7	3.1	7.6
1995	7.0	3.3	3.7	4.5	1.6	2.9	11.2	4.0	7.2
1996	6.8	2.9	4.0	4.5	1.4	3.1	11.2	3.4	7.8
1997	5.1	3.7	1.4	2.1	1.6	0.5	5.3	4.0	1.3
1998	5.5	4.0	1.5	2.3	1.8	0.5	5.8	4.6	1.2
1999	5.8	4.2	1.7	2.6	2.0	0.6	6.6	5.0	1.6
2000	5.8	4.5	1.3	2.4	2.0	0.4	5.9	4.9	1.1
2001	7.6	5.7	1.9	3.1	2.4	0.7	7.8	5.9	1.8
2002	7.7	5.8	1.8	2.7	2.2	0.5	6.8	5.5	1.3
2003	7.3	5.6	1.7	2.8	2.2	0.6	7.0	5.6	1.4

1. Data from 1987 to 1996 include maternity leave.

Table 11-3

## Absence rates for full-time employees by sex - 25-34 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.2	3.4	3.8	4.7	2.0	2.7	11.7	5.0	6.7
1994	7.1	3.2	3.9	4.5	1.9	2.6	11.3	4.8	6.5
1995	7.2	3.3	3.9	4.6	1.9	2.7	11.6	4.8	6.8
1996	6.9	3.1	3.7	4.4	1.8	2.6	11.0	4.5	6.5
1997	5.4	3.7	1.7	2.5	1.9	0.6	6.2	4.7	1.5
1998	5.6	4.0	1.6	2.8	2.2	0.6	6.9	5.4	1.5
1999	5.7	4.0	1.7	2.7	2.1	0.6	6.6	5.2	1.5
2000	6.2	4.6	1.7	2.8	2.2	0.6	6.9	5.5	1.4
2001	6.9	4.9	2.0	2.9	2.2	0.7	7.3	5.5	1.8
2002	7.8	5.3	2.5	3.3	2.4	0.9	8.3	6.1	2.2
2003	7.5	5.2	2.3	3.4	2.5	0.8	8.4	6.4	2.0
<b>Males</b>									
1993	4.3	3.0	1.2	2.2	1.8	0.4	5.5	4.5	1.0
1994	4.2	2.8	1.4	2.1	1.7	0.4	5.2	4.2	1.1
1995	4.2	2.9	1.3	2.2	1.7	0.4	5.4	4.3	1.1
1996	3.9	2.6	1.3	2.0	1.6	0.4	4.9	4.0	1.0
1997	4.4	2.9	1.4	1.9	1.5	0.4	4.9	3.7	1.1
1998	4.8	3.4	1.5	2.4	1.9	0.5	6.0	4.7	1.3
1999	4.9	3.4	1.5	2.3	1.8	0.5	5.7	4.5	1.2
2000	5.3	3.9	1.4	2.4	1.9	0.5	6.0	4.9	1.2
2001	6.0	4.2	1.8	2.6	2.0	0.6	6.5	4.9	1.6
2002	6.8	4.5	2.3	3.0	2.1	0.8	7.4	5.3	2.1
2003	6.7	4.6	2.1	3.1	2.3	0.8	7.9	5.8	2.1
<b>Females <sup>1</sup></b>									
1993	11.0	4.0	7.1	8.1	2.3	5.9	20.3	5.6	14.7
1994	11.0	3.9	7.1	8.0	2.3	5.8	20.1	5.7	14.4
1995	11.1	3.9	7.2	8.2	2.3	6.0	20.6	5.7	15.0
1996	10.7	3.8	7.0	7.9	2.2	5.7	19.8	5.4	14.4
1997	6.8	4.8	2.0	3.3	2.5	0.8	8.1	6.2	2.0
1998	6.7	4.8	1.9	3.3	2.6	0.7	8.2	6.5	1.7
1999	6.9	4.8	2.1	3.2	2.4	0.7	8.0	6.1	1.9
2000	7.5	5.5	2.0	3.3	2.6	0.7	8.3	6.5	1.7
2001	8.3	5.9	2.4	3.4	2.6	0.8	8.6	6.5	2.1
2002	9.2	6.3	2.9	3.8	2.9	0.9	9.5	7.1	2.3
2003	8.7	6.2	2.5	3.7	2.9	0.8	9.2	7.2	2.0

1. Data from 1987 to 1996 include maternity leave.

Table 11-4

## Absence rates for full-time employees by sex - 35-44 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.4	3.9	1.5	3.3	2.6	0.7	8.2	6.4	1.8
1994	5.3	3.6	1.6	3.2	2.4	0.8	7.9	6.0	1.9
1995	5.4	3.6	1.8	3.2	2.3	0.9	7.9	5.8	2.1
1996	5.4	3.5	1.9	3.1	2.2	0.9	7.7	5.5	2.2
1997	5.6	4.1	1.5	3.0	2.6	0.5	7.6	6.4	1.2
1998	5.7	4.2	1.5	3.1	2.6	0.5	7.6	6.4	1.2
1999	6.1	4.5	1.6	3.2	2.7	0.5	8.1	6.8	1.3
2000	6.6	4.8	1.7	3.3	2.8	0.6	8.3	7.0	1.4
2001	7.1	5.2	1.9	3.5	2.9	0.6	8.6	7.2	1.5
2002	7.7	5.4	2.3	3.6	2.9	0.7	9.0	7.3	1.7
2003	7.5	5.3	2.2	3.7	3.0	0.7	9.2	7.4	1.8
<b>Males</b>									
1993	4.5	3.4	1.1	2.6	2.3	0.4	6.6	5.7	0.9
1994	4.4	3.2	1.2	2.6	2.2	0.4	6.4	5.5	0.9
1995	4.4	3.2	1.2	2.5	2.2	0.4	6.3	5.4	0.9
1996	4.2	2.9	1.2	2.3	1.9	0.4	5.7	4.7	1.0
1997	4.6	3.4	1.2	2.6	2.2	0.4	6.4	5.5	0.9
1998	4.9	3.6	1.3	2.7	2.3	0.4	6.7	5.8	1.0
1999	5.1	3.7	1.4	2.7	2.2	0.4	6.6	5.6	1.1
2000	5.4	3.9	1.5	2.7	2.3	0.5	6.9	5.6	1.2
2001	6.0	4.4	1.6	3.0	2.5	0.5	7.6	6.3	1.3
2002	6.5	4.5	2.0	3.1	2.5	0.6	7.7	6.2	1.5
2003	6.3	4.4	1.9	3.1	2.5	0.6	7.9	6.3	1.5
<b>Females <sup>1</sup></b>									
1993	6.6	4.5	2.1	4.2	3.0	1.3	10.6	7.4	3.1
1994	6.5	4.2	2.3	4.0	2.7	1.3	10.1	6.7	3.4
1995	6.6	4.0	2.6	4.1	2.5	1.5	10.2	6.4	3.9
1996	7.0	4.3	2.7	4.2	2.6	1.6	10.6	6.6	4.0
1997	6.9	5.2	1.8	3.8	3.1	0.6	9.4	7.9	1.5
1998	6.8	5.0	1.8	3.6	2.9	0.6	8.9	7.3	1.6
1999	7.5	5.6	1.9	4.1	3.4	0.7	10.2	8.6	1.6
2000	8.1	6.0	2.0	4.2	3.5	0.7	10.5	8.8	1.7
2001	8.4	6.1	2.2	4.1	3.4	0.7	10.2	8.4	1.8
2002	9.3	6.6	2.7	4.3	3.5	0.8	10.8	8.9	2.0
2003	9.0	6.5	2.6	4.4	3.6	0.8	11.0	8.9	2.1

1. Data from 1987 to 1996 include maternity leave.

Table 11-5

## Absence rates for full-time employees by sex - 45-54 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.9	4.0	0.9	3.2	2.8	0.3	7.9	7.0	0.9
1994	5.1	4.1	0.9	3.4	3.1	0.3	8.4	7.6	0.8
1995	4.9	3.8	1.1	3.1	2.8	0.4	7.8	6.9	1.0
1996	5.0	3.9	1.1	3.2	2.7	0.4	7.9	6.9	1.0
1997	5.7	4.6	1.1	3.5	3.1	0.4	8.8	7.8	1.0
1998	5.7	4.7	1.1	3.6	3.2	0.4	8.9	7.9	1.0
1999	6.2	5.0	1.3	3.8	3.3	0.5	9.4	8.3	1.2
2000	6.4	5.1	1.3	3.5	3.1	0.4	8.9	7.8	1.1
2001	6.9	5.4	1.5	3.7	3.2	0.5	9.2	8.0	1.2
2002	7.4	5.6	1.9	3.8	3.3	0.6	9.6	8.1	1.5
2003	7.0	5.5	1.6	3.8	3.3	0.5	9.5	8.2	1.3
<b>Males</b>									
1993	4.6	3.7	0.8	3.0	2.7	0.3	7.5	6.8	0.7
1994	4.4	3.5	0.8	2.9	2.6	0.3	7.2	6.5	0.7
1995	4.3	3.3	1.0	2.7	2.4	0.3	6.8	6.0	0.8
1996	4.3	3.3	0.9	2.7	2.4	0.3	6.8	6.0	0.8
1997	4.8	3.8	1.0	3.0	2.6	0.3	7.4	6.6	0.8
1998	4.8	3.8	0.9	3.0	2.6	0.3	7.4	6.6	0.8
1999	5.4	4.3	1.2	3.4	2.9	0.4	8.5	7.3	1.1
2000	5.5	4.4	1.1	3.2	2.9	0.4	8.0	7.2	0.9
2001	6.0	4.6	1.4	3.2	2.8	0.4	8.0	7.0	1.0
2002	6.3	4.6	1.7	3.3	2.7	0.5	8.2	6.8	1.3
2003	6.0	4.6	1.4	3.3	2.8	0.5	8.2	7.0	1.1
<b>Females <sup>1</sup></b>									
1993	5.4	4.4	1.0	3.4	3.0	0.4	8.5	7.4	1.1
1994	6.1	5.0	1.1	4.1	3.7	0.4	10.3	9.3	1.0
1995	5.7	4.5	1.2	3.7	3.2	0.5	9.3	8.1	1.2
1996	5.9	4.6	1.3	3.8	3.3	0.5	9.5	8.1	1.4
1997	6.9	5.6	1.3	4.3	3.8	0.5	10.7	9.5	1.2
1998	7.0	5.7	1.3	4.4	3.9	0.5	10.9	9.7	1.2
1999	7.2	5.9	1.4	4.3	3.8	0.5	10.8	9.6	1.2
2000	7.4	5.9	1.5	4.0	3.4	0.6	10.0	8.6	1.4
2001	8.2	6.5	1.7	4.3	3.7	0.6	10.8	9.3	1.5
2002	8.9	6.8	2.1	4.6	3.9	0.6	11.4	9.8	1.6
2003	8.3	6.6	1.7	4.5	3.9	0.6	11.3	9.7	1.6

