

Catalogue no. 71-211-X

# Work Absence Rates

2008



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## Symbols

The following standard symbols are used in Statistics Canada publications:

- . 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 suppressed to meet the confidentiality 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 indicate that both the incidence and the number of days lost for personal reasons (illness or disability, and personal or family responsibilities) have shown a rising trend since 1997. Several factors have contributed: notably, an aging workforce; the growing share of women in the workforce, especially mothers with young children; high worker stress; and more generous sick- and family-related leave benefits.
- 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 2008, the figure had risen to 8.7% (975,000). Total work time missed also rose steadily, from 3.0% of the scheduled week in 1997 to 4.0% in 2008. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.4 days per worker in 1997 to 10.0 days in 2008.
- Full-time employees in the public sector (more likely unionized or female) lost more work time in 2008 for personal reasons (about 13.3 days on average) than their private-sector counterparts (9.1 days).

# Analysis

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## Work absences

There are many kinds of absence. Some, such as annual vacation, 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. 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 — Data Source ).

## Recent trends—1997 to 2008

Since 2000, both the incidence and the number of days lost for personal reasons (illness or disability, and personal or family responsibilities) have shown a rising trend (chart 1). Several factors have contributed: notably, an aging workforce; the growing share of women in the workforce, especially those with young children; high worker stress;<sup>1</sup> and more generous sick- and family-related leave benefits.

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.<sup>2</sup> By 2008, the figure had risen to 8.7% (975,000) (table 6-1). Total work time missed also rose steadily, from 3.0% of the scheduled week in 1997 to 4.0% in 2008; this was slightly down from 2007. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.4 days per worker in 1997 to 10.0 days in 2008.

## Variations in absence rates in 2008

Absence for personal reasons differs among various worker groups. Several factors are responsible, principally working conditions (physical environment, degree of job stress, 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 pre-school children or 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 2008 by selected demographic characteristics, occupation and industry, and other attributes such as union and job status.

1. For more information on this subject, see Margot Shields, "Stress, health and the benefit of social support," *Health Reports* (Statistics Canada Catalogue 82-003-X) vol. 15, no. 1, January 2004. Also see Cara Williams, "Sources of workplace stress," *Perspectives on Labour and Income* (Statistics Canada Catalogue 75-001-X) vol. 4, no. 6, June 2003 online edition.
2. 1997 marks the introduction of the revised Labour Force Survey questionnaire.

## Demographic differences

In 2008, excluding women on maternity leave, an estimated 8.7% of full-time employees missed some work each week for personal reasons: 6.1% for own illness or disability, and 2.6% for personal or family responsibilities (table 6-1). As a result, full-time employees lost about 4.0% of their work time each week.

On average, each full-time employee lost 10.0 days in 2008 for personal reasons (7.9 for own illness or disability plus 2.1 for personal or family demands). This amounted to an estimated 113 million workdays for all full-time employees. Men lost fewer days than women—8.8 (6.7 for illness or disability plus 2.1 for personal or family demands) versus 11.8 (9.6 plus 2.2).

The presence of pre-school aged children exerts a strong influence on work absences for personal or family responsibilities. In 2008, full-time employees in families with at least one pre-school aged child lost an average of 6.1 days, compared with only 1.6 for those in families without children (table 1-3).

The growing prevalence of family-leave entitlements in the workplace, the extension of Employment Insurance parental benefits,<sup>3</sup> and the greater involvement of fathers in child care appear to have eliminated the difference between the sexes with respect to personal and family-related absences (Marshall 2003; Marshall 2008). In 1997, women with pre-school aged children and working full time lost 4.1 days for such reasons, compared with 1.8 days for men in similar circumstances. By 2006, the gap had narrowed considerably (6.2 days for women versus 5.4 for men), and in 2007, it actually reversed (6.3 days for men versus 4.8 for women). In 2008, men with pre-school aged children and working full time again lost more time than women in similar circumstances (6.5 days versus 5.4).

Workdays missed because of illness or disability tended to rise with age, from an average of 5.1 days for youth (15 to 19) to 12.0 for full-time employees aged 55 to 64 (table 1-1).

## Industry and sector

Work absence rates differ by sector (public or private) and industry, with almost all of the difference arising from illness and disability absences (table 2-1). 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 of paid sick or family leave.

Full-time employees in the public sector (more likely unionized or female) lost more work time in 2008 for personal reasons (13.3 days, compared with 12.8 in 2007) than their private-sector counterparts (9.1 days, compared with 9.5 in 2007).

At the major (2-digit) industry level, the most workdays were missed by employees in health care and social assistance (14.9 days), public administration (13.8), and transportation and warehousing (12.3).

The lowest averages were recorded by full-time workers in professional, scientific and technical services (6.3 days). Those in accommodation and food services also missed fewer workdays (7.3).

## Occupation

Contributing factors for absence rates by occupation are similar to those for industry (table 3-1). Again, as by major industry, differences arise mainly from time lost due to illness or disability.

The most days lost in 2008 were recorded for full-time employees in health occupations (16.1), and occupations unique to production (13.5). Workers in management (6.3), and in natural and applied sciences (7.8) recorded the fewest days lost.

3. In December 2000, changes in Employment Insurance regulations extended the duration of parental leave benefits from 10 to 35 weeks. The 35 weeks can be taken by one (qualifying) parent, or they can be split between both (qualifying) parents.

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

Full-time workers who belonged to unions or were covered by collective agreements missed more workdays on average in 2008 for personal reasons than their non-unionized counterparts (13.9 versus 8.2) (table 1-6).

Workers with permanent jobs (more likely to be unionized) lost more workdays (10.2) than those whose jobs were not permanent (8.2).

Days lost tended to rise with workplace size, increasing from a low of 8.5 in workplaces with fewer than 20 employees (firms more likely to have low union rates) to 11.9 in workplaces with more than 500 employees (firms likely to have high union rates) (table 1-4).

Days lost tended to rise with job tenure, with almost all the differences arising from illness and disability (table 1-5). Employees with tenure of up to one year lost 7.5 days, while those with over 14 years lost 12.4 days (the latter group were also likely older).

### Province and CMA

Work absence levels differed by geographic area (table 1-7), with most of the variation again arising from illness or disability.

Full-time employees in Quebec (11.6) and Nova Scotia (11.4) lost the most work time in 2008. Those in Alberta (8.3) and Prince Edward Island (9.0) lost the least.

Among the census metropolitan areas, Saguenay (13.7), Greater Sudbury (13.6) and Trois-Rivières (12.8) lost the most days per full-time worker (table 1-8). Kitchener-Waterloo (7.4), Calgary (8.1) and Toronto (8.3) had the least.

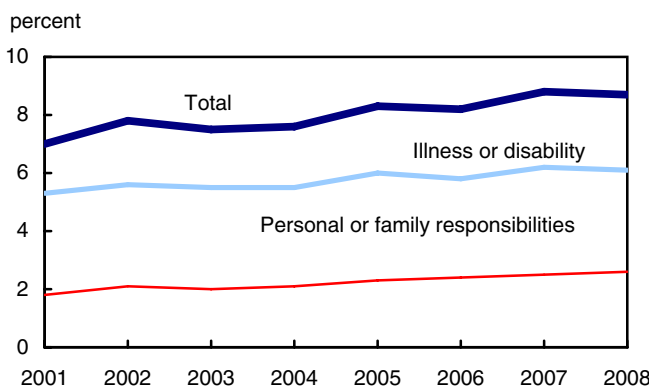
### References

Marshall, Katherine. 2003. "Benefiting from extended parental leave". Perspectives on Labour and Income. Vol. 4, no. 3. March. Statistics Canada Catalogue no. 75-001-XIE.

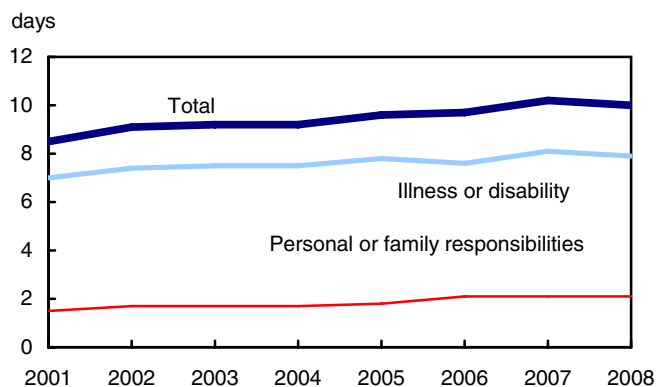
Marshall, Katherine. 2008. "Fathers' use of paid parental leave". Perspectives on Labour and Income. Vol. 9, no. 6. June. Statistics Canada Catalogue no. 75-001-XIE.

**Chart 1**  
The incidence of work absences due to personal reasons and the resulting days lost

**Weekly incidence**



**Days lost per worker in year**



## Related products

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### Selected publications from Statistics Canada

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71-526-X	Methodology of the Canadian Labour Force Survey
71F0004X	Labour Force Historical Review
71M0001X	Labour Force Survey Microdata File
75-001-X	Perspectives on Labour and Income

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### Selected CANSIM tables from Statistics Canada

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109-5304	Unemployment rate, by age group, Canada, provinces, health regions (June 2005 boundaries) and peer groups, annual
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282-0076	Labour force survey estimates (LFS), employees by establishment size, North American Industry Classification System (NAICS), sex and age group, annual
282-0077	Labour force survey estimates (LFS), employees by union coverage, North American Industry Classification System (NAICS), sex and age group, unadjusted for seasonality, monthly
282-0078	Labour force survey estimates (LFS), employees by union coverage, North American Industry Classification System (NAICS), sex and age group, annual
282-0079	Labour force survey estimates (LFS), employees by job permanency, North American Industry Classification System (NAICS), sex and age group, unadjusted for seasonality, monthly
282-0080	Labour force survey estimates (LFS), employees by job permanency, North American Industry Classification System (NAICS), sex and age group, annual
282-0081	Labour force survey estimates (LFS), employees working overtime (weekly) by National Occupational Classification for Statistics (NOC-S), sex and age group, unadjusted for seasonality, monthly
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282-0098	Labour force survey estimates (LFS), employment by urban and rural areas based on 2001 census boundaries, class of worker and North American Industry Classification System (NAICS), unadjusted for seasonality, monthly
282-0099	Labour force survey estimates (LFS), employment by urban and rural areas based on 2001 census boundaries, class of worker and North American Industry Classification System (NAICS), annual

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**Selected surveys from Statistics Canada**

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**Selected summary tables from Statistics Canada**

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- *Labour force characteristics*
- *Employment by industry*
- *Selected economic indicators, Canada and United States (monthly and quarterly)*
- *Days lost per worker due to illness or disability, by sex, by provinces*
- *Economic indicators, by province and territory (monthly and quarterly)*
- *Labour force and participation rates by sex and age group*
- *Labour force, employed and unemployed, numbers and rates, by provinces*
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- *Reasons for part-time work by sex and age group*
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- *Employment by age, sex, type of work, class of worker and provinces (monthly)*
- *Employment by major industry groups, seasonally adjusted, by provinces (monthly)*
- *Actual hours worked per week by industry, seasonally adjusted (monthly)*
- *Average hourly wages of employees by selected characteristics and profession, unadjusted data, by provinces (monthly)*

- *Labour force characteristics, seasonally adjusted, by province (monthly)*
- *Labour force characteristics, unadjusted, by province (monthly)*
- *Labour force characteristics, seasonally adjusted, by census metropolitan area (3 month moving average)*
- *Labour force characteristics, unadjusted, by census metropolitan area (3 month moving average)*
- *Labour force characteristics, unadjusted, by economic region (3 month moving average)*

# Statistical tables

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**Table 1-1**  
**Absence rates for full-time employees by sex and age, 2008 <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
	percent						days		
<b>Both sexes</b>									
15-19 years	7.0	5.2	1.8	2.6	2.1	0.6	6.6	5.1	1.4
20- 24 years	8.0	5.8	2.2	3.0	2.3	0.7	7.4	5.7	1.7
25-34 years	8.8	5.7	3.1	3.7	2.5	1.1	9.2	6.4	2.8
35-44 years	8.9	5.9	3.0	3.9	2.9	1.0	9.9	7.3	2.5
45-54 years	8.3	6.2	2.2	4.2	3.5	0.7	10.5	8.9	1.7
55-64 years	9.4	7.3	2.1	5.4	4.8	0.6	13.6	12.0	1.6
65 years and over	7.8	5.6	2.2	4.5	3.7	0.8	11.4	9.3	2.0
<b>Males</b>									
15-19 years	6.9	5.0	1.8	2.6	2.0	0.6	6.4	5.0	1.4
20- 24 years	7.4	5.4	2.0	2.9	2.3	0.6	7.3	5.7	1.6
25-34 years	7.3	4.4	2.9	3.1	1.9	1.2	7.7	4.8	2.9
35-44 years	7.6	4.9	2.7	3.4	2.4	1.0	8.4	5.9	2.5
45-54 years	7.3	5.3	2.0	3.7	3.1	0.6	9.3	7.8	1.5
55-64 years	8.2	6.2	2.0	4.7	4.2	0.6	11.9	10.4	1.4
65 years and over	8.1	5.9	F	4.8	4.0	F	12.0	10.0	F
<b>Females</b>									
15-19 years	7.3	5.5	1.8	2.7	2.1	0.6	6.8	5.3	1.5
20- 24 years	8.8	6.4	2.4	3.0	2.3	0.7	7.6	5.7	1.8
25-34 years	10.9	7.5	3.4	4.5	3.5	1.0	11.3	8.7	2.6
35-44 years	10.6	7.3	3.3	4.7	3.7	1.0	11.8	9.3	2.5
45-54 years	9.5	7.2	2.3	4.8	4.1	0.8	12.1	10.1	2.0
55-64 years	10.9	8.6	2.2	6.4	5.7	0.7	15.9	14.2	1.8
65 years and over	7.4	5.2	F	4.0	3.2	F	10.0	8.0	F