1. Data from 1987 to 1996 include maternity leave.



Table 11-6

## Absence rates for full-time employees by sex - 55-64 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.1	5.1	0.9	4.3	3.9	0.4	10.8	9.9	0.9
1994	6.3	5.2	1.1	4.6	4.1	0.4	11.4	10.3	1.0
1995	6.5	5.4	1.1	4.8	4.3	0.4	11.9	10.9	1.1
1996	5.9	4.9	1.0	4.3	3.8	0.4	10.7	9.6	1.1
1997	6.3	5.2	1.0	4.4	4.0	0.4	10.9	10.0	0.9
1998	6.8	5.7	1.1	4.9	4.4	0.5	12.2	11.0	1.2
1999	6.8	5.7	1.2	4.6	4.2	0.5	11.6	10.4	1.2
2000	7.0	5.6	1.4	4.4	3.9	0.5	11.1	9.8	1.4
2001	7.4	5.9	1.4	4.5	4.0	0.5	11.2	10.0	1.3
2002	7.9	6.3	1.5	4.8	4.3	0.5	12.0	10.7	1.3
2003	8.2	6.4	1.7	4.9	4.3	0.6	12.3	10.8	1.5
<b>Males</b>									
1993	5.6	4.7	0.9	4.0	3.6	0.4	9.9	9.0	0.9
1994	5.7	4.7	1.0	4.1	3.8	0.3	10.4	9.5	0.8
1995	5.9	4.9	1.0	4.3	4.0	0.4	10.8	9.9	0.9
1996	5.4	4.6	0.9	4.0	3.7	0.4	10.0	9.1	0.9
1997	5.6	4.7	0.9	3.9	3.7	0.3	9.9	9.2	0.7
1998	6.2	5.2	1.1	4.5	4.1	0.4	11.3	10.3	1.1
1999	6.3	5.3	1.0	4.3	4.0	0.4	10.9	10.0	0.9
2000	6.4	5.2	1.2	4.1	3.7	0.5	10.3	9.2	1.1
2001	6.8	5.5	1.3	4.4	4.0	0.4	11.0	9.9	1.1
2002	6.9	5.6	1.3	4.3	3.9	0.4	10.9	9.8	1.1
2003	7.1	5.6	1.5	4.3	3.8	0.5	10.8	9.6	1.2
<b>Females <sup>1</sup></b>									
1993	6.9	5.9	1.0	4.9	4.6	0.4	12.4	11.4	0.9
1994	7.4	6.1	1.4	5.3	4.8	0.6	13.3	11.9	1.4
1995	7.5	6.4	1.1	5.6	5.1	0.5	14.0	12.7	1.3
1996	6.8	5.4	1.3	4.8	4.2	0.6	12.0	10.5	1.5
1997	7.5	6.2	1.3	5.2	4.7	0.5	12.9	11.7	1.3
1998	7.8	6.6	1.2	5.5	5.0	0.6	13.8	12.4	1.5
1999	7.7	6.2	1.5	5.1	4.4	0.7	12.8	11.1	1.7
2000	7.9	6.2	1.6	5.0	4.3	0.7	12.5	10.7	1.7
2001	8.2	6.5	1.7	4.6	4.0	0.6	11.6	10.0	1.6
2002	9.3	7.5	1.9	5.6	4.9	0.7	14.0	12.2	1.8
2003	9.7	7.6	2.0	5.9	5.1	0.7	14.7	12.8	1.9

1. Data from 1987 to 1996 include maternity leave.

Table 11-7

Absence rates for full-time employees by sex - 65 years and over, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.1	3.6	F	3.3	3.1	F	8.2	7.7	F
1994	6.0	5.1	F	4.6	4.1	F	11.6	10.2	F
1995	3.9	F	F	2.7	F	F	6.6	F	F
1996	3.9	F	F	2.8	F	F	7.0	F	F
1997	F	F	F	F	F	F	F	F	F
1998	5.3	4.4	F	3.6	3.1	F	9.0	7.9	F
1999	6.0	4.4	F	3.7	3.3	F	9.2	8.4	F
2000	4.9	3.6	F	3.4	3.0	F	8.6	7.5	F
2001	5.4	3.6	F	3.7	2.4	F	9.1	6.1	F
2002	6.7	4.0	F	3.7	2.6	F	9.3	6.6	F
2003	5.3	3.4	F	3.0	2.3	F	7.5	5.7	F
<b>Males</b>									
1993	5.2	F	F	4.1	F	F	10.3	F	F
1994	6.5	5.7	F	5.1	4.6	F	12.8	11.4	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	4.9	F	F	3.0	F	F	7.6	F	F
1999	6.5	5.3	F	4.0	3.8	F	10.0	9.4	F
2000	5.9	F	F	4.5	F	F	11.3	F	F
2001	5.2	F	F	3.6	F	F	9.1	F	F
2002	6.9	4.1	F	3.8	2.7	F	9.5	6.7	F
2003	5.2	3.5	F	3.1	2.4	F	7.7	6.0	F
<b>Females <sup>1</sup></b>									
1993	F	F	F	F	F	F	F	F	F
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.

Table 12-1

## Absence rates for full-time employees by sex and presence of children - With children, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	7.0	3.8	3.2	4.6	2.4	2.2	11.6	6.1	5.5
1994	7.0	3.7	3.3	4.7	2.5	2.1	11.7	6.4	5.3
1995	6.8	3.5	3.3	4.6	2.4	2.2	11.4	5.9	5.5
1996	6.7	3.5	3.3	4.3	2.2	2.1	10.9	5.6	5.3
1997	5.7	4.0	1.7	3.1	2.5	0.6	7.8	6.3	1.5
1998	5.8	4.1	1.6	3.2	2.6	0.6	7.9	6.4	1.5
1999	6.4	4.5	1.9	3.4	2.8	0.7	8.6	7.0	1.6
2000	6.8	4.9	1.9	3.5	2.8	0.7	8.6	7.0	1.6
2001	7.4	5.2	2.2	3.6	2.8	0.7	8.9	7.1	1.8
2002	8.1	5.4	2.7	3.8	2.9	0.9	9.5	7.3	2.3
2003	7.7	5.3	2.5	3.8	2.9	0.9	9.5	7.3	2.2
<b>Males</b>									
1993	4.7	3.4	1.3	2.7	2.3	0.4	6.9	5.8	1.1
1994	4.7	3.3	1.3	2.7	2.3	0.4	6.8	5.8	1.0
1995	4.4	3.0	1.4	2.5	2.1	0.5	6.3	5.2	1.2
1996	4.2	2.9	1.3	2.4	1.9	0.4	5.9	4.8	1.1
1997	4.6	3.3	1.3	2.5	2.1	0.4	6.4	5.2	1.1
1998	4.8	3.4	1.4	2.7	2.2	0.5	6.7	5.5	1.2
1999	5.3	3.7	1.6	2.8	2.3	0.5	7.1	5.8	1.3
2000	5.6	4.0	1.6	2.9	2.4	0.5	7.2	5.9	1.3
2001	6.2	4.3	1.9	3.1	2.4	0.6	7.7	6.1	1.6
2002	6.7	4.4	2.3	3.2	2.4	0.8	8.1	6.0	2.0
2003	6.5	4.3	2.2	3.2	2.4	0.8	8.1	6.1	2.0
<b>Females <sup>1</sup></b>									
1993	10.1	4.2	5.9	7.5	2.6	4.9	18.7	6.6	12.1
1994	10.2	4.3	5.9	7.6	2.9	4.8	19.1	7.2	11.9
1995	10.1	4.2	5.9	7.6	2.8	4.8	19.0	7.0	12.0
1996	10.1	4.2	5.9	7.3	2.7	4.6	18.3	6.7	11.6
1997	7.2	5.1	2.1	4.0	3.2	0.8	10.0	7.9	2.1
1998	7.1	5.1	2.0	3.9	3.1	0.7	9.7	7.8	1.9
1999	7.9	5.6	2.2	4.3	3.5	0.9	10.9	8.7	2.1
2000	8.4	6.0	2.3	4.3	3.4	0.8	10.7	8.6	2.1
2001	9.1	6.4	2.7	4.3	3.4	0.9	10.7	8.5	2.2
2002	9.8	6.7	3.2	4.6	3.6	1.0	11.6	9.0	2.6
2003	9.4	6.5	2.8	4.6	3.6	1.0	11.5	9.1	2.4

1. Data from 1987 to 1996 include maternity leave.

Table 12-2

**Absence rates for full-time employees by sex and presence of children - Preschoolers, under 5 years, 1993 to 2003**

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	11.2	3.6	7.5	8.1	2.2	5.9	20.2	5.5	14.7
1994	11.1	3.5	7.7	7.9	2.1	5.8	19.8	5.3	14.5
1995	10.8	3.2	7.5	7.8	1.9	5.9	19.6	4.8	14.8
1996	10.5	3.1	7.4	7.5	1.9	5.7	18.9	4.6	14.2
1997	6.2	3.7	2.5	3.1	2.1	1.0	7.8	5.2	2.5
1998	6.4	4.0	2.4	3.2	2.2	0.9	7.9	5.5	2.4
1999	7.0	4.4	2.7	3.6	2.5	1.1	8.9	6.2	2.7
2000	7.7	4.7	3.0	3.5	2.4	1.1	8.7	5.9	2.8
2001	8.7	5.2	3.4	3.9	2.5	1.4	9.7	6.3	3.4
2002	9.5	5.5	4.1	4.3	2.6	1.7	10.8	6.6	4.3
2003	9.0	5.0	3.9	4.2	2.5	1.7	10.5	6.4	4.2
<b>Males</b>									
1993	5.2	3.4	1.8	2.7	2.0	0.6	6.7	5.1	1.6
1994	5.1	3.0	2.1	2.5	1.9	0.7	6.4	4.6	1.7
1995	4.7	2.9	1.8	2.4	1.7	0.7	6.1	4.3	1.8
1996	4.5	2.7	1.8	2.2	1.6	0.6	5.6	4.0	1.6
1997	4.9	3.0	1.9	2.4	1.7	0.7	5.9	4.2	1.8
1998	5.3	3.3	2.0	2.5	1.8	0.7	6.3	4.5	1.8
1999	5.8	3.7	2.1	2.8	2.1	0.8	7.1	5.2	2.0
2000	6.5	4.0	2.5	2.9	2.0	0.9	7.2	5.0	2.1
2001	7.2	4.4	2.9	3.3	2.2	1.1	8.3	5.4	2.9
2002	8.1	4.6	3.6	3.7	2.2	1.5	9.3	5.4	3.9
2003	7.7	4.3	3.5	3.8	2.2	1.6	9.5	5.5	4.0
<b>Females <sup>1</sup></b>									
1993	20.9	4.1	16.8	17.8	2.5	15.3	44.6	6.2	38.4
1994	21.2	4.2	17.0	18.0	2.6	15.4	45.0	6.5	38.5
1995	20.9	3.8	17.1	18.0	2.3	15.7	45.1	5.8	39.3
1996	20.5	3.8	16.7	17.4	2.3	15.0	43.4	5.8	37.6
1997	8.6	5.1	3.5	4.6	3.0	1.7	11.6	7.4	4.2
1998	8.3	5.2	3.2	4.4	3.1	1.4	11.1	7.6	3.5
1999	9.4	5.7	3.6	5.0	3.4	1.6	12.5	8.5	4.1
2000	10.0	6.1	3.9	4.7	3.1	1.6	11.8	7.7	4.0
2001	11.3	6.9	4.4	5.0	3.2	1.8	12.5	8.1	4.5
2002	12.2	7.2	5.0	5.6	3.6	2.0	14.0	8.9	5.1
2003	11.3	6.5	4.8	5.0	3.2	1.8	12.6	8.0	4.5

1. Data from 1987 to 1996 include maternity leave.

Table 12-3

## Absence rates for full-time employees by sex and presence of children - Children 5-12 years, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.1	3.7	1.3	2.9	2.4	0.5	7.1	6.0	1.1
1994	5.1	3.7	1.5	2.9	2.4	0.5	7.2	6.0	1.2
1995	5.1	3.5	1.6	2.8	2.3	0.5	7.0	5.6	1.3
1996	5.1	3.5	1.6	2.7	2.1	0.5	6.7	5.4	1.3
1997	5.7	4.1	1.6	3.0	2.5	0.5	7.5	6.2	1.2
1998	5.8	4.1	1.7	3.1	2.5	0.5	7.7	6.3	1.3
1999	6.2	4.4	1.9	3.1	2.6	0.6	7.9	6.5	1.4
2000	6.8	5.0	1.9	3.5	3.0	0.5	8.7	7.4	1.2
2001	7.1	5.1	2.0	3.3	2.7	0.5	8.2	6.9	1.3
2002	7.8	5.3	2.5	3.5	2.8	0.7	8.7	7.0	1.7
2003	7.9	5.5	2.4	3.7	3.0	0.6	9.2	7.6	1.6
<b>Males</b>									
1993	4.2	3.3	1.0	2.5	2.2	0.3	6.2	5.6	0.7
1994	4.2	3.2	1.1	2.4	2.1	0.3	6.0	5.3	0.7
1995	4.2	3.0	1.2	2.3	2.0	0.3	5.8	5.0	0.9
1996	4.1	2.8	1.3	2.2	1.8	0.4	5.4	4.6	0.9
1997	4.6	3.4	1.2	2.5	2.1	0.3	6.2	5.3	0.9
1998	4.8	3.4	1.4	2.6	2.2	0.4	6.6	5.5	1.0
1999	4.9	3.3	1.5	2.4	2.0	0.4	6.0	5.0	1.0
2000	5.4	3.9	1.5	2.8	2.4	0.4	6.9	5.9	1.0
2001	5.8	4.3	1.6	2.8	2.4	0.4	7.1	6.1	1.0
2002	6.1	4.2	1.9	2.7	2.2	0.5	6.8	5.5	1.2
2003	6.3	4.3	2.0	2.9	2.4	0.5	7.3	6.0	1.2
<b>Females <sup>1</sup></b>									
1993	6.2	4.4	1.8	3.4	2.7	0.7	8.5	6.6	1.9
1994	6.4	4.4	2.0	3.7	2.8	0.8	9.1	7.1	2.1
1995	6.3	4.2	2.1	3.5	2.7	0.8	8.7	6.7	2.1
1996	6.4	4.4	2.0	3.4	2.6	0.8	8.5	6.6	1.9
1997	7.2	5.1	2.2	3.8	3.1	0.7	9.4	7.6	1.7
1998	7.2	5.1	2.1	3.7	3.0	0.7	9.2	7.5	1.7
1999	7.9	5.6	2.3	4.2	3.4	0.7	10.4	8.5	1.9
2000	8.6	6.3	2.3	4.4	3.8	0.6	11.0	9.4	1.6
2001	8.7	6.1	2.7	3.9	3.2	0.7	9.7	7.9	1.8
2002	9.9	6.6	3.3	4.5	3.6	0.9	11.1	8.9	2.2
2003	9.8	6.9	2.9	4.7	3.9	0.9	11.8	9.6	2.1

1. Data from 1987 to 1996 include maternity leave.

Table 12-4

## Absence rates for full-time employees by sex and presence of children - Children 13 years and over, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.8	3.9	0.9	3.1	2.7	0.4	7.7	6.8	0.9
1994	5.1	4.0	1.0	3.4	3.0	0.4	8.5	7.6	0.9
1995	4.9	3.8	1.0	3.2	2.8	0.4	7.9	7.1	0.9
1996	4.9	3.7	1.1	3.0	2.6	0.4	7.5	6.5	1.0
1997	5.3	4.2	1.1	3.2	2.9	0.4	8.1	7.2	0.9
1998	5.3	4.3	1.0	3.2	2.9	0.4	8.1	7.2	0.9
1999	6.0	4.8	1.2	3.6	3.2	0.4	9.1	8.0	1.1
2000	6.1	4.9	1.3	3.4	3.0	0.4	8.6	7.5	1.1
2001	6.8	5.3	1.5	3.6	3.1	0.5	9.0	7.9	1.2
2002	7.3	5.4	1.8	3.8	3.2	0.6	9.4	8.0	1.4
2003	6.8	5.2	1.6	3.7	3.1	0.5	9.2	7.8	1.4
<b>Males</b>									
1993	4.6	3.7	0.9	3.0	2.7	0.3	7.6	6.8	0.9
1994	4.7	3.8	0.9	3.2	3.0	0.3	8.1	7.4	0.7
1995	4.2	3.2	1.0	2.8	2.5	0.3	7.1	6.3	0.8
1996	4.2	3.2	0.9	2.6	2.3	0.3	6.6	5.8	0.8
1997	4.3	3.5	0.9	2.8	2.5	0.3	7.0	6.3	0.7
1998	4.5	3.5	0.9	2.8	2.5	0.3	7.1	6.3	0.8
1999	5.2	4.1	1.1	3.2	2.8	0.4	8.0	7.1	0.9
2000	5.0	4.0	1.0	3.0	2.7	0.4	7.6	6.7	0.9
2001	5.6	4.3	1.3	3.1	2.7	0.4	7.7	6.8	0.9
2002	6.0	4.5	1.6	3.3	2.8	0.5	8.2	7.0	1.2
2003	5.6	4.2	1.4	3.1	2.6	0.4	7.7	6.6	1.1
<b>Females <sup>1</sup></b>									
1993	5.2	4.2	0.9	3.1	2.7	0.4	7.9	6.9	1.0
1994	5.6	4.3	1.2	3.6	3.1	0.5	9.0	7.8	1.2
1995	5.6	4.5	1.1	3.6	3.2	0.4	9.0	8.1	0.9
1996	5.7	4.3	1.4	3.5	3.0	0.5	8.7	7.4	1.3
1997	6.4	5.1	1.3	3.8	3.4	0.4	9.6	8.5	1.1
1998	6.2	5.1	1.1	3.7	3.3	0.4	9.3	8.3	1.1
1999	7.0	5.6	1.4	4.1	3.6	0.5	10.3	9.1	1.3
2000	7.3	5.8	1.5	3.9	3.4	0.5	9.7	8.4	1.3
2001	8.2	6.4	1.8	4.2	3.7	0.6	10.6	9.1	1.5
2002	8.6	6.5	2.1	4.3	3.6	0.7	10.8	9.1	1.7
2003	8.1	6.3	1.8	4.3	3.7	0.7	10.9	9.2	1.7

1. Data from 1987 to 1996 include maternity leave.

Table 12-5

## Absence rates for full-time employees by sex and presence of children - Without children, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.9	3.7	1.2	2.9	2.4	0.5	7.2	5.9	1.2
1994	4.7	3.5	1.2	2.8	2.2	0.5	6.9	5.6	1.3
1995	4.9	3.6	1.3	2.9	2.3	0.5	7.2	5.8	1.3
1996	4.8	3.5	1.2	2.8	2.3	0.5	7.0	5.6	1.4
1997	5.3	4.1	1.2	2.8	2.4	0.4	7.0	6.1	0.9
1998	5.5	4.4	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1999	5.6	4.4	1.2	3.0	2.6	0.4	7.5	6.5	1.0
2000	5.9	4.7	1.2	3.0	2.6	0.4	7.5	6.5	1.0
2001	6.6	5.2	1.4	3.2	2.8	0.5	8.1	6.9	1.2
2002	7.2	5.5	1.6	3.4	2.9	0.5	8.5	7.3	1.2
2003	7.0	5.5	1.6	3.5	3.0	0.5	8.8	7.5	1.3
<b>Males</b>									
1993	4.2	3.3	0.9	2.4	2.2	0.3	6.1	5.4	0.7
1994	4.0	3.1	1.0	2.3	2.0	0.3	5.9	5.1	0.8
1995	4.3	3.3	1.0	2.5	2.2	0.3	6.3	5.5	0.7
1996	4.1	3.1	0.9	2.4	2.1	0.3	5.9	5.2	0.7
1997	4.6	3.5	1.1	2.5	2.1	0.3	6.2	5.4	0.8
1998	4.9	3.9	1.0	2.8	2.5	0.4	7.0	6.1	0.9
1999	5.1	4.0	1.1	2.8	2.4	0.4	6.9	6.0	0.9
2000	5.3	4.2	1.1	2.7	2.4	0.4	6.9	6.0	0.9
2001	6.0	4.7	1.3	3.0	2.6	0.4	7.5	6.4	1.1
2002	6.5	4.9	1.6	3.1	2.7	0.5	7.8	6.6	1.2
2003	6.3	4.8	1.4	3.2	2.8	0.5	8.1	6.9	1.1
<b>Females <sup>1</sup></b>									
1993	5.8	4.3	1.5	3.5	2.7	0.8	8.6	6.7	2.0
1994	5.6	4.0	1.6	3.4	2.6	0.8	8.4	6.4	2.0
1995	5.7	4.0	1.7	3.4	2.5	0.9	8.5	6.3	2.2
1996	5.7	4.1	1.7	3.4	2.5	0.9	8.6	6.3	2.3
1997	6.2	5.0	1.3	3.3	2.9	0.4	8.3	7.3	1.1
1998	6.3	5.0	1.3	3.5	3.0	0.5	8.7	7.6	1.2
1999	6.4	5.1	1.3	3.3	2.9	0.5	8.4	7.2	1.1
2000	6.7	5.4	1.3	3.3	2.9	0.4	8.3	7.2	1.1
2001	7.5	5.9	1.5	3.6	3.0	0.6	9.0	7.5	1.4
2002	8.2	6.4	1.7	3.8	3.3	0.5	9.5	8.2	1.3
2003	8.0	6.3	1.7	3.9	3.3	0.6	9.7	8.3	1.4