1. Excluding maternity leave.

**Table 1-2**  
**Absence rates for full-time employees by sex and education attainment, 2008 <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
	percent						days		
<b>Both sexes</b>									
Less than grade 9	9.2	7.1	2.1	5.6	4.8	0.8	14.0	12.1	1.9
Some secondary	10.0	7.3	2.7	5.1	4.2	0.9	12.8	10.5	2.4
High school graduation	8.3	6.0	2.3	4.0	3.2	0.8	9.9	8.0	1.9
Some postsecondary	9.4	6.7	2.6	4.2	3.3	0.9	10.6	8.3	2.2
Postsecondary certificate or diploma	9.0	6.3	2.7	4.3	3.4	0.9	10.7	8.5	2.2
University degree	7.7	5.1	2.6	3.1	2.2	0.9	7.7	5.5	2.2
<b>Males</b>									
Less than grade 9	8.8	6.9	1.9	5.2	4.5	0.6	12.9	11.4	1.5
Some secondary	8.8	6.3	2.5	4.4	3.5	0.9	10.9	8.7	2.2
High school graduation	7.5	5.3	2.2	3.6	2.9	0.8	9.1	7.2	1.9
Some postsecondary	8.1	5.5	2.5	3.6	2.7	0.9	9.0	6.6	2.3
Postsecondary certificate or diploma	7.6	5.1	2.4	3.6	2.8	0.8	9.1	7.0	2.1
University degree	6.4	3.9	2.5	2.6	1.7	0.9	6.5	4.2	2.3
<b>Females</b>									
Less than grade 9	10.0	7.5	2.5	6.5	5.4	1.1	16.3	13.6	2.8
Some secondary	12.2	9.1	3.1	6.8	5.7	1.1	16.9	14.2	2.7
High school graduation	9.4	6.9	2.6	4.4	3.6	0.8	11.0	9.0	2.0
Some postsecondary	11.1	8.4	2.8	5.1	4.3	0.8	12.9	10.8	2.0
Postsecondary certificate or diploma	10.8	7.8	3.0	5.1	4.2	0.9	12.8	10.5	2.3
University degree	9.1	6.4	2.7	3.7	2.8	0.8	9.2	7.1	2.1

1. Excluding maternity leave.

**Table 1-3**  
**Absence rates for full-time employees by sex and presence of children, 2008<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
	percent						days		
<b>Both sexes</b>									
With children	9.4	6.0	3.4	4.3	3.1	1.2	10.8	7.9	3.0
Preschoolers, under 5 years	11.7	6.2	5.5	5.4	3.0	2.4	13.5	7.4	6.1
Children 5-12 years	8.8	5.8	3.0	3.8	3.0	0.8	9.4	7.4	2.0
Children 13 years and over	8.1	6.0	2.1	4.0	3.4	0.6	10.0	8.5	1.5
Without children	8.2	6.1	2.0	3.8	3.2	0.6	9.5	7.9	1.6
<b>Males</b>									
With children	7.9	4.7	3.1	3.7	2.5	1.2	9.3	6.2	3.1
Preschoolers, under 5 years	10.2	5.0	5.3	4.9	2.3	2.6	12.2	5.7	6.5
Children 5-12 years	6.7	4.3	2.4	2.9	2.2	0.7	7.2	5.6	1.7
Children 13 years and over	6.7	4.9	1.8	3.4	2.9	0.5	8.4	7.2	1.2
Without children	7.2	5.3	1.9	3.4	2.8	0.6	8.4	6.9	1.4
<b>Females</b>									
With children	11.2	7.5	3.7	5.1	4.0	1.1	12.8	10.0	2.8
Preschoolers, under 5 years	14.3	8.4	5.9	6.5	4.3	2.1	16.2	10.8	5.4
Children 5-12 years	11.2	7.5	3.8	4.8	3.9	1.0	12.1	9.7	2.4
Children 13 years and over	9.6	7.1	2.5	4.7	3.9	0.7	11.7	9.8	1.9
Without children	9.4	7.2	2.2	4.4	3.7	0.7	11.1	9.3	1.8

1. Excluding maternity leave.

**Table 1-4**  
**Absence rates for full-time employees by sex and workplace size, 2008<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
	percent						days		
<b>Both sexes</b>									
Under 20 employees	7.6	5.1	2.6	3.4	2.6	0.8	8.5	6.4	2.1
20 to 99 employees	8.7	6.1	2.6	3.9	3.1	0.8	9.7	7.7	2.1
100 to 500 employees	9.5	6.9	2.6	4.6	3.6	0.9	11.4	9.1	2.3
Over 500 employees	9.5	7.0	2.5	4.8	3.9	0.9	11.9	9.7	2.2
<b>Males</b>									
Under 20 employees	6.7	4.4	2.3	3.1	2.3	0.8	7.7	5.8	1.9
20 to 99 employees	7.5	5.0	2.4	3.4	2.6	0.8	8.4	6.4	2.0
100 to 500 employees	8.2	5.7	2.5	4.0	3.0	0.9	9.9	7.5	2.4
Over 500 employees	7.9	5.6	2.3	4.0	3.1	0.9	9.9	7.7	2.2
<b>Females</b>									
Under 20 employees	8.7	5.8	2.9	3.8	2.9	0.9	9.5	7.2	2.3
20 to 99 employees	10.2	7.4	2.8	4.6	3.8	0.8	11.5	9.4	2.1
100 to 500 employees	11.3	8.5	2.8	5.4	4.6	0.9	13.6	11.4	2.2
Over 500 employees	11.4	8.7	2.7	5.8	4.9	0.9	14.5	12.3	2.2

1. Excluding maternity leave.



**Table 1-5**  
**Absence rates for full-time employees by sex and job tenure, 2008 <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
	percent						days		
<b>Both sexes</b>									
1 to 12 months	7.7	5.3	2.4	3.0	2.2	0.8	7.5	5.6	1.9
Over 1 to 5 years	8.5	5.8	2.7	3.8	2.9	0.9	9.5	7.2	2.3
Over 5 to 9 years	9.3	6.4	2.9	4.4	3.3	1.1	10.9	8.3	2.6
Over 9 to 14 years	8.9	6.0	2.8	4.2	3.3	0.9	10.6	8.3	2.3
Over 14 years	9.2	6.9	2.3	4.9	4.2	0.7	12.4	10.6	1.8
<b>Males</b>									
1 to 12 months	6.8	4.7	2.2	2.7	2.0	0.7	6.8	5.0	1.8
Over 1 to 5 years	7.4	4.9	2.5	3.4	2.5	0.9	8.5	6.2	2.3
Over 5 to 9 years	7.8	5.0	2.8	3.7	2.6	1.1	9.2	6.4	2.8
Over 9 to 14 years	7.4	4.9	2.5	3.4	2.6	0.8	8.6	6.5	2.0
Over 14 years	8.1	5.9	2.2	4.3	3.7	0.7	10.9	9.2	1.7
<b>Females</b>									
1 to 12 months	8.9	6.2	2.7	3.4	2.6	0.8	8.4	6.4	2.0
Over 1 to 5 years	10.0	7.0	2.9	4.3	3.5	0.9	10.9	8.7	2.2
Over 5 to 9 years	11.0	8.0	3.1	5.2	4.2	1.0	13.1	10.6	2.5
Over 9 to 14 years	10.7	7.5	3.2	5.3	4.2	1.0	13.2	10.6	2.6
Over 14 years	10.5	8.2	2.4	5.7	4.9	0.8	14.3	12.3	2.0

1. Excluding maternity leave.

**Table 1-6**  
**Absence rates for full-time employees by sex, job status and union coverage, 2008 <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
	percent						days		
<b>Job status</b>									
<b>Both sexes</b>									
Permanent	8.8	6.2	2.6	4.1	3.2	0.9	10.2	8.1	2.2
Non-permanent	7.6	5.1	2.5	3.3	2.5	0.8	8.2	6.2	2.0
<b>Males</b>									
Permanent	7.5	5.1	2.4	3.5	2.7	0.9	8.9	6.7	2.1
Non-permanent	6.7	4.6	2.1	3.1	2.4	0.7	7.8	6.0	1.8
<b>Females</b>									
Permanent	10.3	7.5	2.8	4.8	3.9	0.9	12.0	9.9	2.2
Non-permanent	8.6	5.7	2.9	3.6	2.6	1.0	9.0	6.5	2.4
<b>Union coverage</b>									
<b>Both sexes</b>									
Unionized	10.6	8.0	2.6	5.5	4.6	1.0	13.9	11.5	2.4
Non-unionized	7.7	5.1	2.6	3.3	2.5	0.8	8.2	6.2	2.0
<b>Males</b>									
Unionized	9.0	6.6	2.4	4.8	3.8	1.0	12.0	9.6	2.4
Non-unionized	6.7	4.4	2.4	2.9	2.1	0.8	7.3	5.3	2.0
<b>Females</b>									
Unionized	12.5	9.7	2.8	6.5	5.5	1.0	16.2	13.8	2.4
Non-unionized	9.0	6.2	2.8	3.8	3.0	0.8	9.6	7.5	2.1

1. Excluding maternity leave.

**Table 1-7**  
**Absence rates for full-time employees by sex, province and region, 2008<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
	percent						days		
<b>Both sexes</b>									
Atlantic provinces	8.8	6.5	2.2	4.3	3.6	0.7	10.8	8.9	1.8
Newfoundland and Labrador	7.7	6.0	1.7	3.9	3.3	0.6	9.8	8.2	1.6
Prince Edward Island	7.3	5.4	2.0	3.6	3.0	0.6	9.0	7.4	1.5
Nova Scotia	9.4	7.0	2.3	4.6	3.9	0.7	11.4	9.7	1.7
New Brunswick	9.0	6.6	2.4	4.4	3.5	0.9	11.0	8.8	2.2
Quebec	9.1	6.4	2.7	4.6	3.7	0.9	11.6	9.2	2.3
Ontario	8.6	5.9	2.7	3.8	2.9	0.9	9.5	7.4	2.2
Prairie provinces	8.6	5.9	2.6	3.7	2.8	0.9	9.2	6.9	2.3
Manitoba	10.0	7.3	2.7	4.5	3.6	0.8	11.2	9.0	2.1
Saskatchewan	9.6	6.7	2.9	4.2	3.2	1.0	10.5	8.1	2.4
Alberta	7.9	5.4	2.6	3.3	2.4	0.9	8.3	6.1	2.3
British Columbia	8.2	6.1	2.0	3.9	3.2	0.7	9.8	8.0	1.8
<b>Males</b>									
Atlantic provinces	7.5	5.5	2.0	3.7	3.1	0.7	9.4	7.7	1.7
Newfoundland and Labrador	5.8	4.4	1.4	3.0	2.5	0.5	7.6	6.2	1.3
Prince Edward Island	6.2	4.3	1.8	2.9	2.2	0.6	7.1	5.6	1.6
Nova Scotia	8.5	6.3	2.2	4.2	3.6	0.6	10.6	9.0	1.6
New Brunswick	7.6	5.4	2.2	3.8	3.0	0.8	9.5	7.5	2.0
Quebec	8.0	5.3	2.7	4.2	3.0	1.2	10.4	7.5	2.9
Ontario	7.4	5.0	2.5	3.3	2.5	0.8	8.3	6.3	1.9
Prairie provinces	7.1	4.8	2.3	3.0	2.2	0.8	7.6	5.5	2.0
Manitoba	8.8	6.5	2.4	4.0	3.3	0.8	10.1	8.2	1.9
Saskatchewan	8.2	5.5	2.7	3.6	2.7	0.9	9.0	6.7	2.3
Alberta	6.4	4.1	2.2	2.6	1.8	0.8	6.5	4.6	2.0
British Columbia	7.1	5.3	1.9	3.5	2.9	0.7	8.8	7.2	1.6
<b>Females</b>									
Atlantic provinces	10.2	7.8	2.5	5.0	4.2	0.8	12.5	10.5	2.0
Newfoundland and Labrador	9.9	7.8	2.1	5.1	4.3	0.8	12.8	10.9	1.9
Prince Edward Island	8.5	6.4	2.1	4.4	3.8	0.6	11.1	9.6	1.5
Nova Scotia	10.4	7.8	2.5	5.0	4.2	0.7	12.4	10.6	1.8
New Brunswick	10.5	7.9	2.6	5.1	4.2	0.9	12.8	10.5	2.3
Quebec	10.5	7.8	2.7	5.3	4.6	0.6	13.2	11.5	1.6
Ontario	9.9	7.0	3.0	4.4	3.5	1.0	11.1	8.7	2.5
Prairie provinces	10.6	7.6	3.1	4.7	3.6	1.1	11.7	9.0	2.6
Manitoba	11.5	8.3	3.2	5.1	4.1	1.0	12.7	10.3	2.4
Saskatchewan	11.4	8.3	3.1	5.0	4.0	1.0	12.6	10.1	2.5
Alberta	10.2	7.1	3.0	4.5	3.4	1.1	11.1	8.4	2.7
British Columbia	9.5	7.2	2.3	4.5	3.7	0.8	11.2	9.2	1.9