1. Data from 1987 to 1996 include maternity leave.

Table 13-1

Absence rates for full-time employees by sex and education - Less than grade 9, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.5	5.3	1.3	4.9	4.2	0.6	12.1	10.6	1.6
1994	6.8	5.4	1.4	5.2	4.5	0.7	12.9	11.1	1.8
1995	6.3	4.8	1.5	4.4	3.7	0.7	11.1	9.3	1.8
1996	5.3	4.1	1.2	3.9	3.3	0.6	9.7	8.2	1.6
1997	6.0	5.0	0.9	4.2	3.9	0.3	10.6	9.8	0.8
1998	7.1	5.9	1.2	5.1	4.7	0.4	12.8	11.7	1.1
1999	6.9	5.5	1.4	4.6	4.1	0.5	11.4	10.1	1.2
2000	7.2	6.0	1.3	4.8	4.4	0.4	12.0	10.9	1.1
2001	7.6	6.1	1.5	4.6	4.1	0.5	11.6	10.4	1.2
2002	7.7	6.0	1.7	4.6	4.0	0.6	11.6	10.0	1.6
2003	8.4	6.6	1.7	5.1	4.6	0.5	12.9	11.6	1.3
<b>Males</b>									
1993	6.4	5.4	1.0	4.7	4.3	0.4	11.8	10.8	1.0
1994	5.8	5.0	0.8	4.4	4.2	0.2	11.0	10.5	0.6
1995	5.6	4.4	1.2	3.9	3.5	0.4	9.8	8.7	1.1
1996	4.9	3.9	0.9	3.5	3.2	0.3	8.7	7.9	0.8
1997	5.5	4.6	0.9	3.8	3.5	0.3	9.6	8.7	0.8
1998	6.5	5.6	0.9	4.8	4.5	0.3	12.0	11.1	0.8
1999	6.5	5.2	1.3	4.4	3.9	0.5	10.9	9.7	1.2
2000	7.0	6.0	1.1	4.9	4.5	0.4	12.2	11.3	0.9
2001	7.3	5.8	1.5	4.5	4.0	0.5	11.4	10.0	1.3
2002	7.1	5.5	1.6	4.3	3.7	0.6	10.8	9.3	1.5
2003	7.4	5.9	1.6	4.5	4.0	0.5	11.3	10.1	1.2
<b>Females <sup>1</sup></b>									
1993	6.8	5.0	1.8	5.1	4.0	1.2	12.9	10.0	2.9
1994	8.8	6.1	2.7	6.9	5.0	1.8	17.2	12.6	4.6
1995	7.6	5.5	2.2	5.5	4.2	1.4	13.8	10.5	3.4
1996	6.2	4.4	1.9	4.8	3.5	1.3	11.9	8.8	3.2
1997	6.8	5.9	F	5.1	4.8	F	12.7	11.9	F
1998	8.3	6.5	1.8	5.9	5.1	0.7	14.6	12.9	1.8
1999	7.6	6.1	1.5	4.9	4.4	0.5	12.4	11.0	1.3
2000	7.6	6.0	1.6	4.6	4.1	0.6	11.6	10.1	1.5
2001	8.2	6.6	1.6	4.8	4.4	0.4	12.1	11.1	1.0
2002	9.0	7.1	2.0	5.3	4.6	0.7	13.2	11.5	1.7
2003	10.2	8.1	2.1	6.4	5.8	0.6	16.1	14.5	1.6

1. Data from 1990 to 1996 include maternity leave.



Table 13-2

## Absence rates for full-time employees by sex and education - Some secondary, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.5	4.7	1.8	4.3	3.3	1.0	10.7	8.3	2.5
1994	6.2	4.5	1.7	4.2	3.3	0.9	10.4	8.2	2.2
1995	6.1	4.4	1.7	4.0	3.2	0.8	10.0	7.9	2.1
1996	5.7	4.2	1.6	3.8	3.0	0.8	9.5	7.5	2.0
1997	6.3	4.9	1.4	3.9	3.4	0.5	9.7	8.6	1.1
1998	6.6	5.3	1.4	4.0	3.6	0.5	10.1	9.0	1.1
1999	7.0	5.5	1.5	4.1	3.6	0.5	10.3	9.1	1.3
2000	7.6	6.0	1.6	4.4	3.8	0.6	11.0	9.6	1.4
2001	7.9	6.3	1.6	4.5	4.0	0.6	11.3	9.9	1.5
2002	8.3	6.3	2.0	4.4	3.8	0.6	10.9	9.4	1.5
2003	8.3	6.3	2.0	4.5	3.8	0.7	11.2	9.5	1.7
<b>Males</b>									
1993	5.4	4.3	1.0	3.5	3.1	0.3	8.6	7.8	0.8
1994	5.3	4.3	1.0	3.5	3.2	0.4	8.9	7.9	0.9
1995	5.1	4.0	1.1	3.2	2.9	0.3	8.1	7.3	0.8
1996	5.0	3.9	1.1	3.2	2.8	0.4	8.1	7.1	1.0
1997	5.7	4.5	1.2	3.6	3.2	0.4	9.0	8.0	1.0
1998	6.0	4.8	1.3	3.8	3.4	0.4	9.5	8.4	1.0
1999	6.7	5.3	1.3	4.0	3.5	0.4	9.9	8.9	1.1
2000	6.8	5.3	1.5	4.0	3.5	0.5	9.9	8.6	1.3
2001	7.2	5.7	1.5	4.1	3.6	0.5	10.3	9.1	1.3
2002	7.7	6.0	1.7	4.2	3.6	0.5	10.4	9.1	1.3
2003	7.7	5.8	1.9	4.2	3.6	0.6	10.5	9.0	1.5
<b>Females <sup>1</sup></b>									
1993	8.5	5.3	3.2	5.9	3.7	2.3	14.9	9.2	5.7
1994	8.0	5.0	3.0	5.5	3.6	1.9	13.7	8.9	4.8
1995	7.9	5.1	2.8	5.6	3.7	1.8	13.9	9.3	4.6
1996	7.3	4.9	2.4	5.1	3.4	1.7	12.7	8.5	4.2
1997	7.4	5.8	1.6	4.5	4.0	0.6	11.3	9.9	1.4
1998	7.8	6.2	1.6	4.6	4.0	0.6	11.5	10.1	1.4
1999	7.6	5.9	1.7	4.5	3.8	0.7	11.2	9.5	1.6
2000	9.2	7.3	1.9	5.3	4.6	0.7	13.3	11.5	1.8
2001	9.3	7.5	1.9	5.4	4.6	0.7	13.4	11.6	1.9
2002	9.5	6.9	2.5	4.8	4.0	0.8	12.0	10.0	2.0
2003	9.5	7.2	2.4	5.1	4.3	0.8	12.7	10.6	2.1

1. Data from 1990 to 1996 include maternity leave.

Table 13-3

Absence rates for full-time employees by sex and education - High school graduation, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.8	3.7	2.1	3.7	2.4	1.3	9.2	6.0	3.2
1994	5.4	3.4	1.9	3.4	2.2	1.2	8.5	5.6	2.9
1995	5.6	3.5	2.1	3.6	2.3	1.3	9.1	5.8	3.2
1996	5.3	3.3	2.0	3.4	2.2	1.2	8.4	5.4	2.9
1997	5.2	3.9	1.3	2.8	2.3	0.4	6.9	5.8	1.1
1998	5.4	4.1	1.3	3.1	2.6	0.5	7.7	6.5	1.2
1999	5.7	4.3	1.4	3.1	2.7	0.5	7.9	6.6	1.2
2000	6.1	4.8	1.3	3.2	2.8	0.4	8.0	6.9	1.1
2001	7.2	5.4	1.8	3.5	2.9	0.6	8.8	7.3	1.5
2002	7.6	5.6	2.0	3.7	3.1	0.7	9.4	7.7	1.6
2003	7.3	5.5	1.8	3.7	3.1	0.6	9.4	7.8	1.5
<b>Males</b>									
1993	4.2	3.2	1.0	2.5	2.2	0.3	6.3	5.5	0.8
1994	4.0	3.1	0.9	2.4	2.1	0.3	6.0	5.2	0.8
1995	4.2	3.2	1.0	2.6	2.2	0.3	6.5	5.6	0.9
1996	3.9	3.0	0.9	2.3	2.0	0.3	5.8	5.1	0.8
1997	4.4	3.2	1.2	2.3	2.0	0.4	5.9	5.0	0.9
1998	4.8	3.7	1.1	2.8	2.4	0.4	7.1	6.1	1.0
1999	4.7	3.6	1.1	2.6	2.2	0.4	6.6	5.6	1.0
2000	5.2	4.1	1.1	2.8	2.4	0.4	7.0	6.1	0.9
2001	6.4	4.9	1.5	3.3	2.7	0.5	8.2	6.9	1.3
2002	6.5	4.7	1.8	3.3	2.7	0.6	8.2	6.6	1.5
2003	6.5	4.9	1.6	3.5	2.9	0.6	8.6	7.2	1.4
<b>Females <sup>1</sup></b>									
1993	7.6	4.2	3.4	5.1	2.6	2.5	12.9	6.6	6.3
1994	7.0	3.8	3.2	4.7	2.4	2.3	11.9	6.1	5.7
1995	7.3	3.8	3.5	5.0	2.4	2.6	12.6	6.1	6.5
1996	7.1	3.8	3.3	4.8	2.4	2.4	11.9	6.0	5.9
1997	6.3	4.7	1.5	3.4	2.8	0.6	8.4	7.0	1.4
1998	6.1	4.6	1.5	3.4	2.8	0.6	8.4	6.9	1.5
1999	6.9	5.2	1.7	3.9	3.2	0.6	9.6	8.1	1.5
2000	7.2	5.7	1.6	3.7	3.2	0.5	9.4	8.0	1.3
2001	8.2	6.1	2.1	3.9	3.2	0.7	9.7	7.9	1.8
2002	8.9	6.7	2.2	4.4	3.7	0.7	11.0	9.2	1.8
2003	8.4	6.4	2.0	4.1	3.5	0.7	10.4	8.7	1.6