1. Excluding maternity leave.

**Table 1-8**  
**Absence rates for full-time employees by sex and census metropolitan area (CMA), 2008 1,2**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent			percent			days		
<b>CMA</b>									
<b>Both sexes</b>									
ALL CMAs	8.6	6.0	2.6	3.9	3.0	0.9	9.7	7.5	2.1
St. John's	8.5	6.7	1.9	3.8	3.2	0.5	9.5	8.1	1.4
Halifax	9.9	7.2	2.6	4.4	3.6	0.8	10.9	9.0	1.9
Saint John	8.4	5.9	2.5	4.0	3.1	0.9	10.1	7.7	2.4
Gatineau	11.9	8.1	3.8	5.0	3.8	1.2	12.6	9.5	3.0
Montréal	9.3	6.3	3.0	4.6	3.5	1.0	11.4	8.8	2.6
Québec	8.6	6.0	2.6	3.8	3.1	0.7	9.4	7.6	1.8
Saguenay <sup>3</sup>	8.9	6.7	F	5.5	4.6	F	13.7	11.6	F
Sherbrooke	8.5	6.3	F	4.6	3.8	F	11.6	9.6	F
Trois-Rivières	9.4	7.5	F	5.1	4.5	F	12.8	11.3	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	10.4	7.4	F	5.4	4.3	F	13.6	10.7	F
Hamilton	8.5	6.0	2.5	4.2	3.3	0.9	10.4	8.2	2.2
Kingston	9.5	6.5	2.9	4.0	3.2	0.9	10.0	7.9	2.2
Kitchener	7.7	4.9	2.8	3.0	2.2	0.8	7.4	5.5	1.9
London	8.3	5.8	2.5	3.4	2.7	0.7	8.5	6.8	1.6
Oshawa	9.1	6.4	2.6	4.4	3.5	0.9	11.0	8.7	2.3
Ottawa	10.4	6.9	3.5	4.3	3.2	1.1	10.8	8.1	2.7
St. Catharines-Niagara	9.6	6.4	3.1	4.5	3.5	1.0	11.2	8.6	2.5
Thunder Bay	10.2	7.7	F	4.9	4.0	F	12.2	10.0	F
Toronto	7.8	5.3	2.4	3.3	2.5	0.8	8.3	6.4	2.0
Windsor	9.5	6.6	2.9	4.8	3.8	1.1	12.1	9.5	2.6
Winnipeg	9.9	7.4	2.6	4.3	3.6	0.8	10.8	8.9	1.9
Regina	10.5	7.7	2.8	4.5	3.6	0.9	11.2	8.9	2.2
Saskatoon	8.8	6.4	2.4	3.6	2.9	0.8	9.1	7.2	1.9
Calgary	7.7	5.2	2.4	3.2	2.3	0.9	8.1	5.8	2.3
Edmonton	8.8	5.8	3.0	3.6	2.6	1.0	8.9	6.5	2.4
Abbotsford	8.8	7.2	F	4.5	3.9	F	11.2	9.7	F
Vancouver	7.5	5.7	1.8	3.4	2.8	0.6	8.5	7.1	1.5
Victoria	10.1	7.6	2.5	4.4	3.7	0.8	11.0	9.2	1.9
Non-CMAs	8.7	6.1	2.6	4.4	3.5	0.9	10.9	8.7	2.2
Urban centres	8.8	6.4	2.5	4.3	3.4	0.9	10.7	8.6	2.1
<b>Males</b>									
ALL CMAs	7.5	5.0	2.4	3.3	2.5	0.8	8.4	6.3	2.1
St. John's	6.2	4.7	1.5	2.8	2.3	0.5	6.9	5.7	1.2
Halifax	9.2	6.6	2.5	4.1	3.4	0.7	10.3	8.4	1.9
Saint John	7.5	5.1	2.4	3.5	2.7	0.8	8.7	6.6	2.0
Gatineau	10.8	7.1	3.7	4.9	3.3	1.5	12.1	8.3	3.8
Montréal	8.2	5.2	3.0	4.0	2.8	1.3	10.1	6.9	3.2
Québec	7.3	4.5	2.8	3.2	2.3	0.9	7.9	5.6	2.3
Saguenay <sup>3</sup>	8.5	F	F	5.6	F	F	14.0	F	F
Sherbrooke	6.7	0.0	F	3.5	0.0	F	8.8	0.0	F
Trois-Rivières	8.0	F	F	4.3	F	F	10.8	F	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	8.9	6.2	F	4.7	3.6	F	11.8	9.1	F
Hamilton	7.9	5.4	2.5	3.6	2.8	0.8	9.0	7.0	2.0
Kingston	8.5	0.0	F	3.9	0.0	F	9.7	0.0	F
Kitchener	6.0	3.6	2.3	2.0	1.3	0.6	4.9	3.3	1.6
London	6.9	4.7	2.2	3.0	2.4	0.6	7.6	6.1	1.5
Oshawa	7.2	5.3	0.0	3.6	3.0	0.0	9.1	7.5	0.0
Ottawa	9.2	5.8	3.4	3.9	2.7	1.1	9.6	6.8	2.8
St. Catharines-Niagara	8.3	5.2	F	3.8	2.8	F	9.4	6.9	F
Thunder Bay	8.3	F	F	3.9	F	F	9.7	F	F
Toronto	6.8	4.5	2.2	2.9	2.2	0.7	7.2	5.5	1.7
Windsor	8.8	6.0	2.9	4.5	3.4	1.2	11.3	8.4	2.9
Winnipeg	9.0	6.8	2.2	4.1	3.4	0.7	10.3	8.5	1.8
Regina	9.1	6.5	2.6	3.7	3.0	0.8	9.3	7.4	2.0
Saskatoon	6.7	4.6	2.2	2.7	2.0	0.7	6.9	5.0	1.9
Calgary	6.1	3.9	2.2	2.5	1.7	0.8	6.1	4.2	1.9
Edmonton	7.4	4.8	2.6	2.9	2.1	0.8	7.3	5.3	2.1

See footnotes at the end of the table.

Table 1-8 – continued

Absence rates for full-time employees by sex and census metropolitan area (CMA), 2008 <sup>1,2</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
	percent						days		
Abbotsford	7.9	6.3	F	3.7	3.3	F	9.3	8.3	F
Vancouver	6.5	4.9	1.6	3.0	2.5	0.5	7.6	6.3	1.2
Victoria	8.8	6.6	0.0	3.9	3.2	0.0	9.7	8.1	0.0
Non-CMAs	7.5	5.1	2.3	3.9	3.0	0.9	9.7	7.6	2.1
Urban centres	7.6	5.3	2.3	3.7	2.9	0.8	9.3	7.2	2.1
<b>Females</b>									
ALL CMAs	10.0	7.2	2.8	4.5	3.7	0.9	11.3	9.2	2.2
St. John's	11.1	8.8	2.3	5.0	4.4	0.6	12.5	11.0	1.5
Halifax	10.6	7.9	2.8	4.6	3.9	0.8	11.6	9.7	1.9
Saint John	9.6	6.8	2.7	4.7	3.6	1.1	11.8	9.1	2.8
Gatineau	13.1	9.2	3.9	5.2	4.4	0.9	13.0	10.9	2.1
Montréal	10.6	7.6	3.0	5.2	4.5	0.7	13.1	11.3	1.8
Québec	10.1	7.8	2.3	4.5	4.0	0.4	11.2	10.1	1.1
Saguenay <sup>3</sup>	9.4	0.0	F	5.3	0.0	F	13.2	0.0	F
Sherbrooke	10.6	8.4	F	6.0	5.4	F	15.1	13.4	F
Trois-Rivières	11.3	F	F	6.3	F	F	15.8	F	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	12.4	9.0	F	6.4	5.2	F	16.0	12.9	F
Hamilton	9.3	6.7	2.5	4.9	3.9	1.0	12.3	9.7	2.5
Kingston	10.5	7.6	F	4.2	3.5	F	10.4	8.6	F
Kitchener	9.9	6.6	3.3	4.4	3.4	0.9	10.9	8.6	2.3
London	10.0	7.1	2.9	3.8	3.1	0.7	9.6	7.7	1.8
Oshawa	11.4	7.9	3.5	5.4	4.1	1.3	13.5	10.3	3.2
Ottawa	11.9	8.3	3.5	5.0	3.9	1.0	12.4	9.8	2.6
St. Catharines-Niagara	11.1	7.9	3.2	5.4	4.3	1.0	13.4	10.8	2.6
Thunder Bay	12.4	9.7	F	6.0	5.2	F	15.1	13.0	F
Toronto	8.9	6.3	2.7	3.9	3.0	0.9	9.7	7.4	2.3
Windsor	10.4	7.4	F	5.2	4.3	F	13.1	10.8	F
Winnipeg	11.1	8.1	3.0	4.6	3.8	0.8	11.6	9.6	2.0
Regina	12.3	9.2	3.0	5.4	4.4	1.0	13.5	11.0	2.6
Saskatoon	11.6	8.8	2.8	5.0	4.2	0.8	12.4	10.5	1.9
Calgary	9.8	7.0	2.8	4.4	3.2	1.1	10.9	8.0	2.8
Edmonton	10.9	7.3	3.6	4.5	3.3	1.2	11.2	8.3	2.9
Abbotsford	10.0	8.4	F	5.6	4.8	F	14.1	12.0	F
Vancouver	8.6	6.6	2.1	3.9	3.2	0.7	9.8	8.1	1.8
Victoria	11.6	8.8	F	5.0	4.2	F	12.6	10.4	F
Non-CMAs	10.4	7.5	2.9	5.1	4.2	0.9	12.8	10.5	2.3
Urban centres	10.5	7.8	2.7	5.1	4.2	0.9	12.7	10.5	2.2

1. Excluding maternity leave.

2. The census metropolitan areas (CMA) are based on the 2001 Census boundaries.

3. Formerly Chicoutimi-Jonquière.

4. Formerly Sudbury.

**Table 1-9**  
**Absence rates for full-time employees by sex, public sector <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
	percent						days		
<b>Both sexes <sup>2</sup></b>									
1998	6.8	5.5	1.4	4.0	3.4	0.6	10.0	8.6	1.4
1999	7.4	5.8	1.6	4.2	3.6	0.6	10.6	9.1	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	10.8	9.0	1.8
2002	9.5	7.2	2.3	4.7	3.9	0.8	11.9	9.8	2.1
2003	9.1	7.0	2.0	4.6	3.9	0.8	11.6	9.6	2.0
2004	9.4	7.1	2.2	4.8	4.0	0.8	12.0	10.0	2.0
2005	10.1	7.7	2.5	5.0	4.1	0.9	12.5	10.2	2.3
2006	10.3	7.7	2.6	5.2	4.1	1.1	13.0	10.3	2.7
2007	10.6	8.0	2.6	5.1	4.2	0.9	12.8	10.4	2.4
2008	10.7	8.0	2.7	5.3	4.3	1.0	13.3	10.8	2.4
<b>Males</b>									
1998	5.7	4.5	1.2	3.3	2.9	0.4	8.3	7.2	1.1
1999	6.1	4.8	1.3	3.5	3.0	0.4	8.6	7.5	1.1
2000	6.5	5.0	1.4	3.3	2.8	0.5	8.3	7.0	1.3
2001	6.9	5.4	1.5	3.6	3.1	0.5	9.1	7.7	1.4
2002	7.4	5.6	1.9	3.8	3.1	0.7	9.5	7.8	1.7
2003	7.5	5.7	1.8	3.9	3.2	0.7	9.7	8.0	1.7
2004	7.8	5.7	2.1	3.9	3.1	0.8	9.7	7.8	1.9
2005	8.6	6.4	2.2	4.3	3.4	0.8	10.7	8.6	2.1
2006	8.5	6.2	2.3	4.2	3.3	0.9	10.5	8.2	2.4
2007	8.9	6.3	2.6	4.1	3.1	1.0	10.4	7.9	2.5
2008	9.1	6.5	2.6	4.5	3.5	1.0	11.2	8.8	2.5
<b>Females <sup>2</sup></b>									
1998	7.8	6.3	1.5	4.6	3.9	0.7	11.5	9.9	1.7
1999	8.5	6.7	1.8	4.9	4.2	0.7	12.2	10.5	1.8
2000	8.9	7.0	1.9	4.8	4.0	0.7	11.9	10.0	1.9
2001	9.4	7.4	2.0	4.9	4.0	0.8	12.2	10.1	2.1
2002	11.1	8.4	2.7	5.5	4.5	1.0	13.8	11.4	2.4
2003	10.3	8.1	2.2	5.3	4.4	0.9	13.1	11.0	2.2
2004	10.6	8.2	2.4	5.5	4.7	0.8	13.8	11.8	2.0
2005	11.3	8.6	2.7	5.6	4.6	1.0	13.9	11.5	2.5
2006	11.7	8.8	2.9	5.9	4.7	1.2	14.8	11.9	2.9
2007	11.9	9.2	2.7	5.9	4.9	0.9	14.6	12.4	2.3
2008	12.0	9.1	2.9	5.9	5.0	1.0	14.8	12.4	2.4

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 1-10**  
**Absence rates for full-time employees by sex, private sector**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.3	3.9	1.4	2.9	2.4	0.5	7.2	6.1	1.2
1999	5.6	4.1	1.5	2.9	2.5	0.5	7.4	6.1	1.2
2000	5.9	4.4	1.5	3.0	2.5	0.5	7.4	6.2	1.2
2001	6.7	4.9	1.8	3.2	2.6	0.6	7.9	6.5	1.4
2002	7.3	5.2	2.1	3.3	2.7	0.6	8.4	6.7	1.6
2003	7.1	5.1	2.0	3.4	2.8	0.6	8.6	6.9	1.6
2004	7.1	5.0	2.1	3.4	2.7	0.7	8.4	6.8	1.7
2005	7.7	5.5	2.2	3.5	2.9	0.7	8.9	7.1	1.7
2006	7.6	5.3	2.3	3.5	2.7	0.8	8.8	6.9	2.0
2007	8.2	5.7	2.5	3.8	3.0	0.8	9.5	7.4	2.0
2008	8.0	5.5	2.5	3.6	2.8	0.8	9.1	7.0	2.1
<b>Males</b>									
1998	4.7	3.5	1.2	2.6	2.2	0.4	6.6	5.5	1.0
1999	5.0	3.7	1.3	2.7	2.2	0.4	6.7	5.6	1.1
2000	5.3	3.9	1.3	2.7	2.3	0.4	6.8	5.7	1.1
2001	6.0	4.4	1.6	2.9	2.4	0.5	7.3	6.1	1.3
2002	6.6	4.6	1.9	3.1	2.5	0.6	7.7	6.2	1.5
2003	6.3	4.5	1.8	3.1	2.5	0.6	7.8	6.3	1.5
2004	6.4	4.4	2.0	3.1	2.4	0.6	7.7	6.1	1.6
2005	6.9	4.9	2.0	3.2	2.6	0.6	8.1	6.5	1.6
2006	6.9	4.8	2.1	3.3	2.6	0.7	8.3	6.5	1.8
2007	7.2	4.9	2.3	3.4	2.6	0.8	8.5	6.5	2.0
2008	7.1	4.8	2.4	3.3	2.5	0.8	8.2	6.2	2.0
<b>Females <sup>1</sup></b>									
1998	6.3	4.7	1.7	3.3	2.8	0.6	8.3	6.9	1.4
1999	6.6	4.9	1.7	3.4	2.8	0.6	8.5	7.0	1.5
2000	7.0	5.2	1.7	3.4	2.8	0.6	8.5	7.1	1.4
2001	7.8	5.7	2.0	3.5	2.9	0.7	8.8	7.2	1.7
2002	8.4	6.1	2.3	3.8	3.1	0.7	9.4	7.7	1.7
2003	8.3	6.0	2.3	3.9	3.2	0.7	9.7	7.9	1.8
2004	8.2	6.0	2.3	3.8	3.1	0.7	9.6	7.8	1.8
2005	8.9	6.4	2.5	4.0	3.3	0.7	10.1	8.2	1.9
2006	8.6	6.0	2.6	3.9	3.0	0.9	9.7	7.5	2.2
2007	9.6	6.8	2.8	4.4	3.5	0.8	10.9	8.8	2.1
2008	9.3	6.5	2.8	4.2	3.3	0.8	10.5	8.3	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 1-11**  
**Absence rates for full-time employees by sex and job status**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Job status</b>									
<b>Permanent</b>									
<b>Both sexes<sup>1</sup></b>									
1998	5.8	4.4	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	7.1	5.3	1.8	3.4	2.8	0.6	8.6	7.1	1.5
2002	7.9	5.7	2.2	3.7	3.0	0.7	9.2	7.5	1.7
2003	7.6	5.6	2.0	3.7	3.1	0.7	9.3	7.7	1.7
2004	7.7	5.6	2.1	3.8	3.1	0.7	9.4	7.7	1.7
2005	8.4	6.1	2.3	4.0	3.2	0.7	9.9	8.0	1.9
2006	8.3	5.9	2.4	4.0	3.1	0.9	9.9	7.8	2.2
2007	8.9	6.3	2.6	4.2	3.3	0.9	10.4	8.3	2.1
2008	8.8	6.2	2.6	4.1	3.2	0.9	10.2	8.1	2.2
<b>Males</b>									
1998	4.9	3.7	1.2	2.8	2.4	0.4	7.0	5.9	1.0
1999	5.3	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	6.2	4.6	1.6	3.0	2.5	0.5	7.6	6.3	1.3
2002	6.8	4.9	1.9	3.2	2.6	0.6	8.1	6.5	1.6
2003	6.6	4.8	1.8	3.3	2.7	0.6	8.2	6.7	1.5
2004	6.7	4.7	2.0	3.3	2.6	0.6	8.1	6.5	1.6
2005	7.3	5.2	2.1	3.5	2.8	0.7	8.8	7.1	1.7
2006	7.3	5.1	2.2	3.5	2.7	0.8	8.8	6.8	2.0
2007	7.6	5.3	2.4	3.6	2.8	0.8	9.0	6.9	2.1
2008	7.5	5.1	2.4	3.5	2.7	0.9	8.9	6.7	2.1
<b>Females<sup>1</sup></b>									
1998	6.9	5.2	1.6	3.8	3.2	0.6	9.5	8.0	1.5
1999	7.3	5.5	1.8	3.9	3.3	0.6	9.8	8.2	1.6
2000	7.6	5.8	1.8	3.9	3.3	0.6	9.7	8.1	1.6
2001	8.3	6.3	2.0	4.0	3.3	0.7	10.0	8.2	1.8
2002	9.3	6.9	2.5	4.4	3.6	0.8	10.9	9.0	1.9
2003	8.9	6.7	2.3	4.4	3.6	0.8	10.9	9.0	1.9
2004	9.1	6.8	2.3	4.4	3.7	0.7	11.1	9.3	1.8
2005	9.8	7.2	2.6	4.6	3.8	0.8	11.4	9.4	2.1
2006	9.6	6.9	2.7	4.6	3.6	1.0	11.5	9.0	2.5
2007	10.4	7.6	2.8	4.9	4.0	0.9	12.2	10.1	2.1
2008	10.3	7.5	2.8	4.8	3.9	0.9	12.0	9.9	2.2
<b>Non-permanent</b>									
<b>Both sexes<sup>1</sup></b>									
1998	4.9	3.4	1.4	2.4	1.9	0.5	6.1	4.8	1.3
1999	5.0	3.5	1.4	2.5	2.0	0.5	6.3	5.1	1.2
2000	5.5	4.0	1.5	2.5	2.0	0.5	6.3	5.0	1.2
2001	6.5	4.7	1.7	3.1	2.4	0.6	7.7	6.0	1.6
2002	6.8	4.8	2.0	3.1	2.4	0.7	7.8	6.1	1.7
2003	6.6	4.7	1.9	3.1	2.5	0.7	7.8	6.2	1.7
2004	6.5	4.3	2.1	2.9	2.2	0.8	7.4	5.5	1.9
2005	6.9	4.9	2.0	3.0	2.3	0.7	7.4	5.7	1.7
2006	7.2	5.2	2.0	3.2	2.5	0.7	8.0	6.3	1.7
2007	7.7	5.3	2.4	3.3	2.5	0.8	8.3	6.3	2.0
2008	7.6	5.1	2.5	3.3	2.5	0.8	8.2	6.2	2.0
<b>Males</b>									
1998	4.4	3.0	1.3	2.3	1.9	0.4	5.8	4.7	1.1
1999	4.4	3.1	1.2	2.4	2.0	0.4	5.9	4.9	1.0
2000	4.8	3.5	1.3	2.3	1.9	0.4	5.9	4.8	1.1
2001	5.8	4.3	1.5	3.1	2.5	0.6	7.8	6.3	1.5
2002	6.1	4.2	1.8	3.0	2.3	0.6	7.4	5.8	1.6
2003	5.7	4.0	1.7	3.0	2.3	0.7	7.4	5.8	1.6
2004	5.7	3.8	2.0	2.7	2.0	0.7	6.8	5.1	1.7
2005	6.0	4.3	1.8	2.6	2.0	0.6	6.6	5.1	1.5
2006	6.3	4.5	1.7	3.1	2.4	0.6	7.7	6.1	1.5
2007	6.4	4.1	2.3	2.9	2.1	0.8	7.3	5.4	1.9
2008	6.7	4.6	2.1	3.1	2.4	0.7	7.8	6.0	1.8
<b>Females<sup>1</sup></b>									
1998	5.6	4.0	1.6	2.6	2.0	0.6	6.5	5.0	1.5
1999	5.8	4.1	1.6	2.8	2.2	0.6	7.0	5.4	1.6
2000	6.4	4.6	1.7	2.7	2.2	0.6	6.8	5.4	1.4
2001	7.4	5.3	2.1	3.0	2.3	0.7	7.5	5.7	1.8
2002	7.9	5.5	2.3	3.3	2.6	0.7	8.4	6.5	1.9
2003	7.9	5.7	2.3	3.4	2.7	0.7	8.5	6.7	1.8
2004	7.4	5.1	2.3	3.3	2.4	0.9	8.1	5.9	2.2
2005	8.2	5.8	2.4	3.5	2.7	0.8	8.6	6.7	1.9
2006	8.4	6.0	2.4	3.4	2.6	0.8	8.5	6.5	2.0
2007	9.4	6.8	2.6	3.9	3.1	0.8	9.8	7.7	2.1
2008	8.6	5.7	2.9	3.6	2.6	1.0	9.0	6.5	2.4

1. Data beginning in 1997 exclude maternity leave.



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

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Union coverage</b>									
<b>Unionized</b>									
<b>Both sexes 1</b>									
1998	7.2	5.9	1.3	4.5	4.0	0.5	11.3	10.0	1.3
1999	7.7	6.2	1.5	4.6	4.0	0.6	11.5	10.1	1.4
2000	8.0	6.4	1.6	4.5	3.9	0.6	11.2	9.8	1.5
2001	8.6	6.8	1.7	4.8	4.2	0.7	12.0	10.4	1.6
2002	9.6	7.5	2.2	5.1	4.4	0.8	12.8	10.9	1.9
2003	9.3	7.4	2.0	5.2	4.4	0.8	12.9	11.0	1.9
2004	9.5	7.4	2.1	5.2	4.5	0.8	13.0	11.1	1.9
2005	10.0	7.7	2.3	5.3	4.4	0.8	13.2	11.1	2.1
2006	10.3	7.8	2.5	5.4	4.5	1.0	13.6	11.2	2.5
2007	10.6	8.1	2.5	5.6	4.6	1.0	14.0	11.6	2.4
2008	10.6	8.0	2.6	5.5	4.6	1.0	13.9	11.5	2.4
<b>Males</b>									
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	5.5	1.3	3.9	3.4	0.5	9.7	8.5	1.2
2001	7.5	6.0	1.5	4.3	3.8	0.5	10.8	9.4	1.4
2002	8.0	6.2	1.9	4.4	3.8	0.7	11.0	9.4	1.6
2003	8.0	6.3	1.7	4.6	3.9	0.7	11.4	9.7	1.7
2004	8.2	6.2	2.0	4.6	3.8	0.7	11.4	9.6	1.8
2005	8.6	6.6	2.0	4.6	3.9	0.7	11.6	9.7	1.9
2006	8.8	6.6	2.2	4.8	3.9	0.9	11.9	9.8	2.1
2007	9.0	6.6	2.4	4.8	3.8	1.0	11.9	9.6	2.4
2008	9.0	6.6	2.4	4.8	3.8	1.0	12.0	9.6	2.4
<b>Females 1</b>									
1998	8.7	7.2	1.5	5.5	4.8	0.7	13.7	12.0	1.7
1999	9.3	7.6	1.8	5.5	4.8	0.7	13.9	12.1	1.8
2000	9.6	7.7	1.9	5.4	4.7	0.7	13.5	11.7	1.8
2001	10.0	8.1	2.0	5.5	4.7	0.8	13.8	11.8	2.0
2002	11.7	9.1	2.6	6.2	5.2	0.9	15.4	13.1	2.3
2003	11.1	8.8	2.2	6.0	5.2	0.9	15.1	12.9	2.2
2004	11.1	8.8	2.3	6.1	5.3	0.8	15.3	13.3	2.0
2005	11.8	9.2	2.7	6.2	5.2	1.0	15.4	13.0	2.4
2006	12.2	9.4	2.9	6.4	5.2	1.2	15.9	13.0	2.9
2007	12.6	9.9	2.7	6.7	5.7	1.0	16.7	14.3	2.4
2008	12.5	9.7	2.8	6.5	5.5	1.0	16.2	13.8	2.4
<b>Non-unionized</b>									
<b>Both sexes 1</b>									
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	6.3	4.5	1.8	2.7	2.1	0.6	6.8	5.3	1.4
2002	6.8	4.7	2.1	2.9	2.3	0.6	7.3	5.6	1.6
2003	6.6	4.6	2.0	2.9	2.3	0.6	7.4	5.8	1.6
2004	6.7	4.6	2.1	2.9	2.3	0.7	7.3	5.7	1.6
2005	7.4	5.1	2.3	3.2	2.5	0.7	7.9	6.2	1.7
2006	7.2	4.9	2.3	3.2	2.4	0.8	7.9	5.9	2.0
2007	7.8	5.3	2.5	3.4	2.6	0.8	8.4	6.4	2.0
2008	7.7	5.1	2.6	3.3	2.5	0.8	8.2	6.2	2.0
<b>Males</b>									
1998	4.2	2.9	1.2	2.1	1.7	0.4	5.3	4.3	1.0
1999	4.5	3.1	1.4	2.2	1.8	0.4	5.5	4.4	1.0
2000	4.8	3.4	1.4	2.3	1.9	0.4	5.7	4.6	1.0
2001	5.4	3.8	1.6	2.4	1.9	0.5	6.0	4.8	1.2
2002	6.0	4.1	1.9	2.6	2.0	0.6	6.5	5.0	1.5
2003	5.7	3.9	1.8	2.6	2.0	0.6	6.5	5.0	1.5
2004	5.8	3.8	2.0	2.6	1.9	0.6	6.4	4.9	1.5
2005	6.5	4.4	2.1	2.8	2.2	0.6	7.1	5.5	1.6
2006	6.4	4.3	2.1	2.9	2.1	0.7	7.1	5.3	1.8
2007	6.8	4.5	2.3	3.0	2.2	0.8	7.4	5.4	2.0
2008	6.7	4.4	2.4	2.9	2.1	0.8	7.3	5.3	2.0
<b>Females 1</b>									
1998	5.7	4.1	1.6	2.8	2.2	0.6	7.0	5.6	1.4
1999	6.0	4.3	1.7	3.0	2.4	0.6	7.5	6.0	1.5
2000	6.5	4.7	1.7	3.0	2.4	0.6	7.5	6.1	1.4
2001	7.3	5.3	2.1	3.1	2.5	0.7	7.8	6.1	1.7
2002	7.9	5.5	2.4	3.3	2.6	0.7	8.3	6.6	1.7
2003	7.7	5.5	2.3	3.4	2.7	0.7	8.5	6.8	1.7
2004	7.8	5.5	2.3	3.5	2.7	0.7	8.7	6.9	1.8
2005	8.5	5.9	2.5	3.6	2.9	0.7	9.1	7.3	1.9
2006	8.2	5.6	2.6	3.6	2.7	0.9	9.0	6.8	2.2
2007	9.2	6.4	2.8	3.9	3.1	0.8	9.7	7.7	2.0
2008	9.0	6.2	2.8	3.8	3.0	0.8	9.6	7.5	2.1

1. Data beginning in 1997 exclude maternity leave.

**Table 2-1**  
**Absence rates for full-time employees by industry, sector and sex — Both sexes, 2008<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
	percent			percent			days		
<b>Public sector<sup>2</sup></b>	<b>10.7</b>	<b>8.0</b>	<b>2.7</b>	<b>5.3</b>	<b>4.3</b>	<b>1.0</b>	<b>13.3</b>	<b>10.8</b>	<b>2.4</b>
<b>Private sector<sup>3</sup></b>	<b>8.0</b>	<b>5.5</b>	<b>2.5</b>	<b>3.6</b>	<b>2.8</b>	<b>0.8</b>	<b>9.1</b>	<b>7.0</b>	<b>2.1</b>
<b>Goods-producing industries</b>	<b>8.1</b>	<b>5.5</b>	<b>2.6</b>	<b>3.9</b>	<b>3.1</b>	<b>0.8</b>	<b>9.7</b>	<b>7.7</b>	<b>2.1</b>
Primary	6.1	4.0	2.0	3.1	2.4	0.7	7.7	5.9	1.8
Agriculture	7.1	4.4	2.6	3.4	2.5	0.8	8.4	6.4	2.0
Other primary industries	5.7	3.9	1.8	3.0	2.3	0.7	7.5	5.8	1.8
Utilities	9.2	6.7	2.6	4.0	3.2	0.8	10.1	8.1	2.0
Construction	7.4	4.9	2.6	3.4	2.6	0.8	8.6	6.5	2.1
Manufacturing	8.8	6.1	2.7	4.3	3.4	0.9	10.7	8.6	2.1
Durable goods <sup>4</sup>	8.9	6.2	2.7	4.2	3.4	0.8	10.5	8.5	2.1
Non-Durable goods <sup>5</sup>	8.5	6.0	2.6	4.4	3.5	0.9	11.0	8.8	2.2
<b>Service-producing</b>	<b>8.9</b>	<b>6.3</b>	<b>2.6</b>	<b>4.1</b>	<b>3.2</b>	<b>0.9</b>	<b>10.2</b>	<b>8.0</b>	<b>2.2</b>
Trade	8.0	5.5	2.5	3.5	2.7	0.8	8.8	6.8	2.0
Wholesale trade	8.2	5.3	2.9	3.3	2.5	0.8	8.3	6.3	2.0
Retail trade	7.9	5.5	2.4	3.6	2.8	0.8	9.1	7.1	2.0
Transportation and warehousing	8.7	6.6	2.2	4.9	4.1	0.8	12.3	10.3	2.0
Finance, insurance, real estate and leasing	7.8	5.4	2.4	3.3	2.5	0.7	8.2	6.3	1.9
Finance and insurance	8.0	5.6	2.4	3.4	2.6	0.7	8.5	6.6	1.8
Real estate and leasing	7.1	4.6	2.4	2.8	2.0	0.8	7.0	5.0	2.0
Professional, scientific and technical services	7.6	4.5	3.1	2.5	1.7	0.8	6.3	4.2	2.1
Business, building and other support services	10.4	7.6	2.8	4.6	3.6	1.0	11.5	9.0	2.5
Educational services	9.2	6.4	2.8	3.9	2.9	1.0	9.7	7.3	2.4
Health care and social assistance	10.9	8.5	2.3	6.0	5.1	0.9	14.9	12.7	2.2
Information, culture and recreation	7.8	5.2	2.5	3.2	2.4	0.8	7.9	5.9	2.0
Accommodation and food services	6.3	4.5	1.8	2.9	2.2	0.7	7.3	5.6	1.7
Other services	7.5	4.7	2.8	3.2	2.3	0.9	7.9	5.6	2.3
Public administration	11.8	8.6	3.2	5.5	4.4	1.1	13.8	11.0	2.8
Federal administration	14.5	10.2	4.3	6.5	4.9	1.5	16.2	12.3	3.8
Provincial administration	10.8	8.2	2.5	5.0	4.3	0.7	12.6	10.8	1.8
Local and other administration	9.3	6.9	2.4	4.8	3.8	1.0	12.0	9.6	2.4