1. Data from 1990 to 1996 include maternity leave.

Table 13-4

## Absence rates for full-time employees by sex and education - Some postsecondary, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	5.9	3.8	2.1	3.5	2.3	1.2	8.6	5.7	2.9
1994	6.1	3.6	2.5	3.5	2.1	1.4	8.8	5.2	3.5
1995	5.9	3.7	2.2	3.6	2.4	1.3	9.1	5.9	3.1
1996	6.2	3.9	2.3	3.6	2.3	1.3	9.0	5.9	3.1
1997	6.1	4.3	1.8	3.0	2.5	0.6	7.6	6.1	1.4
1998	6.0	4.5	1.5	3.1	2.6	0.5	7.8	6.6	1.2
1999	6.4	4.7	1.7	3.2	2.6	0.6	8.0	6.6	1.4
2000	6.6	4.8	1.8	3.1	2.5	0.6	7.8	6.3	1.5
2001	7.2	5.3	1.9	3.2	2.6	0.6	7.9	6.5	1.4
2002	7.8	5.5	2.2	3.5	2.7	0.7	8.6	6.8	1.8
2003	7.7	5.5	2.2	3.7	2.9	0.8	9.3	7.3	2.0
<b>Males</b>									
1993	4.3	3.2	1.0	2.4	2.1	0.3	6.1	5.2	0.8
1994	4.5	3.1	1.4	2.5	1.9	0.5	6.1	4.9	1.3
1995	4.4	3.2	1.2	2.6	2.1	0.4	6.4	5.4	1.1
1996	4.2	3.0	1.3	2.1	1.7	0.4	5.3	4.2	1.0
1997	4.9	3.4	1.5	2.6	2.1	0.5	6.4	5.2	1.2
1998	5.2	4.0	1.3	2.9	2.4	0.4	7.1	6.1	1.1
1999	5.2	3.8	1.5	2.7	2.2	0.5	6.7	5.5	1.2
2000	6.0	4.2	1.8	2.9	2.2	0.6	7.1	5.6	1.6
2001	6.5	4.7	1.8	3.0	2.5	0.6	7.5	6.1	1.4
2002	6.9	4.9	2.0	3.3	2.6	0.7	8.2	6.4	1.8
2003	6.6	4.8	1.8	3.2	2.6	0.7	8.1	6.5	1.6
<b>Females <sup>1</sup></b>									
1993	7.9	4.5	3.4	4.8	2.5	2.3	12.1	6.4	5.7
1994	8.0	4.2	3.8	4.9	2.3	2.6	12.3	5.7	6.5
1995	7.8	4.3	3.5	5.0	2.7	2.3	12.6	6.7	5.9
1996	8.7	5.0	3.7	5.6	3.2	2.4	14.0	8.1	5.9
1997	7.5	5.4	2.1	3.6	3.0	0.7	9.1	7.4	1.7
1998	6.9	5.1	1.8	3.4	2.9	0.5	8.6	7.3	1.3
1999	7.8	5.8	2.0	3.9	3.2	0.7	9.7	8.0	1.7
2000	7.4	5.6	1.8	3.5	2.9	0.5	8.6	7.3	1.3
2001	8.0	5.9	2.1	3.4	2.8	0.6	8.5	7.0	1.5
2002	9.0	6.4	2.6	3.7	3.0	0.7	9.3	7.5	1.8
2003	9.2	6.3	2.8	4.4	3.4	1.0	11.0	8.5	2.5

1. Data from 1990 to 1996 include maternity leave.

Table 13-5

## Absence rates for full-time employees by sex and education - Postsecondary certificate or diploma, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	6.3	3.7	2.5	4.0	2.4	1.6	10.0	5.9	4.1
1994	6.4	3.7	2.6	4.1	2.5	1.6	10.1	6.2	4.0
1995	6.4	3.8	2.5	4.0	2.5	1.5	10.0	6.2	3.8
1996	6.3	3.7	2.6	3.9	2.3	1.6	9.8	5.8	4.0
1997	5.6	4.1	1.5	3.0	2.5	0.5	7.4	6.2	1.2
1998	5.8	4.4	1.4	3.1	2.7	0.5	7.8	6.6	1.2
1999	6.3	4.8	1.6	3.3	2.8	0.5	8.4	7.1	1.3
2000	6.5	4.9	1.6	3.2	2.7	0.5	8.1	6.8	1.3
2001	7.2	5.4	1.9	3.5	2.9	0.6	8.7	7.2	1.5
2002	7.9	5.7	2.2	3.7	3.1	0.7	9.3	7.7	1.7
2003	7.6	5.6	2.0	3.8	3.1	0.7	9.5	7.7	1.7
<b>Males</b>									
1993	4.5	3.3	1.2	2.5	2.1	0.4	6.3	5.4	0.9
1994	4.5	3.2	1.3	2.5	2.1	0.4	6.3	5.3	0.9
1995	4.7	3.4	1.3	2.6	2.2	0.4	6.6	5.6	1.0
1996	4.5	3.2	1.3	2.5	2.1	0.4	6.2	5.3	0.9
1997	4.6	3.4	1.2	2.4	2.0	0.4	6.0	5.1	0.9
1998	5.0	3.6	1.3	2.6	2.2	0.4	6.6	5.5	1.1
1999	5.3	3.9	1.4	2.8	2.4	0.4	7.0	6.0	1.1
2000	5.4	4.1	1.4	2.7	2.3	0.4	6.8	5.7	1.1
2001	6.1	4.4	1.6	3.0	2.5	0.5	7.5	6.2	1.4
2002	6.8	4.8	2.0	3.2	2.6	0.6	8.1	6.6	1.5
2003	6.5	4.6	1.8	3.3	2.7	0.6	8.3	6.7	1.6
<b>Females <sup>1</sup></b>									
1993	8.4	4.2	4.2	5.9	2.7	3.3	14.8	6.6	8.2
1994	8.8	4.4	4.3	6.2	2.9	3.3	15.5	7.4	8.1
1995	8.5	4.4	4.1	5.9	2.8	3.1	14.8	7.1	7.7
1996	8.5	4.2	4.3	5.9	2.6	3.3	14.7	6.5	8.2
1997	6.9	5.2	1.7	3.8	3.1	0.6	9.4	7.8	1.6
1998	7.0	5.4	1.6	3.8	3.3	0.6	9.6	8.2	1.4
1999	7.7	5.9	1.8	4.1	3.4	0.7	10.3	8.6	1.7
2000	7.9	6.0	1.9	4.0	3.4	0.6	10.0	8.4	1.6
2001	8.6	6.5	2.1	4.1	3.4	0.7	10.4	8.6	1.8
2002	9.4	6.9	2.5	4.4	3.7	0.8	11.1	9.1	1.9
2003	9.0	6.7	2.3	4.4	3.7	0.8	11.1	9.1	1.9

1. Data from 1990 to 1996 include maternity leave.

Table 13-6

## Absence rates for full-time employees by sex and education - University degree, 1993 to 2003

	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1993	4.7	2.6	2.1	2.7	1.4	1.3	6.8	3.5	3.3
1994	4.7	2.5	2.3	2.7	1.4	1.4	6.8	3.4	3.4
1995	4.8	2.4	2.4	2.8	1.3	1.5	7.0	3.1	3.8
1996	4.9	2.6	2.3	2.8	1.4	1.4	7.0	3.5	3.6
1997	4.6	3.3	1.3	2.2	1.7	0.5	5.6	4.3	1.3
1998	4.5	3.2	1.4	2.1	1.6	0.5	5.3	4.1	1.3
1999	4.8	3.3	1.5	2.2	1.7	0.5	5.5	4.3	1.3
2000	5.2	3.6	1.6	2.2	1.7	0.5	5.5	4.2	1.4
2001	5.7	4.1	1.6	2.4	1.8	0.6	5.9	4.5	1.5
2002	6.6	4.5	2.1	2.7	2.0	0.7	6.7	4.9	1.8
2003	6.2	4.3	1.9	2.7	2.0	0.7	6.7	5.0	1.6
<b>Males</b>									
1993	3.2	2.1	1.1	1.4	1.1	0.3	3.6	2.7	0.9
1994	3.1	1.8	1.2	1.3	1.0	0.4	3.3	2.4	0.9
1995	2.9	1.9	1.0	1.3	0.9	0.3	3.1	2.3	0.8
1996	2.9	1.8	1.1	1.3	0.9	0.4	3.2	2.4	0.9
1997	3.5	2.5	1.1	1.6	1.3	0.4	4.1	3.2	0.9
1998	3.5	2.3	1.2	1.5	1.1	0.4	3.8	2.7	1.0
1999	4.0	2.6	1.4	1.8	1.3	0.4	4.5	3.4	1.1
2000	4.4	2.9	1.4	1.8	1.4	0.4	4.5	3.4	1.1
2001	4.6	3.2	1.4	1.8	1.4	0.4	4.6	3.5	1.1
2002	5.3	3.3	2.0	2.1	1.4	0.7	5.2	3.5	1.7
2003	5.1	3.2	1.9	2.1	1.4	0.7	5.2	3.6	1.6
<b>Females <sup>1</sup></b>									
1993	6.8	3.3	3.5	4.6	1.9	2.7	11.4	4.7	6.8
1994	6.9	3.3	3.6	4.6	1.9	2.7	11.6	4.8	6.8
1995	7.2	3.1	4.1	4.9	1.7	3.2	12.2	4.3	8.0
1996	7.5	3.6	3.9	4.9	2.0	2.9	12.1	4.9	7.2
1997	6.0	4.4	1.6	3.1	2.4	0.7	7.6	5.9	1.7
1998	5.9	4.3	1.6	3.0	2.3	0.7	7.5	5.8	1.7
1999	5.7	4.0	1.7	2.7	2.2	0.6	6.9	5.4	1.5
2000	6.3	4.5	1.8	2.7	2.1	0.7	6.8	5.2	1.7
2001	7.1	5.2	1.9	3.0	2.3	0.8	7.6	5.7	1.9
2002	8.1	5.8	2.3	3.4	2.7	0.8	8.5	6.6	1.9
2003	7.5	5.5	2.0	3.4	2.7	0.7	8.4	6.7	1.7