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, sector and sex — Males, 2008 <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
	percent			percent			days		
<b>Public sector <sup>2</sup></b>	<b>9.1</b>	<b>6.5</b>	<b>2.6</b>	<b>4.5</b>	<b>3.5</b>	<b>1.0</b>	<b>11.2</b>	<b>8.8</b>	<b>2.5</b>
<b>Private sector <sup>3</sup></b>	<b>7.1</b>	<b>4.8</b>	<b>2.4</b>	<b>3.3</b>	<b>2.5</b>	<b>0.8</b>	<b>8.2</b>	<b>6.2</b>	<b>2.0</b>
<b>Goods-producing industries</b>	<b>7.6</b>	<b>5.1</b>	<b>2.5</b>	<b>3.7</b>	<b>2.8</b>	<b>0.8</b>	<b>9.2</b>	<b>7.1</b>	<b>2.1</b>
Primary	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
Agriculture	6.0	3.6	0.0	2.6	1.9	0.0	6.5	4.8	0.0
Other primary industries	5.3	3.7	1.7	3.0	2.3	0.7	7.5	5.8	1.7
Utilities	8.5	5.9	2.6	3.9	3.0	0.9	9.6	7.5	2.2
Construction	7.2	4.8	2.4	3.4	2.6	0.8	8.4	6.5	2.0
Manufacturing	8.2	5.6	2.6	4.0	3.1	0.9	10.1	7.8	2.3
Durable goods <sup>4</sup>	8.4	5.6	2.8	3.9	3.0	0.9	9.8	7.5	2.3
Non-Durable goods <sup>5</sup>	7.9	5.4	2.4	4.3	3.3	0.9	10.7	8.3	2.3
<b>Service-producing</b>	<b>7.4</b>	<b>5.1</b>	<b>2.4</b>	<b>3.4</b>	<b>2.6</b>	<b>0.8</b>	<b>8.5</b>	<b>6.4</b>	<b>2.1</b>
Trade	7.2	4.8	2.3	3.1	2.3	0.8	7.7	5.8	1.9
Wholesale trade	7.2	4.6	2.6	2.9	2.1	0.8	7.3	5.3	2.1
Retail trade	7.2	5.0	2.2	3.2	2.5	0.7	8.0	6.1	1.8
Transportation and warehousing	7.8	6.0	1.8	4.6	3.9	0.7	11.5	9.6	1.9
Finance, insurance, real estate and leasing	6.5	4.2	2.2	2.7	1.9	0.8	6.7	4.7	2.0
Finance and insurance	6.5	4.3	2.2	2.6	1.9	0.8	6.6	4.7	1.9
Real estate and leasing	6.2	3.9	2.4	2.8	1.9	0.9	7.0	4.7	2.3
Professional, scientific and technical services	6.1	3.3	2.8	1.8	1.1	0.7	4.6	2.8	1.9
Business, building and other support services	8.1	5.9	2.2	3.7	2.9	0.8	9.2	7.2	2.0
Educational services	7.5	5.0	2.6	3.3	2.3	0.9	8.2	5.9	2.3
Health care and social assistance	8.0	6.0	2.0	4.3	3.5	0.8	10.9	8.9	2.0
Information, culture and recreation	6.6	4.3	2.3	2.8	2.0	0.8	6.9	4.9	2.0
Accommodation and food services	5.0	3.5	1.5	2.3	1.6	0.7	5.7	4.0	1.8
Other services	7.7	4.8	2.9	3.3	2.3	1.1	8.3	5.6	2.6
Public administration	10.3	7.4	2.9	5.2	4.0	1.2	13.0	10.0	3.1
Federal administration	13.7	9.4	4.2	6.9	5.1	1.8	17.4	12.8	4.6
Provincial administration	9.2	6.9	2.2	4.2	3.4	0.7	10.4	8.6	1.9
Local and other administration	7.8	5.6	2.2	4.3	3.3	1.0	10.6	8.2	2.4

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 2-3**  
**Absence rates for full-time employees by industry, sector and sex — Females, 2008 <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
	percent						days		
<b>Public sector <sup>2</sup></b>	<b>12.0</b>	<b>9.1</b>	<b>2.9</b>	<b>5.9</b>	<b>5.0</b>	<b>1.0</b>	<b>14.8</b>	<b>12.4</b>	<b>2.4</b>
<b>Private sector <sup>3</sup></b>	<b>9.3</b>	<b>6.5</b>	<b>2.8</b>	<b>4.2</b>	<b>3.3</b>	<b>0.8</b>	<b>10.5</b>	<b>8.3</b>	<b>2.1</b>
<b>Goods-producing industries</b>	<b>10.0</b>	<b>7.1</b>	<b>2.9</b>	<b>4.7</b>	<b>4.0</b>	<b>0.8</b>	<b>11.9</b>	<b>9.9</b>	<b>2.0</b>
Primary	8.3	5.4	2.9	3.8	2.9	0.9	9.6	7.3	2.3
Agriculture	9.3	6.1	F	5.0	3.9	F	12.4	9.6	F
Other primary industries	7.6	4.9	F	3.0	2.3	F	7.6	5.7	F
Utilities	11.8	9.2	F	4.7	4.1	F	11.8	10.3	F
Construction	9.6	5.6	4.1	4.1	2.6	1.4	10.1	6.6	3.6
Manufacturing	10.3	7.5	2.8	5.0	4.4	0.7	12.6	10.9	1.7
Durable goods <sup>4</sup>	10.9	8.2	2.7	5.4	4.9	0.6	13.5	12.1	1.4
Non-Durable goods <sup>5</sup>	9.7	6.9	2.9	4.7	3.9	0.8	11.7	9.8	1.9
<b>Service-producing</b>	<b>10.2</b>	<b>7.4</b>	<b>2.8</b>	<b>4.7</b>	<b>3.8</b>	<b>0.9</b>	<b>11.8</b>	<b>9.5</b>	<b>2.2</b>
Trade	9.0	6.2	2.7	4.1	3.3	0.8	10.3	8.2	2.1
Wholesale trade	10.3	6.8	3.5	4.2	3.5	0.7	10.6	8.8	1.8
Retail trade	8.6	6.1	2.5	4.1	3.2	0.9	10.2	8.0	2.2
Transportation and warehousing	11.8	8.5	3.3	6.1	5.0	1.1	15.2	12.5	2.7
Finance, insurance, real estate and leasing	8.8	6.3	2.5	3.7	3.0	0.7	9.3	7.5	1.8
Finance and insurance	8.9	6.4	2.5	3.9	3.1	0.7	9.7	7.9	1.8
Real estate and leasing	8.1	5.6	2.5	2.8	2.1	0.7	7.0	5.3	1.7
Professional, scientific and technical services	9.6	6.1	3.5	3.5	2.6	1.0	8.8	6.4	2.4
Business, building and other support services	13.4	9.8	3.6	5.9	4.6	1.3	14.7	11.5	3.2
Educational services	10.2	7.2	3.0	4.3	3.3	1.0	10.7	8.2	2.5
Health care and social assistance	11.5	9.0	2.4	6.3	5.4	0.9	15.8	13.6	2.3
Information, culture and recreation	9.2	6.4	2.8	3.7	2.9	0.8	9.3	7.2	2.1
Accommodation and food services	7.4	5.3	2.0	3.4	2.7	0.7	8.5	6.9	1.7
Other services	7.2	4.6	2.6	3.0	2.3	0.8	7.5	5.6	1.9
Public administration	13.3	9.8	3.5	5.9	4.8	1.0	14.7	12.1	2.5
Federal administration	15.2	10.8	4.4	6.0	4.8	1.3	15.0	11.9	3.2
Provincial administration	12.2	9.3	2.8	5.8	5.1	0.7	14.5	12.7	1.8
Local and other administration	11.7	8.9	2.8	5.7	4.7	1.0	14.1	11.7	2.4

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 3-1**  
**Absence rates for full-time employees by occupation and sex — Both sexes, 2008 <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
	percent			percent			days		
Management	6.1	4.0	2.1	2.5	1.9	0.6	6.3	4.7	1.6
Business, finance and administrative	9.8	6.8	3.0	4.0	3.2	0.9	10.1	8.0	2.1
Business professionals	7.4	4.9	2.4	3.0	2.2	0.8	7.4	5.5	1.9
Administrative	9.0	6.1	2.9	3.6	2.8	0.8	8.9	6.9	2.0
Clerical	10.8	7.7	3.2	4.6	3.7	0.9	11.4	9.2	2.3
Natural and applied sciences	8.1	4.9	3.1	3.1	2.0	1.1	7.8	5.1	2.7
Health	11.0	8.8	2.1	6.4	5.6	0.8	16.1	14.0	2.1
Health professional	7.6	5.7	F	4.0	3.1	F	10.0	7.8	F
Nursing	12.2	10.1	2.1	7.5	6.6	1.0	18.8	16.4	2.4
Technical occupations in health	10.7	8.4	2.3	6.2	5.4	0.8	15.5	13.4	2.1
Support staff in health	11.1	9.0	2.1	6.4	5.7	0.7	16.1	14.3	1.8
Social and public service	9.2	6.4	2.8	3.9	2.9	1.0	9.8	7.3	2.5
Legal, social and religious workers	9.6	6.6	3.0	4.1	3.1	1.0	10.4	7.8	2.6
Teachers and professors	8.8	6.2	2.6	3.7	2.8	0.9	9.3	6.9	2.4
Secondary and elementary teachers	9.7	7.0	2.8	4.0	3.1	1.0	10.1	7.6	2.4
Other teachers and professors	6.7	4.4	2.3	3.0	2.1	0.9	7.6	5.4	2.2
Culture and recreation	8.0	5.4	2.5	3.2	2.3	0.9	8.0	5.8	2.2
Sales and service	7.8	5.7	2.0	3.8	3.1	0.8	9.5	7.6	1.9
Wholesale	6.1	4.1	2.1	2.3	1.7	0.6	5.7	4.4	1.4
Retail	7.5	5.5	2.1	3.6	2.8	0.8	9.0	7.0	2.0
Food and beverage	6.1	4.4	1.7	3.1	2.4	0.7	7.7	5.9	1.8
Protective services	7.9	6.1	1.7	4.9	4.1	0.8	12.3	10.2	2.1
Childcare and home support	11.2	8.0	3.2	5.1	4.0	1.1	12.7	10.0	2.7
Travel and accommodation	9.2	7.0	2.2	4.6	3.8	0.8	11.5	9.6	2.0
Trades, transport and equipment operators	8.5	5.9	2.6	4.2	3.3	0.9	10.6	8.4	2.2
Contractors and supervisors	5.9	3.3	2.6	2.4	1.7	0.7	5.9	4.2	1.8
Construction trades	8.5	5.7	2.8	4.0	3.0	0.9	9.9	7.6	2.3
Other trades	8.7	5.9	2.8	4.1	3.2	0.9	10.3	7.9	2.4
Transportation equipment operators	8.0	5.7	2.3	4.7	3.8	0.9	11.7	9.4	2.3
Helpers and labourers	9.9	7.4	2.4	5.0	4.2	0.8	12.5	10.6	1.9
Occupations unique to primary industry	6.8	4.5	2.3	3.7	2.8	0.8	9.2	7.1	2.1
Occupations unique to production	10.0	7.3	2.7	5.4	4.5	0.9	13.5	11.2	2.3
Machine operators and assemblers	10.0	7.2	2.8	5.5	4.5	1.0	13.7	11.3	2.4
Labourers	10.1	7.6	2.4	5.1	4.3	0.7	12.7	10.8	1.9

1. Excluding maternity leave.

**Table 3-2**  
**Absence rates for full-time employees by occupation and sex — Males, 2008 <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
	percent			percent			days		
Management	5.2	3.4	1.9	2.2	1.6	0.6	5.5	3.9	1.6
Business, finance and administrative	8.1	5.6	2.4	3.3	2.5	0.8	8.2	6.3	1.9
Business professionals	6.5	4.0	2.5	2.7	1.9	0.8	6.7	4.8	2.0
Administrative	8.2	5.3	2.8	3.1	2.3	0.8	7.7	5.8	1.9
Clerical	8.7	6.3	2.3	3.6	2.8	0.8	9.0	7.1	1.9
Natural and applied sciences	7.3	4.2	3.1	2.9	1.7	1.1	7.2	4.3	2.8
Health	8.5	6.7	1.8	5.0	4.2	0.8	12.6	10.5	2.1
Health professional	F	F	F	F	F	F	F	F	F
Nursing	10.4	F	F	6.0	F	F	14.9	F	F
Technical occupations in health	10.1	8.1	F	6.7	5.9	F	16.7	14.7	F
Support staff in health	7.2	0.0	F	3.7	0.0	F	9.2	0.0	F
Social and public service	6.9	4.1	2.8	2.8	1.8	1.0	7.0	4.5	2.5
Legal, social and religious workers	7.1	3.9	3.3	3.0	1.8	1.2	7.4	4.4	3.0
Teachers and professors	6.7	4.3	2.4	2.6	1.8	0.8	6.6	4.6	2.0
Secondary and elementary teachers	7.8	5.3	2.5	3.0	2.3	0.7	7.6	5.8	1.8
Other teachers and professors	5.3	3.0	2.3	2.2	1.3	0.9	5.5	3.3	2.2
Culture and recreation	5.9	3.8	2.1	1.8	1.2	0.6	4.6	3.0	1.6
Sales and service	6.6	4.8	1.8	3.2	2.5	0.7	8.0	6.4	1.6
Wholesale	5.2	3.4	1.8	1.8	1.3	0.5	4.6	3.3	1.3
Retail	6.3	4.5	1.9	2.8	2.2	0.6	7.1	5.6	1.5
Food and beverage	4.5	3.0	1.5	2.0	1.4	0.6	5.1	3.5	1.5
Protective services	7.1	5.6	1.5	4.6	3.8	0.7	11.4	9.6	1.8
Childcare and home support	F	F	F	F	F	F	F	F	F
Travel and accommodation	8.1	6.1	1.9	4.0	3.3	0.7	10.0	8.2	1.8
Trades, transport and equipment operators	8.3	5.7	2.6	4.1	3.2	0.9	10.3	8.1	2.2
Contractors and supervisors	5.6	3.3	2.4	2.3	1.6	0.7	5.8	4.1	1.7
Construction trades	8.5	5.7	2.8	4.0	3.0	0.9	9.9	7.6	2.3
Other trades	8.6	5.8	2.8	4.1	3.1	1.0	10.2	7.8	2.4
Transportation equipment operators	7.6	5.4	2.2	4.5	3.6	0.9	11.2	8.9	2.3
Helpers and labourers	9.4	7.1	2.4	4.7	4.0	0.7	11.8	10.0	1.8
Occupations unique to primary industry	6.3	4.2	2.0	3.4	2.6	0.8	8.5	6.5	1.9
Occupations unique to production	9.3	6.7	2.6	5.0	4.0	0.9	12.4	10.0	2.4
Machine operators and assemblers	9.3	6.6	2.6	5.0	4.0	1.0	12.6	10.1	2.5
Labourers	9.7	7.3	2.4	4.6	3.9	0.7	11.6	9.8	1.8

1. Excluding maternity leave.

**Table 3-3**  
**Absence rates for full-time employees by occupation and sex — Females, 2008 <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
	percent			percent			days		
Management	7.5	5.0	2.5	3.0	2.4	0.7	7.6	5.9	1.7
Business, finance and administrative	10.5	7.3	3.2	4.4	3.5	0.9	10.9	8.7	2.2
Business professionals	8.0	5.6	2.4	3.2	2.4	0.8	7.9	6.0	1.9
Administrative	9.3	6.3	3.0	3.7	2.9	0.8	9.2	7.2	2.0
Clerical	11.8	8.2	3.6	5.0	4.1	1.0	12.6	10.2	2.4
Natural and applied sciences	10.8	7.4	3.4	4.0	3.2	0.9	10.1	7.9	2.2
Health	11.4	9.2	2.2	6.7	5.9	0.8	16.8	14.7	2.1
Health professional	8.4	6.5	F	4.4	3.6	F	11.1	9.0	F
Nursing	12.4	10.2	2.1	7.7	6.8	0.9	19.2	16.9	2.3
Technical occupations in health	10.9	8.5	2.4	6.0	5.2	0.8	15.1	13.0	2.1
Support staff in health	11.6	9.5	2.2	6.8	6.1	0.8	17.1	15.2	1.9
Social and public service	10.5	7.7	2.8	4.6	3.6	1.0	11.4	9.0	2.4
Legal, social and religious workers	11.0	8.1	2.9	4.8	3.9	0.9	12.1	9.7	2.3
Teachers and professors	10.0	7.3	2.7	4.3	3.3	1.0	10.9	8.3	2.6
Secondary and elementary teachers	10.5	7.6	2.9	4.4	3.4	1.1	11.1	8.4	2.7
Other teachers and professors	8.3	5.9	F	4.0	3.1	F	10.1	7.9	F
Culture and recreation	9.7	6.8	2.9	4.4	3.3	1.1	11.0	8.2	2.8
Sales and service	8.9	6.6	2.3	4.4	3.6	0.9	11.1	9.0	2.1
Wholesale	7.7	5.2	2.5	3.1	2.5	0.6	7.7	6.2	1.6
Retail	8.3	6.1	2.2	4.1	3.2	0.9	10.3	8.0	2.3
Food and beverage	7.4	5.6	1.9	4.0	3.2	0.8	10.1	8.1	2.0
Protective services	11.1	8.4	F	6.4	5.2	F	16.1	13.0	F
Childcare and home support	11.4	8.2	3.2	5.1	4.1	1.0	12.8	10.2	2.6
Travel and accommodation	10.1	7.7	2.4	5.2	4.3	0.8	12.9	10.8	2.1
Trades, transport and equipment operators	12.2	8.8	3.4	6.2	5.1	1.0	15.4	12.9	2.6
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	10.0	7.2	F	4.4	3.8	F	11.1	9.5	F
Transportation equipment operators	15.0	11.1	F	8.2	6.8	F	20.6	17.1	F
Helpers and labourers	13.0	10.0	F	7.1	6.2	F	17.8	15.4	F
Occupations unique to primary industry	9.9	6.2	F	5.6	4.4	F	14.1	11.0	F
Occupations unique to production	11.7	8.7	3.0	6.4	5.6	0.8	16.1	14.0	2.1
Machine operators and assemblers	12.1	8.8	3.2	6.7	5.8	0.9	16.7	14.6	2.1
Labourers	10.6	8.1	2.5	5.7	4.9	0.8	14.3	12.3	2.0

1. Excluding maternity leave.

**Table 4-1**  
**Absence rates for full-time employees by sex and industry — Goods-producing industries**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	4.2	1.5	3.2	2.8	0.5	8.1	6.9	1.2
1999	6.1	4.5	1.5	3.3	2.8	0.5	8.3	7.1	1.2
2000	6.3	4.8	1.5	3.3	2.8	0.5	8.3	7.1	1.2
2001	6.9	5.1	1.9	3.4	2.8	0.6	8.5	7.1	1.4
2002	7.6	5.4	2.1	3.7	3.0	0.6	9.2	7.6	1.6
2003	7.4	5.4	2.1	3.7	3.1	0.7	9.3	7.7	1.6
2004	7.5	5.2	2.3	3.7	3.0	0.7	9.1	7.4	1.7
2005	7.8	5.5	2.4	3.7	3.0	0.7	9.3	7.5	1.8
2006	7.8	5.5	2.3	3.8	3.1	0.8	9.6	7.7	1.9
2007	8.3	5.6	2.7	3.9	3.1	0.8	9.8	7.7	2.1
2008	8.1	5.5	2.6	3.9	3.1	0.8	9.7	7.7	2.1
<b>Males</b>									
1998	5.2	3.9	1.3	3.0	2.6	0.4	7.5	6.4	1.1
1999	5.7	4.3	1.5	3.2	2.7	0.5	8.0	6.8	1.1
2000	5.9	4.5	1.4	3.2	2.7	0.4	7.9	6.8	1.1
2001	6.5	4.8	1.7	3.3	2.8	0.5	8.2	6.9	1.3
2002	7.1	5.1	2.0	3.5	2.9	0.6	8.8	7.2	1.6
2003	6.9	4.9	1.9	3.5	2.9	0.6	8.8	7.2	1.6
2004	6.9	4.8	2.1	3.4	2.8	0.7	8.6	6.9	1.7
2005	7.3	5.0	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2006	7.4	5.3	2.1	3.7	3.0	0.7	9.3	7.4	1.8
2007	7.6	5.1	2.4	3.7	2.9	0.8	9.2	7.1	2.1
2008	7.6	5.1	2.5	3.7	2.8	0.8	9.2	7.1	2.1
<b>Females <sup>1</sup></b>									
1998	7.4	5.3	2.0	4.0	3.4	0.6	10.0	8.4	1.6
1999	7.1	5.4	1.7	3.7	3.2	0.5	9.2	7.9	1.3
2000	7.8	5.8	2.0	3.8	3.2	0.6	9.6	8.0	1.6
2001	8.4	6.1	2.3	3.8	3.2	0.6	9.6	7.9	1.6
2002	9.2	6.6	2.6	4.2	3.5	0.7	10.6	8.8	1.9
2003	9.3	6.7	2.6	4.4	3.6	0.7	10.9	9.1	1.8
2004	9.5	6.7	2.8	4.4	3.7	0.7	11.1	9.2	1.9
2005	9.7	6.9	2.9	4.5	3.7	0.8	11.2	9.2	2.0
2006	9.5	6.5	3.0	4.3	3.4	0.9	10.8	8.5	2.3
2007	10.8	7.2	3.5	4.9	4.0	0.9	12.2	9.9	2.3
2008	10.0	7.1	2.9	4.7	4.0	0.8	11.9	9.9	2.0

1. Data from 1987 to 1996 include maternity leave.



**Table 4-2**  
**Absence rates for full-time employees by sex and industry — Primary**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.8	3.5	1.3	2.7	2.2	0.4	6.7	5.6	1.1
1999	5.1	3.8	1.3	3.0	2.6	0.4	7.4	6.4	1.0
2000	5.6	4.1	1.5	3.2	2.5	0.6	7.9	6.4	1.5
2001	6.0	4.2	1.8	3.4	2.7	0.7	8.5	6.8	1.7
2002	6.0	4.1	1.8	3.3	2.5	0.8	8.3	6.3	2.0
2003	5.9	4.0	1.9	3.2	2.5	0.7	7.9	6.3	1.6
2004	5.8	3.9	1.9	3.2	2.4	0.7	7.9	6.1	1.8
2005	6.0	4.0	2.0	3.0	2.3	0.7	7.6	5.8	1.8
2006	5.9	4.0	2.0	3.3	2.6	0.7	8.3	6.4	1.8
2007	6.7	4.5	2.3	3.4	2.6	0.8	8.5	6.5	2.1
2008	6.1	4.0	2.0	3.1	2.4	0.7	7.7	5.9	1.8
<b>Males</b>									
1998	4.4	3.3	1.1	2.6	2.2	0.4	6.4	5.4	1.0
1999	4.8	3.7	1.2	3.0	2.6	0.4	7.5	6.5	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	5.7	3.9	1.7	3.3	2.5	0.8	8.2	6.2	2.0
2003	5.4	3.7	1.7	3.2	2.6	0.6	8.0	6.4	1.6
2004	5.1	3.6	1.5	3.1	2.4	0.6	7.6	6.0	1.6
2005	5.4	3.6	1.8	2.9	2.2	0.7	7.2	5.6	1.6
2006	5.4	3.6	1.8	3.2	2.5	0.7	7.9	6.2	1.7
2007	6.2	4.2	2.0	3.3	2.5	0.8	8.2	6.3	2.0
2008	5.5	3.7	1.8	2.9	2.2	0.7	7.3	5.6	1.7
<b>Females <sup>1</sup></b>									
1998	6.2	4.2	F	3.3	2.6	F	8.2	6.5	F
1999	6.0	4.3	F	2.8	2.3	F	6.9	5.7	F
2000	6.4	4.0	F	2.6	1.9	F	6.6	4.7	F
2001	7.6	5.1	F	3.3	2.6	F	8.2	6.6	F
2002	7.3	5.0	F	3.3	2.6	F	8.4	6.5	F
2003	8.0	5.2	2.7	3.1	2.3	0.8	7.6	5.7	1.9
2004	8.4	4.9	3.5	3.7	2.6	1.1	9.2	6.4	2.8
2005	8.5	5.6	2.9	3.7	2.7	1.0	9.2	6.7	2.5
2006	8.0	5.3	2.7	3.9	2.9	1.0	9.7	7.2	2.4
2007	8.8	5.6	3.2	3.9	2.9	1.0	9.9	7.3	2.6
2008	8.3	5.4	2.9	3.8	2.9	0.9	9.6	7.3	2.3

1. Data from 1987 to 1996 include maternity leave.

**Table 4-3**  
**Absence rates for full-time employees by sex and industry — Agriculture**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.6	3.1	F	2.4	1.9	F	5.9	4.8	F
1999	4.6	3.1	F	2.2	1.8	F	5.5	4.4	F
2000	5.6	3.6	2.0	2.6	1.9	0.7	6.5	4.7	1.8
2001	6.2	4.1	2.1	2.9	2.2	0.7	7.2	5.5	1.7
2002	6.3	4.3	2.1	3.1	2.3	0.8	7.8	5.8	2.0
2003	6.1	3.7	2.4	2.5	1.8	0.7	6.2	4.6	1.7
2004	6.4	4.0	2.4	2.7	2.0	0.7	6.8	5.1	1.8
2005	6.6	4.1	2.5	2.5	1.8	0.7	6.3	4.5	1.9
2006	6.3	4.1	2.2	3.1	2.5	0.7	7.8	6.2	1.7
2007	8.2	5.3	3.0	3.7	2.8	0.9	9.2	7.1	2.2
2008	7.1	4.4	2.6	3.4	2.5	0.8	8.4	6.4	2.0
<b>Males</b>									
1998	3.9	2.6	F	1.9	1.5	F	4.7	3.8	F
1999	4.2	2.9	F	2.1	1.7	F	5.1	4.3	F
2000	4.8	3.2	F	2.4	1.9	F	6.1	4.6	F
2001	5.2	3.4	F	2.5	1.8	F	6.3	4.6	F
2002	5.3	3.5	F	2.5	1.8	F	6.4	4.5	F
2003	5.4	3.1	F	2.4	1.7	F	6.0	4.3	F
2004	5.1	3.4	F	2.2	1.7	F	5.4	4.3	F
2005	5.5	3.2	F	2.1	1.5	F	5.3	3.8	F
2006	5.9	3.8	F	2.9	2.3	F	7.4	5.8	F
2007	7.7	4.9	2.8	3.4	2.6	0.8	8.5	6.5	2.0
2008	6.0	3.6	0.0	2.6	1.9	0.0	6.5	4.8	0.0
<b>Females <sup>1</sup></b>									
1998	6.2	F	F	3.7	F	F	9.1	F	F
1999	5.5	F	F	2.6	F	F	6.5	F	F
2000	7.1	F	F	3.0	F	F	7.5	F	F
2001	8.3	5.6	F	3.7	3.0	F	9.3	7.5	F
2002	8.3	5.9	F	4.4	3.6	F	11.1	8.9	F
2003	7.8	F	F	2.8	F	F	6.9	F	F
2004	9.0	F	F	4.1	F	F	10.2	F	F
2005	8.8	5.8	F	3.4	2.4	F	8.5	5.9	F
2006	7.3	4.8	F	3.6	2.8	F	9.0	7.1	F
2007	9.4	6.0	F	4.3	3.3	F	10.8	8.4	F
2008	9.3	6.1	F	5.0	3.9	F	12.4	9.6	F