1. Data from 1990 to 1996 include maternity leave.

Table 14-1

## Absence rates for full-time employees by sex and workplace size - Less than 100 employees, 1997 to 2003

	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
	percentage						days		
<b>Under 20 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.8	3.3	1.5	2.5	2.0	0.5	6.2	4.9	1.3
1998	4.7	3.4	1.4	2.5	2.0	0.5	6.2	5.0	1.2
1999	5.2	3.7	1.5	2.7	2.2	0.5	6.7	5.4	1.3
2000	5.4	3.9	1.5	2.6	2.1	0.5	6.5	5.3	1.2
2001	6.2	4.4	1.8	2.9	2.3	0.6	7.2	5.7	1.5
2002	6.6	4.6	2.0	3.0	2.4	0.6	7.6	6.0	1.6
2003	6.3	4.4	1.9	3.0	2.4	0.6	7.5	5.9	1.5
<b>Males</b>									
1997	4.3	3.0	1.3	2.2	1.8	0.4	5.6	4.6	1.1
1998	4.2	3.0	1.2	2.3	1.9	0.4	5.7	4.7	1.0
1999	4.6	3.3	1.3	2.4	2.0	0.4	6.0	4.9	1.0
2000	4.8	3.5	1.4	2.4	2.0	0.4	6.1	5.0	1.1
2001	5.6	3.9	1.7	2.7	2.2	0.5	6.8	5.5	1.4
2002	5.9	4.1	1.8	2.8	2.2	0.6	7.1	5.6	1.5
2003	5.5	3.8	1.7	2.7	2.1	0.6	6.8	5.4	1.4
<b>Females <sup>1</sup></b>									
1997	5.5	3.8	1.7	2.8	2.2	0.6	6.9	5.4	1.6
1998	5.4	3.9	1.5	2.8	2.2	0.6	6.9	5.5	1.4
1999	6.0	4.2	1.8	3.1	2.4	0.7	7.7	6.0	1.7
2000	6.2	4.5	1.7	2.8	2.3	0.6	7.1	5.7	1.4
2001	6.9	4.9	2.0	3.1	2.4	0.7	7.8	6.1	1.7
2002	7.4	5.2	2.2	3.3	2.6	0.7	8.3	6.5	1.7
2003	7.3	5.2	2.1	3.4	2.7	0.7	8.4	6.7	1.7
<b>20 to 99 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.5	4.1	1.4	2.9	2.5	0.4	7.3	6.2	1.1
1998	5.6	4.2	1.4	3.1	2.6	0.5	7.6	6.4	1.2
1999	5.9	4.4	1.5	3.1	2.6	0.5	7.8	6.5	1.3
2000	6.3	4.7	1.5	3.1	2.6	0.5	7.8	6.5	1.3
2001	7.0	5.2	1.8	3.3	2.7	0.6	8.3	6.9	1.4
2002	7.7	5.6	2.2	3.6	2.9	0.7	8.9	7.2	1.7
2003	7.4	5.4	2.0	3.6	3.0	0.7	9.1	7.4	1.7
<b>Males</b>									
1997	4.6	3.4	1.2	2.4	2.1	0.4	6.1	5.2	0.9
1998	4.8	3.6	1.2	2.7	2.3	0.4	6.7	5.6	1.0
1999	5.1	3.8	1.4	2.7	2.3	0.4	6.8	5.7	1.1
2000	5.4	4.0	1.4	2.7	2.3	0.4	6.7	5.6	1.1
2001	6.1	4.5	1.6	3.0	2.5	0.5	7.4	6.3	1.2
2002	6.7	4.7	1.9	3.1	2.5	0.6	7.8	6.3	1.5
2003	6.5	4.8	1.8	3.3	2.7	0.6	8.2	6.7	1.5
<b>Females <sup>1</sup></b>									
1997	6.8	5.2	1.6	3.6	3.1	0.6	9.1	7.7	1.4
1998	6.8	5.1	1.6	3.6	3.0	0.6	9.1	7.6	1.5
1999	7.0	5.3	1.7	3.7	3.1	0.6	9.2	7.7	1.5
2000	7.5	5.7	1.8	3.8	3.1	0.6	9.4	7.8	1.6
2001	8.2	6.1	2.1	3.8	3.1	0.7	9.5	7.7	1.8
2002	9.2	6.7	2.5	4.2	3.4	0.8	10.5	8.4	2.0
2003	8.6	6.3	2.2	4.1	3.4	0.8	10.4	8.5	1.9

1. Data beginning in 1997 exclude maternity leave.

Table 14-2

## Absence rates for full-time employees by sex and workplace size - 100 employees and over, 1997 to 2003

	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
	percentage						days		
<b>100 to 500 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.9	4.6	1.3	3.3	2.9	0.5	8.3	7.2	1.1
1998	6.5	5.1	1.4	3.7	3.3	0.5	9.3	8.1	1.2
1999	6.7	5.2	1.5	3.7	3.2	0.5	9.4	8.1	1.3
2000	7.1	5.5	1.6	3.8	3.2	0.6	9.4	8.0	1.4
2001	7.6	5.8	1.8	3.8	3.2	0.6	9.6	8.0	1.6
2002	8.1	5.9	2.1	3.9	3.2	0.7	9.8	7.9	1.9
2003	8.1	6.0	2.1	4.1	3.4	0.7	10.3	8.5	1.8
<b>Males</b>									
1997	4.9	3.7	1.1	2.8	2.4	0.4	7.0	6.0	0.9
1998	5.5	4.3	1.2	3.2	2.8	0.4	8.0	7.0	1.0
1999	5.6	4.3	1.3	3.1	2.7	0.4	7.9	6.8	1.1
2000	6.1	4.8	1.4	3.3	2.9	0.5	8.3	7.2	1.2
2001	6.3	4.8	1.5	3.3	2.8	0.5	8.3	7.0	1.3
2002	7.0	5.0	2.0	3.4	2.7	0.7	8.6	6.8	1.8
2003	6.9	5.0	1.9	3.6	2.9	0.7	9.0	7.2	1.8
<b>Females <sup>1</sup></b>									
1997	7.5	5.8	1.7	4.2	3.6	0.6	10.5	9.0	1.5
1998	7.9	6.2	1.7	4.6	4.0	0.6	11.4	9.9	1.5
1999	8.3	6.5	1.8	4.7	4.0	0.6	11.6	10.0	1.6
2000	8.6	6.6	1.9	4.5	3.8	0.7	11.2	9.4	1.8
2001	9.4	7.3	2.1	4.6	3.9	0.8	11.5	9.6	1.9
2002	9.7	7.3	2.4	4.6	3.8	0.8	11.6	9.6	1.9
2003	9.7	7.4	2.3	4.9	4.2	0.8	12.3	10.4	1.9
<b>Over 500 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	6.1	4.8	1.4	3.6	3.1	0.5	8.9	7.7	1.2
1998	6.4	5.0	1.4	3.8	3.2	0.5	9.4	8.1	1.4
1999	6.6	5.1	1.4	3.7	3.2	0.5	9.3	8.1	1.2
2000	6.9	5.5	1.4	3.7	3.2	0.5	9.3	8.1	1.2
2001	7.7	6.1	1.6	3.9	3.3	0.6	9.8	8.3	1.5
2002	8.5	6.5	2.0	4.4	3.7	0.6	10.9	9.3	1.6
2003	8.3	6.4	1.9	4.3	3.6	0.7	10.7	9.0	1.7
<b>Males</b>									
1997	4.8	3.7	1.1	2.7	2.4	0.3	6.8	6.0	0.8
1998	5.6	4.3	1.2	3.2	2.8	0.5	8.0	6.9	1.2
1999	5.7	4.4	1.3	3.2	2.8	0.4	8.1	7.0	1.1
2000	5.8	4.5	1.3	3.1	2.6	0.4	7.6	6.6	1.0
2001	6.6	5.1	1.4	3.3	2.8	0.5	8.3	7.0	1.3
2002	7.1	5.3	1.8	3.6	3.0	0.6	8.9	7.5	1.4
2003	7.1	5.4	1.7	3.7	3.1	0.6	9.3	7.9	1.4
<b>Females <sup>1</sup></b>									
1997	8.2	6.5	1.7	4.9	4.2	0.7	12.3	10.5	1.8
1998	7.7	6.1	1.6	4.6	4.0	0.7	11.6	9.9	1.7
1999	7.9	6.2	1.7	4.4	3.9	0.6	11.1	9.7	1.4
2000	8.6	7.0	1.6	4.7	4.2	0.6	11.8	10.4	1.4
2001	9.3	7.4	1.9	4.8	4.1	0.7	12.0	10.2	1.8
2002	10.5	8.1	2.3	5.5	4.8	0.7	13.7	11.9	1.8
2003	9.9	7.6	2.2	5.1	4.3	0.8	12.7	10.7	2.1

1. Data beginning in 1997 exclude maternity leave.

Table 15-1

Absence rates for full-time employees by sex and job status, 1997 to 2003

	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
	percentage						days		
<b>Job status</b>									
<b>Permanent</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.6	4.2	1.4	3.0	2.6	0.5	7.6	6.4	1.2
1998	5.7	4.3	1.4	3.2	2.7	0.5	8.0	6.8	1.2
1999	6.1	4.6	1.5	3.3	2.8	0.5	8.2	6.9	1.3
2000	6.4	4.9	1.5	3.3	2.8	0.5	8.2	6.9	1.3
2001	7.0	5.3	1.8	3.4	2.8	0.6	8.6	7.1	1.5
2002	7.7	5.6	2.1	3.6	3.0	0.7	9.1	7.4	1.7
2003	7.4	5.5	2.0	3.7	3.0	0.7	9.2	7.6	1.7
<b>Males</b>									
1997	4.6	3.4	1.2	2.6	2.2	0.4	6.4	5.4	0.9
1998	4.9	3.7	1.2	2.8	2.4	0.4	7.0	5.9	1.0
1999	5.2	3.9	1.3	2.8	2.4	0.4	7.1	6.0	1.1
2000	5.5	4.2	1.4	2.9	2.4	0.4	7.2	6.1	1.1
2001	6.1	4.5	1.6	3.0	2.5	0.5	7.6	6.3	1.3
2002	6.6	4.7	1.9	3.2	2.6	0.6	8.0	6.4	1.6
2003	6.5	4.7	1.8	3.3	2.7	0.6	8.2	6.6	1.5
<b>Females <sup>1</sup></b>									
1997	6.8	5.2	1.7	3.8	3.1	0.6	9.4	7.8	1.5
1998	6.8	5.2	1.6	3.8	3.2	0.6	9.4	8.0	1.5
1999	7.2	5.4	1.8	3.9	3.3	0.6	9.7	8.2	1.6
2000	7.6	5.8	1.8	3.9	3.2	0.6	9.7	8.1	1.6
2001	8.3	6.2	2.0	4.0	3.3	0.7	10.0	8.2	1.8
2002	9.1	6.7	2.4	4.3	3.5	0.8	10.7	8.8	1.9
2003	8.7	6.5	2.2	4.3	3.6	0.8	10.8	8.9	1.9
<b>Non-permanent</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.5	3.1	1.4	2.1	1.7	0.5	5.3	4.2	1.2
1998	4.8	3.4	1.4	2.4	1.9	0.5	6.0	4.7	1.2
1999	4.9	3.5	1.4	2.5	2.0	0.5	6.3	5.0	1.2
2000	5.4	3.9	1.5	2.5	2.0	0.5	6.1	5.0	1.2
2001	6.4	4.7	1.7	3.0	2.4	0.6	7.5	5.9	1.6
2002	6.7	4.7	2.0	3.1	2.5	0.7	7.8	6.1	1.6
2003	6.4	4.6	1.9	3.1	2.4	0.7	7.7	6.1	1.6
<b>Males</b>									
1997	4.0	2.8	1.2	2.0	1.6	0.4	4.9	4.0	1.0
1998	4.3	3.0	1.3	2.3	1.8	0.4	5.7	4.6	1.1
1999	4.3	3.1	1.2	2.3	1.9	0.4	5.8	4.9	1.0
2000	4.8	3.5	1.3	2.3	1.9	0.4	5.8	4.8	1.1
2001	5.7	4.3	1.4	3.1	2.5	0.6	7.6	6.2	1.4
2002	6.0	4.2	1.8	3.0	2.4	0.6	7.5	5.9	1.6
2003	5.5	3.9	1.7	2.9	2.3	0.6	7.3	5.8	1.6
<b>Females <sup>1</sup></b>									
1997	5.2	3.6	1.7	2.4	1.8	0.6	6.0	4.5	1.5
1998	5.5	3.9	1.6	2.6	2.0	0.6	6.4	5.0	1.5
1999	5.7	4.1	1.6	2.8	2.1	0.6	6.9	5.3	1.6
2000	6.2	4.5	1.7	2.7	2.1	0.6	6.6	5.3	1.4
2001	7.2	5.2	2.1	3.0	2.2	0.7	7.4	5.6	1.8
2002	7.7	5.4	2.3	3.3	2.6	0.7	8.3	6.5	1.8
2003	7.6	5.5	2.2	3.3	2.6	0.7	8.3	6.5	1.7