1. Data from 1987 to 1996 include maternity leave.

**Table 4-4**  
**Absence rates for full-time employees by sex and industry — Other primary industries**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.8	3.7	1.2	2.8	2.4	0.4	7.1	6.0	1.1
1999	5.3	4.1	1.2	3.3	2.9	0.4	8.3	7.3	1.0
2000	5.6	4.3	1.3	3.4	2.8	0.6	8.5	7.1	1.4
2001	5.9	4.3	1.7	3.6	2.9	0.7	9.0	7.3	1.7
2002	5.8	4.1	1.8	3.4	2.6	0.8	8.4	6.5	2.0
2003	5.8	4.1	1.7	3.4	2.8	0.6	8.6	7.0	1.6
2004	5.5	3.8	1.7	3.3	2.6	0.7	8.3	6.5	1.8
2005	5.7	3.9	1.8	3.2	2.5	0.7	8.1	6.3	1.8
2006	5.8	3.9	1.9	3.4	2.6	0.8	8.4	6.5	1.9
2007	6.2	4.2	2.0	3.3	2.5	0.8	8.3	6.3	2.0
2008	5.7	3.9	1.8	3.0	2.3	0.7	7.5	5.8	1.8
<b>Males</b>									
1998	4.6	3.6	1.0	2.8	2.4	0.4	7.0	6.0	1.0
1999	5.1	3.9	1.1	3.3	2.9	0.4	8.4	7.3	1.0
2000	5.6	4.4	1.2	3.6	3.0	0.6	8.9	7.5	1.4
2001	5.8	4.2	1.6	3.7	3.0	0.7	9.2	7.5	1.7
2002	5.8	4.1	1.7	3.5	2.7	0.8	8.8	6.8	2.1
2003	5.4	3.9	1.5	3.5	2.8	0.6	8.7	7.1	1.6
2004	5.1	3.7	1.4	3.3	2.6	0.7	8.3	6.6	1.7
2005	5.3	3.6	1.7	3.1	2.5	0.7	7.9	6.2	1.7
2006	5.2	3.5	1.7	3.2	2.5	0.7	8.1	6.4	1.8
2007	5.7	3.9	1.8	3.3	2.5	0.8	8.1	6.2	1.9
2008	5.3	3.7	1.7	3.0	2.3	0.7	7.5	5.8	1.7
<b>Females <sup>1</sup></b>									
1998	6.1	F	F	3.0	F	F	7.4	F	F
1999	6.5	F	F	3.0	F	F	7.5	F	F
2000	5.7	F	F	2.3	F	F	5.8	F	F
2001	6.9	4.7	F	2.9	2.3	F	7.2	5.7	F
2002	6.4	F	F	2.3	F	F	5.8	F	F
2003	8.1	5.5	F	3.3	2.5	F	8.3	6.2	F
2004	7.9	4.6	F	3.4	2.4	F	8.4	5.9	F
2005	8.3	5.4	F	3.9	3.0	F	9.7	7.4	F
2006	8.6	5.8	F	4.1	3.0	F	10.2	7.4	F
2007	8.4	5.3	F	3.7	2.6	F	9.2	6.6	F
2008	7.6	4.9	F	3.0	2.3	F	7.6	5.7	F

1. Data from 1987 to 1996 include maternity leave.

**Table 4-5  
Absence rates for full-time employees by sex and industry — Utilities**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.0	1.5	2.6	2.2	0.4	6.6	5.6	1.1
1999	6.5	5.3	F	3.9	3.5	F	9.9	8.8	F
2000	6.8	4.8	1.9	3.2	2.6	0.7	8.1	6.4	1.7
2001	6.4	5.0	1.4	3.2	2.7	0.5	7.9	6.7	1.2
2002	6.9	4.9	2.0	3.3	2.7	0.7	8.3	6.6	1.7
2003	8.2	6.3	2.0	4.0	3.4	0.6	10.0	8.4	1.6
2004	7.9	5.8	2.1	4.1	3.5	0.6	10.2	8.7	1.4
2005	7.9	5.8	2.1	3.6	3.0	0.6	9.1	7.5	1.6
2006	9.5	7.1	2.4	5.0	4.3	0.7	12.4	10.7	1.7
2007	9.2	6.9	2.3	4.5	3.6	0.8	11.2	9.1	2.1
2008	9.2	6.7	2.6	4.0	3.2	0.8	10.1	8.1	2.0
<b>Males</b>									
1998	5.3	3.9	F	2.7	2.4	F	6.8	5.9	F
1999	6.8	5.4	F	4.0	3.6	F	10.1	8.9	F
2000	6.5	4.5	1.9	3.2	2.5	0.7	7.9	6.2	1.7
2001	6.1	4.7	F	3.1	2.6	F	7.9	6.5	F
2002	6.2	4.3	2.0	2.6	2.0	0.7	6.6	4.9	1.6
2003	7.4	5.6	1.8	3.7	3.1	0.6	9.3	7.8	1.6
2004	6.8	5.0	1.8	3.4	2.9	0.5	8.5	7.2	1.3
2005	7.3	5.4	1.9	3.4	2.9	0.5	8.6	7.3	1.3
2006	8.6	6.6	2.0	4.7	4.0	0.7	11.6	10.0	1.7
2007	7.7	5.4	2.2	3.5	2.7	0.8	8.8	6.7	2.1
2008	8.5	5.9	2.6	3.9	3.0	0.9	9.6	7.5	2.2
<b>Females <sup>1</sup></b>									
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	7.8	F	F	3.5	F	F	8.6	F	F
2001	7.5	6.1	F	3.2	2.8	F	8.0	7.1	F
2002	9.2	6.9	F	5.7	5.0	F	14.3	12.6	F
2003	11.3	8.8	F	5.1	4.4	F	12.7	11.0	F
2004	11.0	8.1	F	6.1	5.4	F	15.2	13.4	F
2005	10.0	7.2	F	4.3	3.2	F	10.8	8.1	F
2006	12.2	8.8	F	6.0	5.3	F	15.1	13.3	F
2007	13.6	11.0	F	7.3	6.5	F	18.3	16.4	F
2008	11.8	9.2	F	4.7	4.1	F	11.8	10.3	F

1. Data from 1987 to 1996 include maternity leave.

**Table 4-6**  
**Absence rates for full-time employees by sex and industry — Construction**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.3	3.9	1.5	3.1	2.6	0.5	7.6	6.5	1.1
1999	5.6	3.8	1.7	3.3	2.7	0.7	8.3	6.7	1.6
2000	5.6	4.0	1.6	2.9	2.4	0.5	7.3	6.0	1.3
2001	6.5	4.5	1.9	3.4	2.7	0.6	8.4	6.9	1.6
2002	7.0	5.0	2.1	3.7	3.0	0.7	9.2	7.5	1.7
2003	6.6	4.5	2.0	3.4	2.7	0.7	8.6	6.8	1.8
2004	6.2	3.9	2.3	2.9	2.1	0.8	7.2	5.3	1.9
2005	7.2	4.8	2.4	3.3	2.6	0.7	8.3	6.5	1.8
2006	7.4	5.2	2.2	3.8	3.0	0.8	9.5	7.5	2.0
2007	7.8	5.3	2.5	3.7	2.9	0.8	9.4	7.3	2.1
2008	7.4	4.9	2.6	3.4	2.6	0.8	8.6	6.5	2.1
<b>Males</b>									
1998	5.3	3.9	1.4	3.1	2.6	0.4	7.6	6.5	1.1
1999	5.6	3.9	1.6	3.4	2.8	0.6	8.5	6.9	1.5
2000	5.5	4.1	1.5	3.0	2.5	0.5	7.5	6.3	1.2
2001	6.5	4.5	1.9	3.4	2.8	0.6	8.6	7.0	1.5
2002	6.9	5.0	1.9	3.7	3.1	0.6	9.3	7.6	1.6
2003	6.5	4.5	2.0	3.5	2.7	0.7	8.6	6.8	1.9
2004	6.0	3.8	2.2	2.9	2.1	0.7	7.2	5.4	1.9
2005	6.9	4.7	2.2	3.3	2.6	0.7	8.2	6.5	1.6
2006	7.3	5.2	2.1	3.9	3.1	0.8	9.7	7.7	2.0
2007	7.6	5.3	2.3	3.8	3.0	0.8	9.5	7.5	2.1
2008	7.2	4.8	2.4	3.4	2.6	0.8	8.4	6.5	2.0
<b>Females <sup>1</sup></b>									
1998	6.1	3.8	F	3.1	2.4	F	7.7	6.0	F
1999	5.6	F	F	2.6	F	F	6.6	F	F
2000	6.2	3.5	F	2.1	1.2	F	5.2	3.1	F
2001	6.6	4.5	F	2.8	2.1	F	7.1	5.3	F
2002	8.4	5.2	F	3.5	2.2	F	8.8	5.5	F
2003	7.2	5.2	F	3.1	2.6	F	7.7	6.5	F
2004	8.1	4.6	3.5	2.7	1.8	0.9	6.7	4.4	2.4
2005	9.7	5.4	4.3	3.8	2.5	1.3	9.6	6.3	3.3
2006	8.7	5.0	3.7	3.0	2.2	0.8	7.5	5.5	2.1
2007	9.1	4.8	4.3	3.2	2.2	1.1	8.0	5.4	2.6
2008	9.6	5.6	4.1	4.1	2.6	1.4	10.1	6.6	3.6

1. Data from 1987 to 1996 include maternity leave.

**Table 4-7**  
**Absence rates for full-time employees by sex and industry — Manufacturing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.0	4.5	1.5	3.4	2.9	0.5	8.5	7.3	1.2
1999	6.3	4.8	1.5	3.3	2.9	0.4	8.3	7.2	1.1
2000	6.6	5.0	1.5	3.5	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	7.3	1.3
2002	8.0	5.8	2.2	3.8	3.1	0.6	9.4	7.9	1.5
2003	7.9	5.7	2.1	3.9	3.2	0.6	9.7	8.1	1.6
2004	8.1	5.8	2.3	3.9	3.3	0.7	9.9	8.2	1.7
2005	8.4	5.9	2.5	4.0	3.3	0.7	9.9	8.2	1.8
2006	8.3	5.9	2.4	3.9	3.1	0.8	9.7	7.8	1.9
2007	8.7	5.9	2.8	4.1	3.2	0.9	10.2	8.1	2.1
2008	8.8	6.1	2.7	4.3	3.4	0.9	10.7	8.6	2.1
<b>Males</b>									
1998	5.4	4.0	1.4	3.1	2.7	0.4	7.7	6.7	1.1
1999	5.9	4.4	1.5	3.1	2.7	0.4	7.8	6.8	1.1
2000	6.0	4.6	1.4	3.2	2.8	0.4	8.0	7.0	1.0
2001	6.7	5.0	1.7	3.2	2.8	0.5	8.1	6.9	1.2
2002	7.4	5.3	2.1	3.5	3.0	0.6	8.9	7.4	1.4
2003	7.2	5.3	1.9	3.6	3.0	0.6	9.0	7.5	1.5
2004	7.5	5.3	2.2	3.7	3.0	0.7	9.2	7.6	1.7
2005	7.8	5.5	2.4	3.7	3.0	0.7	9.3	7.5	1.8
2006	7.8	5.6	2.2	3.7	3.0	0.7	9.2	7.4	1.8
2007	7.8	5.3	2.6	3.7	2.9	0.8	9.3	7.2	2.1
2008	8.2	5.6	2.6	4.0	3.1	0.9	10.1	7.8	2.3
<b>Females <sup>1</sup></b>									
1998	7.7	5.7	2.0	4.2	3.6	0.6	10.6	9.1	1.5
1999	7.4	5.7	1.7	3.9	3.4	0.5	9.6	8.5	1.2
2000	8.1	6.2	1.9	4.1	3.5	0.6	10.3	8.8	1.5
2001	8.7	6.3	2.4	4.0	3.3	0.7	10.0	8.4	1.6
2002	9.4	6.9	2.6	4.3	3.6	0.7	10.8	9.1	1.8
2003	9.6	6.9	2.7	4.6	3.9	0.7	11.5	9.7	1.8
2004	9.7	7.1	2.6	4.6	3.9	0.7	11.6	9.9	1.7
2005	9.9	7.2	2.7	4.7	4.0	0.7	11.7	10.0	1.8
2006	9.6	6.7	2.9	4.5	3.5	0.9	11.2	8.8	2.3
2007	11.2	7.6	3.5	5.1	4.3	0.9	12.8	10.7	2.2
2008	10.3	7.5	2.8	5.0	4.4	0.7	12.6	10.9	1.7