1. Data beginning in 1997 exclude maternity leave.



Table 15-2

## Absence rates for full-time employees by sex and union coverage, 1997 to 2003

	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
	percentage						days		
<b>Union coverage</b>									
<b>Unionized</b>									
<b>Both sexes <sup>1</sup></b>									
1997	7.1	5.7	1.4	4.3	3.8	0.5	10.7	9.4	1.3
1998	7.2	5.9	1.3	4.5	4.0	0.5	11.3	10.0	1.3
1999	7.6	6.2	1.5	4.6	4.0	0.6	11.5	10.0	1.4
2000	7.9	6.4	1.6	4.5	3.9	0.6	11.2	9.7	1.5
2001	8.5	6.8	1.7	4.8	4.1	0.7	12.0	10.3	1.6
2002	9.4	7.3	2.1	5.1	4.3	0.8	12.7	10.8	1.9
2003	9.1	7.2	1.9	5.1	4.4	0.8	12.8	10.9	1.9
<b>Males</b>									
1997	5.8	4.6	1.2	3.5	3.1	0.4	8.8	7.8	1.0
1998	6.2	5.0	1.2	3.9	3.5	0.4	9.8	8.7	1.1
1999	6.5	5.3	1.3	4.0	3.5	0.5	10.0	8.8	1.2
2000	6.8	5.4	1.4	3.9	3.4	0.5	9.7	8.5	1.2
2001	7.4	5.9	1.5	4.3	3.7	0.5	10.7	9.4	1.4
2002	7.9	6.1	1.8	4.4	3.7	0.7	11.0	9.3	1.6
2003	7.9	6.2	1.7	4.6	3.9	0.7	11.5	9.7	1.7
<b>Females <sup>1</sup></b>									
1997	9.0	7.3	1.8	5.5	4.8	0.7	13.8	12.0	1.8
1998	8.7	7.2	1.6	5.5	4.8	0.7	13.7	12.0	1.7
1999	9.2	7.5	1.8	5.5	4.8	0.7	13.7	11.9	1.8
2000	9.5	7.7	1.9	5.4	4.6	0.7	13.5	11.6	1.8
2001	10.0	8.0	2.0	5.5	4.7	0.8	13.8	11.8	2.0
2002	11.5	8.9	2.5	6.1	5.1	0.9	15.2	12.9	2.3
2003	10.8	8.6	2.2	5.9	5.1	0.9	14.8	12.6	2.2
<b>Non-unionized</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.6	3.2	1.4	2.2	1.8	0.4	5.6	4.5	1.1
1998	4.8	3.4	1.4	2.4	1.9	0.5	6.0	4.8	1.2
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	6.2	4.4	1.8	2.7	2.1	0.6	6.7	5.3	1.4
2002	6.6	4.5	2.1	2.8	2.2	0.6	7.1	5.5	1.6
2003	6.4	4.4	2.0	2.9	2.3	0.6	7.2	5.7	1.6
<b>Males</b>									
1997	3.9	2.7	1.2	1.9	1.6	0.4	4.8	3.9	0.9
1998	4.1	2.9	1.2	2.1	1.7	0.4	5.3	4.2	1.0
1999	4.4	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	5.9	4.0	1.9	2.6	2.0	0.6	6.4	4.9	1.5
2003	5.6	3.8	1.8	2.6	2.0	0.6	6.4	5.0	1.4
<b>Females <sup>1</sup></b>									
1997	5.5	3.9	1.6	2.7	2.1	0.6	6.7	5.3	1.4
1998	5.7	4.0	1.6	2.8	2.2	0.5	7.0	5.6	1.4
1999	6.0	4.3	1.7	3.0	2.4	0.6	7.4	6.0	1.5
2000	6.4	4.7	1.7	3.0	2.4	0.6	7.4	6.0	1.4
2001	7.3	5.2	2.1	3.1	2.4	0.7	7.8	6.1	1.7
2002	7.6	5.3	2.3	3.2	2.6	0.7	8.1	6.4	1.7
2003	7.5	5.3	2.2	3.4	2.7	0.7	8.4	6.7	1.7

1. Data beginning in 1997 exclude maternity leave.

## Data Source

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This publication uses data from Statistics Canada's **Labour Force Survey (LFS)**. The LFS is a monthly household survey that collects data on the labour market activities of working-age Canadians, namely, those 15 years or over. Excluded from the survey are persons living in Yukon, Nunavut and the Northwest Territories, persons living on Indian reserves, inmates of institutions, and full-time members of the Canadian Armed Forces.

The majority of LFS statistics refer to a particular week each month (the reference week). The data in this publication are based on the average of the 12 reference weeks of the year in question. Annual average data eliminate the effects of seasonal movements and, being based on larger samples, considerably reduce sampling error.

The statistical objective of the LFS from its inception has been to break the working-age population into three mutually exclusive classifications-employed, unemployed, and not in the labour force-and to provide descriptive and explanatory data on each category.

The 1997 LFS redesign allowed, for the first time, the exclusion of maternity leave, a major factor in time lost by women for personal or family responsibilities. The LFS enhancements also added more classification variables. It is now possible, for example, to estimate work absence rates by workplace size, union coverage and job permanency. (Note that any changes in a questionnaire may yield data that differ slightly from those of earlier years.)

Section A of this publication provides absence rates for 2003 by a variety of factors; maternity leave is excluded from the personal or family responsibilities code. Section B provides time series including maternity absences for the period from 1991 to 1997, and excluding maternity absences from 1997 to 2003. The illness or disability absence rates were not affected by the redesign, nor were the rates for men.

Absence rates including and excluding maternity leave are presented for 1997 to provide some rough measure of the impact of the questionnaire changes on the series (however, users are cautioned against using this rough measure as an adjustment factor for the pre-redesign series).

For a fuller description of the LFS objectives, coverage, sampling techniques, concepts, definitions, and data quality, see Historical Labour Force Statistics (Catalogue no. 71-201-XPB) or visit the Internet at <http://www.statcan.ca/english/freepub/71-543-GIE/0000071-543-GIE.pdf> for the Guide to the Labour Force Survey.

## Definitions

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The population covered in this publication consists of full-time employees (30 hours or more per week) holding only one job.

Prior to the 1997 redesign, **usual hours worked** were the number of hours, paid or unpaid, usually worked by a full-time worker in a typical week. Beginning in 1997, usual hours refer to normal paid hours, not counting overtime. The effects of this change on absence rates are unclear.

For part-week absences, the respondent is asked to report the number of work hours missed; for full-week absences, hours missed are the usual hours worked. For workers with variable hours, the number of hours actually worked in the previous four weeks is averaged. Differences between this average and hours worked in the reference week attributable purely to work scheduling are not regarded as time lost or overtime.

Part-time workers, the self-employed and multiple jobholders are excluded from the data; definitions and reasons for the exclusion are as follows:

**Part-time workers** are employed persons who usually work less than 30 hours per week. Their work schedules generally provide them with more opportunity to attend to personal or family demands outside normal working hours than is the case for full-time workers. Also, events that would otherwise result in absences sometimes occur on days when the part-time worker is not scheduled to be at work. Not surprisingly, absence rates tend to be lower among part-time workers.

The **self-employed** includes all persons working for themselves in incorporated or unincorporated businesses, with or without paid help. Self-employed workers generally control their work schedules, so an 'absence from work' means something different for them than for employees. The same is true for unpaid workers in a family business.

**Multiple jobholders** are workers with two or more jobs. It is not possible using LFS data to link time they may have lost, or the reason for it, to a specific job. Also, since the LFS records an industry and occupation description only for the main job (the one involving the most hours per week), time lost cannot be accurately allocated to an industry or an occupation.

In 1997, the redesigned LFS split the personal or family responsibility work absence code into sub-categories, allowing maternity leave to be excluded. Women who have a full-time job but are on **maternity leave** have been excluded from Section A tables in this publication. Since these absences are mostly scheduled and long-term and affect only women, they have also been excluded from the post-redesign series in Section B.

**Industry and occupation** are based on the 1997 North American Industry Classification System and the 1991 Standard Occupational Classification.

**Workplace size/** refers to the number of employees at the location of employment. This may not reflect the total employment for firms operating in more than one location.

**Job tenure** refers to the number of consecutive months or years a person has worked for the current employer. The employee may have worked in one or more occupations or one location, or experienced periods of temporary layoff and still be considered to have continuous tenure if the employer has not changed. But if a person has worked for the same employer over different periods of time, job tenure measures the most recent period of uninterrupted work.

A **permanent job** is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date. A **non-permanent job** has a predetermined end date, or will end as soon as a specified project is completed. Included are jobs that are seasonal; temporary, term or contract, including work done through a temporary help agency; casual; and other temporary work.

**Census metropolitan area (CMA)** is an urbanized core with a total population of at least 100,000 together with its main labour market area (determined by commuting patterns). The CMA to which the job belongs is determined by the respondent's place of residence, not place of work.

## What is absenteeism?

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There are many kinds of absences. Some, such as annual vacations, are generally considered to be economically healthy for both the organization and the employee. Also, they are usually scheduled so that their effect upon the organization can be easily absorbed; the same is true for statutory holidays. Others, such as those caused by illness and family-related demands, are generally unscheduled. Some absences, such as those due to inclement weather, are uncontrollable, but some, like 'own illness,' can be controllable to some extent.

'Absenteeism,' used generally to refer to absences that are controllable, habitual and often unscheduled, is a source of irritation to employers and co-workers. Unscheduled absences are disruptive to proper work scheduling and output, and costly to an organization and the economy as a whole. Invariably, the absences are for personal reasons (namely, illness or disability, and personal or family responsibilities).

Although absenteeism is widely acknowledged to be a problem, it is not easy to quantify. The dividing line between controllable/uncontrollable, avoidable/unavoidable absences is difficult to draw, and absenteeism generally masquerades as legitimate absence. A data source such as the Labour Force Survey (LFS) can provide measures of time lost due to illness or disability, and personal or family responsibilities. However, within these categories, it is not possible to distinguish between avoidable/unavoidable, controllable/uncontrollable, or scheduled/unscheduled absences. LFS data on all absences for personal reasons can, however, be analysed to identify patterns or trends that indicate the effect of absenteeism.

This publication presents absence rates due to personal reasons, which accounted for about 28% of all time lost by full-time employees each week in 2001. Vacations, which accounted for about 47% of total time away from work, are not counted in this study, nor are statutory holidays, which represented 12%. Maternity leave accounted for 8% and other reasons, 6%.

The absence rate data in Section A were derived from the redesigned 1997 LFS Questionnaire (see Appendix). Questions 100, 150 to 154 and 157 are used to derive part-week absences and questions 100, 101, 130, 150 and 151, full-week absences.

## Reasons for absence

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The LFS redesign in 1997 resulted in changes being made to the reasons for being away all or part of the week. This publication provides data incorporating both the pre- and post-redesign reasons. In this way, new data can be examined and a time series can be maintained for comparison purposes.

Before the 1997 redesign, the LFS grouped the reasons as follows:

illness or disability	working short time (part-week absence)
personal or family responsibilities	laid off during week
weather (part-week absence)	new job started during week
labour dispute	seasonal business (full-week absence)
vacation	other
holiday (part-week absence)	

The first two reasons are referred to as absences from work for personal reasons. Persons absent because of illness or disability include those who missed work because of medical or dental appointments or other temporary health-related absences. Absence for personal or family responsibilities includes taking care of children, attending funerals, appearing in court, serving on a jury, and taking care of a sick family member. Longer absences, such as maternity leave, are also included.

After the redesign, reasons were changed to read:

own illness or disability	temporary layoff due to business conditions
caring for own children	holiday (legal or religious)
caring for elder relative (60 years or older)	weather
maternity leave (women only)	job started or ended during week
other personal or family responsibilities	working short time (because of material shortages, plant maintenance or repair, for instance)
vacation	other
labour dispute (strike or lockout)	

Illness or disability remain unchanged, whereas personal or family responsibilities now consist of caring for own children, caring for elder relative, and other personal or family responsibilities. Maternity leave is excluded from the estimates.

The elimination of maternity leave has led to an overall decline in women's work absence estimates for personal or family responsibilities.

## How absences are measured

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This publication uses three measures of absence.

The **incidence** of absence is the percentage of full-time employees reporting some absence in the reference week. In calculating incidence, the length of work absence-whether an hour, a day, or a full week-is irrelevant.

The **inactivity rate** shows hours lost as a proportion of the usual weekly hours of all full-time employees. It takes into account both the incidence and length of absence.

**Days lost per worker** are calculated by multiplying the inactivity rate by the estimated number of working days in the year (250).

The estimated number of working days in the year (250) is in line with other research in the field. This number assumes that the typical full-time employee works a 5-day week (the 1995 Survey of Work Arrangements showed that 75% of full-timers worked a 5-day week) and is entitled to all statutory holidays (around 10 days a year). Thus, the potential annual labour supply of a typical worker would be 52 weeks multiplied by 5, less 10 statutory holidays, or 250 days. This allows the days lost per worker in a year to be calculated.

Varying the number of working days would slightly alter the number of person-days lost in the year, but not the thrust of the findings as they relate to different industries, demographic groups, and so forth.

## Frequently asked questions

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**Q.** What is the data source for these absence rates?

**A.** The data are based on annual averages from the Labour Force Survey (see Data source), not a special survey of absenteeism.

Although the LFS was not specifically designed to capture the incidence and level of absence from work, it is the best source of data on the subject. Use of a household survey to provide such data is not unique to Canada. All countries belonging to the Organisation for Economic Co-operation and Development (OECD) have surveys like the LFS that provide data on persons 'with a job but not at work.' Many of these surveys look at the reasons for the difference between usual and actual hours worked (that is, number of hours absent) in the reference week; these data can be used to generate work absence rates. Unfortunately, differences in the classification of reasons for work absence, and in periodicity, etc., have made international comparisons difficult. Both the OECD and the International Labour Office are currently making efforts to promote the gathering and publication of comparable data.

Most firms and institutions in Canada keep records on worker absences for administrative and accounting purposes. Again, differences in coverage, periodicity and definitions limit comparability or across-industry aggregation of the data into meaningful national rates by sex, age, industry, occupation, and so forth.

**Q.** Is maternity leave included in the absence data?

**A.** As of 1997, women with a full-time job but on maternity leave are excluded from the data. Prior to the 1997 redesign, this was not possible. Maternity leave is not considered a reason for absenteeism since it is often scheduled and thus entails minimal disruption at the workplace.

**Q.** How are long-term disability absences treated?

**A.** The LFS does not distinguish between long- and short-term disability absences. Those who are absent but consider themselves 'employed,' and who receive full or partial pay from their employer, are included in the illness or disability category, irrespective of length of absence. In 2001, an average of 16,000 employees each week had been absent from work for over a year because of illness or disability. Their exclusion would have had a minimal effect on the overall findings.

**Q.** Are absences resulting from work-related injuries or illness included in the data?

**A.** The LFS does not ask if an illness or disability is work-related. Thus, all such absences are included in the data in this publication.

**Q.** Do the data include both paid and unpaid absences?

**A.** Yes, both are included. However, only persons on full-week absences are asked whether they received any wages from their employer for any time lost from work. Those on part-week absences are not asked this question.

**Q.** Does the LFS measure the effect of stress?

**A.** Not directly. While stress may be an important factor in explaining work absences, this reason and others, such as worker boredom (with repetitive work, for example), employer-employee relations, and poor working conditions—all of which affect work attendance—are not listed separately in the LFS response categories. Answers to such questions are often difficult to substantiate.



# Industry and occupation classifications

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In January 1999, the Labour Force Survey (LFS) began to release data using the North American Industry Classification System (NAICS) and the Standard Occupational Classification (SOC 1991). To aid labour market observers and analysts interested in trends, the LFS also recoded its data back to 1987 using NAICS and SOC 1991 standards and definitions.

The industry and occupation work absence data presented in this report are based on NAICS and SOC 1991, and as such differ from those contained in earlier reports and studies using the SIC 1980 and SOC 1980. A brief review of differences between the old and new classifications (including an examination of the LFS algorithm for classifying employment by industry and occupation) and comparison tables are presented below and in the appendix.

## Classifying employment by industry and occupation

### Questions classifying job activity

As part of the monthly LFS questionnaire, respondents who are currently employed, or who had a job or business within the previous 12 months, are asked to provide information on the nature of their work. The coding of industry, occupation and public/private status is based on the responses given to the following four questions:

#### ***For whom did (this person) work?***

If the respondent is self-employed, the question is customized to read 'What was the name of this person's business?'

#### ***What kind of business, industry or service was this?***

#### ***What kind of work was (this person) doing?***

#### ***What were (this person's) most important activities or duties?***

### Coding

The LFS uses a combination of automated and manual coding. Approximately 30% of industry and occupation codes are assigned automatically. The remainder are manually assigned by experienced coders.

### Public/private sector redefined

Another definitional change introduced by the LFS in January 1999 pertains to the public and private sectors of the economy.

The distinction between public and private sector employment is important in the analysis of output and employment growth. Prior to 1999, the LFS used 'ownership' as the basis for classification to the public sector. This differed slightly from the definition used by the System of National Accounts (SNA) (which was related to 'funding and control').

As of January 1999, LFS data have been harmonized to the SNA standard. Under the former 'ownership' rules, LFS classified about 60% of hospital workers to the private sector, within the broad group of health and social services. These workers are now coded as public. Under the old rules, employment by universities was coded to the private sector. This group is now also coded to the public sector. The sector data have been revised back to 1976.

## Data quality

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The Labour Force Survey produces estimates based on information drawn from a sample survey of households. Somewhat different estimates might have been obtained if a complete census had been taken using the same questionnaire, interviewers, supervisors, processing methods, and so forth. The difference between the estimates obtained from the sample and a complete count taken under similar conditions is called the sampling error of the estimate.

While the sampling error is not known, it can be estimated from the sample data. One measure used is the coefficient of variation (CV), which is the standard deviation expressed as a percentage of the estimate. Since it can be very time-consuming and expensive to compute CVs for a large number of estimates from a complex survey such as the LFS, an indirect measure of reliability may be used. Generally speaking, the larger the estimate, the smaller its CV. Analysis has shown that LFS estimates of less than 1,500 typically have high CVs, making them unreliable.

In this publication, absence rates at the national level are considered reliable enough if they are derived from estimates of at least 1,500. For example, in 1997 the estimated number of male full-time employees aged 65 and over was 32,700. Since the estimated number of these men with absences was below the reliability threshold of 1,500, no rates are shown. Estimates not reliable enough to be published are shown as 'F'.

For provinces and regions, reliability thresholds are as follows:

### Text Table 1

#### Reliability thresholds

Provinces and regions	Number
Atlantic provinces	500
Newfoundland and Labrador	500
Prince Edward Island	200
Nova Scotia	500
New Brunswick	500
Quebec	1,500
Ontario	1,500
Prairies	500
Manitoba	500
Saskatchewan	500
Alberta	1,500
British Columbia	1,500

Errors that are not related to sampling may occur at almost any phase of a survey operation. Interviewers may misunderstand instructions, respondents may make errors in answering questions, answers may be incorrectly entered on the questionnaire, or errors may be introduced in the processing and tabulation of the data. These are all examples of non-sampling errors.

Over a large number of observations, randomly occurring errors will have little effect on estimates derived from the survey. However, errors occurring systematically will contribute to biases in the survey estimates. Considerable time and effort was taken to reduce non-sampling errors in the survey. Quality-assurance measures, implemented at each stage of the data collection and processing cycle, included the use of well-trained and highly skilled interviewers, the observation of interviewers to detect problems of questionnaire design or misunderstanding of instructions, the use of procedures to ensure that data-capture errors were minimized, and the provision of coding and edit quality checks to verify the processing logic.