1. Data from 1987 to 1996 include maternity leave.

**Table 4-8**  
**Absence rates for full-time employees by sex and industry — Durable goods <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
	percent						days		
<b>Both sexes <sup>2</sup></b>									
1998	6.0	4.4	1.6	3.3	2.8	0.5	8.3	7.0	1.3
1999	6.3	4.6	1.7	3.1	2.7	0.4	7.8	6.6	1.1
2000	6.5	4.8	1.6	3.2	2.8	0.5	8.1	6.9	1.2
2001	7.3	5.4	2.0	3.4	2.9	0.5	8.5	7.2	1.4
2002	8.0	5.8	2.2	3.7	3.1	0.6	9.3	7.8	1.5
2003	8.0	5.7	2.3	3.9	3.2	0.7	9.7	8.0	1.7
2004	8.3	5.8	2.5	3.9	3.2	0.7	9.9	8.1	1.7
2005	9.0	6.2	2.7	4.2	3.4	0.8	10.4	8.5	2.0
2006	8.3	5.7	2.6	3.8	3.0	0.9	9.6	7.4	2.1
2007	8.7	5.8	2.8	3.9	3.1	0.8	9.7	7.7	2.0
2008	8.9	6.2	2.7	4.2	3.4	0.8	10.5	8.5	2.1
<b>Males</b>									
1998	5.6	4.1	1.5	3.1	2.7	0.5	7.8	6.6	1.1
1999	6.1	4.5	1.6	3.1	2.6	0.4	7.7	6.6	1.1
2000	6.0	4.5	1.5	3.0	2.6	0.4	7.6	6.5	1.1
2001	7.0	5.2	1.8	3.3	2.8	0.5	8.3	7.0	1.2
2002	7.7	5.5	2.2	3.6	3.0	0.6	8.9	7.4	1.5
2003	7.6	5.5	2.1	3.7	3.1	0.6	9.3	7.8	1.5
2004	7.9	5.4	2.4	3.8	3.1	0.7	9.6	7.9	1.7
2005	8.4	5.8	2.6	4.0	3.2	0.8	9.9	8.0	1.9
2006	7.9	5.5	2.5	3.6	2.8	0.8	9.1	7.1	2.0
2007	8.0	5.3	2.7	3.6	2.8	0.8	9.0	7.1	1.9
2008	8.4	5.6	2.8	3.9	3.0	0.9	9.8	7.5	2.3
<b>Females <sup>2</sup></b>									
1998	7.7	5.6	2.2	4.2	3.5	0.7	10.4	8.6	1.8
1999	7.1	5.3	1.9	3.2	2.8	0.4	8.0	6.9	1.1
2000	8.1	6.2	2.0	4.0	3.4	0.6	10.0	8.5	1.6
2001	8.8	6.1	2.7	3.8	3.0	0.8	9.6	7.6	2.0
2002	9.2	6.8	2.4	4.3	3.7	0.6	10.7	9.1	1.6
2003	9.7	6.6	3.1	4.4	3.5	0.9	10.9	8.7	2.2
2004	9.7	7.0	2.7	4.3	3.6	0.7	10.8	9.0	1.8
2005	11.1	7.9	3.2	4.9	4.1	0.8	12.4	10.3	2.1
2006	9.9	6.7	3.2	4.5	3.5	1.0	11.3	8.8	2.6
2007	11.4	7.9	3.5	5.0	4.1	0.8	12.4	10.4	2.0
2008	10.9	8.2	2.7	5.4	4.9	0.6	13.5	12.1	1.4

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 4-9**  
**Absence rates for full-time employees by sex and industry — Non-Durable goods <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
	percent						days		
<b>Both sexes <sup>2</sup></b>									
1998	6.0	4.6	1.4	3.5	3.1	0.5	8.8	7.7	1.1
1999	6.3	4.9	1.4	3.6	3.2	0.4	9.1	8.0	1.0
2000	6.7	5.4	1.4	3.8	3.4	0.4	9.4	8.4	1.0
2001	7.0	5.3	1.7	3.5	3.0	0.5	8.7	7.5	1.3
2002	7.9	5.7	2.2	3.8	3.2	0.6	9.6	8.0	1.5
2003	7.7	5.8	1.9	3.9	3.3	0.6	9.7	8.3	1.4
2004	7.8	5.8	2.0	4.0	3.3	0.6	9.9	8.3	1.6
2005	7.5	5.4	2.0	3.7	3.1	0.6	9.2	7.7	1.5
2006	8.1	6.1	2.0	4.0	3.3	0.7	10.0	8.4	1.6
2007	8.8	6.0	2.8	4.4	3.5	1.0	11.1	8.7	2.4
2008	8.5	6.0	2.6	4.4	3.5	0.9	11.0	8.8	2.2
<b>Males</b>									
1998	5.1	3.9	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1999	5.5	4.3	1.3	3.2	2.8	0.4	8.1	7.1	0.9
2000	6.0	4.9	1.1	3.5	3.2	0.3	8.8	8.0	0.8
2001	6.1	4.6	1.5	3.1	2.6	0.5	7.8	6.6	1.2
2002	6.9	5.0	1.8	3.5	3.0	0.5	8.8	7.5	1.3
2003	6.5	4.9	1.6	3.4	2.8	0.5	8.4	7.1	1.4
2004	6.7	5.0	1.7	3.4	2.8	0.6	8.6	7.1	1.5
2005	6.7	4.8	1.9	3.3	2.6	0.6	8.1	6.6	1.5
2006	7.4	5.7	1.7	3.8	3.2	0.5	9.4	8.1	1.4
2007	7.6	5.2	2.4	4.0	3.0	1.0	9.9	7.5	2.4
2008	7.9	5.4	2.4	4.3	3.3	0.9	10.7	8.3	2.3
<b>Females <sup>2</sup></b>									
1998	7.6	5.7	1.9	4.3	3.8	0.5	10.8	9.4	1.4
1999	7.6	6.0	1.6	4.3	3.9	0.5	10.9	9.7	1.2
2000	8.1	6.2	1.9	4.2	3.7	0.6	10.6	9.2	1.5
2001	8.6	6.5	2.1	4.1	3.6	0.5	10.4	9.0	1.4
2002	9.7	6.9	2.8	4.4	3.6	0.8	10.9	9.0	1.9
2003	9.6	7.2	2.4	4.8	4.2	0.6	12.0	10.5	1.5
2004	9.7	7.1	2.6	4.9	4.2	0.7	12.2	10.6	1.6
2005	8.9	6.6	2.2	4.5	3.9	0.6	11.2	9.7	1.5
2006	9.4	6.7	2.7	4.4	3.5	0.9	11.0	8.9	2.1
2007	10.9	7.4	3.6	5.3	4.4	0.9	13.2	10.9	2.3
2008	9.7	6.9	2.9	4.7	3.9	0.8	11.7	9.8	1.9

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 4-10**  
**Absence rates for full-time employees by sex and industry — Service-producing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	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	2.7	0.5	8.0	6.6	1.3
2000	6.4	4.8	1.5	3.2	2.6	0.5	7.9	6.6	1.3
2001	7.1	5.3	1.7	3.4	2.8	0.6	8.5	7.0	1.5
2002	7.9	5.7	2.1	3.6	2.9	0.7	9.1	7.3	1.7
2003	7.6	5.6	2.0	3.7	3.0	0.7	9.2	7.5	1.7
2004	7.7	5.6	2.1	3.7	3.0	0.7	9.2	7.5	1.7
2005	8.4	6.2	2.2	3.9	3.2	0.7	9.8	7.9	1.9
2006	8.3	6.0	2.4	3.9	3.0	0.9	9.8	7.6	2.2
2007	8.9	6.4	2.5	4.1	3.3	0.8	10.3	8.2	2.1
2008	8.9	6.3	2.6	4.1	3.2	0.9	10.2	8.0	2.2
<b>Males</b>									
1998	4.7	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	5.9	4.4	1.5	2.9	2.4	0.5	7.2	6.0	1.2
2002	6.5	4.6	1.9	3.0	2.4	0.6	7.5	5.9	1.6
2003	6.3	4.5	1.7	3.1	2.5	0.6	7.7	6.2	1.5
2004	6.5	4.6	1.9	3.1	2.4	0.6	7.6	6.0	1.6
2005	7.2	5.2	1.9	3.4	2.7	0.7	8.4	6.8	1.7
2006	7.0	4.9	2.1	3.3	2.5	0.8	8.3	6.3	2.0
2007	7.5	5.2	2.3	3.4	2.6	0.8	8.6	6.5	2.1
2008	7.4	5.1	2.4	3.4	2.6	0.8	8.5	6.4	2.1
<b>Females <sup>1</sup></b>									
1998	6.6	5.1	1.5	3.6	3.0	0.6	9.1	7.6	1.5
1999	7.1	5.4	1.8	3.9	3.2	0.7	9.7	8.0	1.6
2000	7.5	5.7	1.7	3.8	3.2	0.6	9.4	7.9	1.5
2001	8.2	6.2	2.0	3.9	3.2	0.7	9.8	8.0	1.8
2002	9.2	6.8	2.4	4.3	3.5	0.8	10.7	8.7	1.9
2003	8.8	6.6	2.2	4.3	3.5	0.8	10.7	8.8	1.9
2004	8.8	6.6	2.2	4.3	3.6	0.7	10.8	8.9	1.9
2005	9.6	7.1	2.5	4.5	3.6	0.8	11.2	9.1	2.0
2006	9.5	6.9	2.6	4.5	3.5	1.0	11.3	8.9	2.4
2007	10.2	7.6	2.6	4.8	3.9	0.8	12.0	9.9	2.1
2008	10.2	7.4	2.8	4.7	3.8	0.9	11.8	9.5	2.2

1. Data from 1987 to 1996 include maternity leave.

**Table 4-11**  
**Absence rates for full-time employees by sex and industry — Trade**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.9	3.7	1.3	2.6	2.1	0.4	6.4	5.4	1.1
1999	5.3	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	4.8	1.7	3.0	2.5	0.5	7.5	6.1	1.3
2002	6.7	4.8	2.0	2.9	2.4	0.6	7.4	5.9	1.4
2003	6.8	5.0	1.8	3.2	2.7	0.6	8.1	6.7	1.4
2004	6.7	4.7	2.0	3.0	2.4	0.6	7.6	6.0	1.6
2005	7.3	5.4	1.9	3.3	2.7	0.6	8.2	6.7	1.5
2006	7.3	5.1	2.2	3.4	2.6	0.8	8.5	6.5	2.0
2007	8.1	5.7	2.4	3.7	2.9	0.8	9.3	7.3	2.0
2008	8.0	5.5	2.5	3.5	2.7	0.8	8.8	6.8	2.0
<b>Males</b>									
1998	4.2	3.1	1.1	2.2	1.8	0.3	5.4	4.5	0.9
1999	4.6	3.3	1.2	2.3	1.9	0.4	5.7	4.7	0.9
2000	5.0	3.8	1.2	2.3	2.0	0.3	5.8	5.0	0.9
2001	5.6	4.1	1.5	2.6	2.2	0.5	6.6	5.4	1.2
2002	6.1	4.2	1.8	2.6	2.1	0.5	6.5	5.2	1.3
2003	6.2	4.5	1.7	2.9	2.4	0.5	7.3	6.1	1.3
2004	6.2	4.3	1.9	2.8	2.2	0.6	7.1	5.6	1.5
2005	6.7	5.0	1.7	3.0	2.5	0.5	7.4	6.1	1.3
2006	6.5	4.5	2.0	3.1	2.3	0.7	7.7	5.8	1.8
2007	7.3	5.0	2.2	3.4	2.7	0.8	8.5	6.6	1.9
2008	7.2	4.8	2.3	3.1	2.3	0.8	7.7	5.8	1.9
<b>Females <sup>1</sup></b>									
1998	6.0	4.5	1.5	3.2	2.6	0.5	7.9	6.6	1.3
1999	6.2	4.4	1.8	3.2	2.6	0.7	8.1	6.4	1.7
2000	6.1	4.6	1.4	2.9	2.4	0.5	7.3	6.0	1.3
2001	7.6	5.6	1.9	3.5	2.9	0.6	8.7	7.2	1.5
2002	7.6	5.5	2.1	3.4	2.8	0.6	8.6	7.0	1.6
2003	7.7	5.6	2.1	3.7	3.0	0.7	9.2	7.5	1.6
2004	7.3	5.2	2.1	3.4	2.7	0.7	8.4	6.7	1.7
2005	8.2	6.0	2.1	3.7	3.0	0.7	9.2	7.5	1.7
2006	8.2	5.8	2.5	3.8	3.0	0.9	9.6	7.4	2.2
2007	9.1	6.5	2.7	4.2	3.3	0.9	10.4	8.2	2.2
2008	9.0	6.2	2.7	4.1	3.3	0.8	10.3	8.2	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 4-12**  
**Absence rates for full-time employees by sex and industry — Wholesale trade**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.0	3.6	1.3	2.4	2.1	0.4	6.1	5.1	1.0
1999	5.4	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	5.7	4.7	1.0
2001	6.1	4.2	1.9	2.5	1.9	0.6	6.2	4.8	1.4
2002	6.4	4.1	2.3	2.5	1.9	0.6	6.1	4.6	1.5
2003	6.8	4.7	2.1	3.1	2.5	0.6	7.6	6.1	1.5
2004	6.5	4.2	2.3	2.8	2.0	0.7	6.9	5.1	1.8
2005	7.5	5.3	2.3	3.2	2.6	0.6	8.1	6.5	1.6
2006	7.0	4.4	2.7	3.0	2.1	0.9	7.4	5.1	2.2
2007	7.5	5.1	2.5	3.4	2.7	0.8	8.6	6.6	1.9
2008	8.2	5.3	2.9	3.3	2.5	0.8	8.3	6.3	2.0
<b>Males</b>									
1998	4.3	3.2	1.1	2.3	2.0	0.4	5.8	4.9	0.9
1999	4.7	3.4	1.3	2.2	1.8	0.4	5.5	4.6	1.0
2000	5.0	3.5	1.5	2.4	2.0	0.4	5.9	4.9	1.0
2001	5.4	3.8	1.6	2.3	1.8	0.5	5.7	4.5	1.2
2002	5.8	3.7	2.1	2.3	1.8	0.6	5.8	4.4	1.4
2003	6.3	4.4	1.9	3.0	2.4	0.6	7.5	6.1	1.4
2004	6.2	4.0	2.2	2.8	2.1	0.7	7.1	5.3	1.8
2005	7.0	5.0	2.0	3.1	2.5	0.6	7.7	6.3	1.4
2006	6.5	4.1	2.4	2.8	2.0	0.9	7.1	4.9	2.1
2007	7.1	4.8	2.2	3.2	2.6	0.7	8.1	6.4	1.7
2008	7.2	4.6	2.6	2.9	2.1	0.8	7.3	5.3	2.1
<b>Females <sup>1</sup></b>									
1998	6.7	4.7	1.9	2.8	2.3	0.5	6.9	5.7	1.2
1999	6.8	4.7	2.1	3.0	2.5	0.5	7.5	6.2	1.3
2000	6.0	4.5	1.6	2.1	1.7	0.4	5.4	4.4	1.0
2001	7.9	5.3	2.6	3.1	2.3	0.8	7.7	5.6	2.0
2002	7.9	5.0	2.8	2.8	2.1	0.7	6.9	5.2	1.7
2003	8.0	5.2	2.7	3.2	2.5	0.7	8.0	6.3	1.7
2004	7.2	4.6	2.5	2.5	1.9	0.7	6.3	4.7	1.6
2005	8.6	5.8	2.7	3.6	2.8	0.8	9.0	7.0	2.0
2006	8.0	4.9	3.2	3.2	2.2	1.0	8.1	5.6	2.5
2007	8.6	5.5	3.0	3.8	2.9	1.0	9.6	7.2	2.4
2008	10.3	6.8	3.5	4.2	3.5	0.7	10.6	8.8	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 4-13**  
**Absence rates for full-time employees by sex and industry — Retail trade**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.9	3.7	1.2	2.6	2.2	0.4	6.5	5.4	1.1
1999	5.2	3.8	1.4	2.8	2.2	0.5	6.9	5.6	1.3
2000	5.5	4.3	1.2	2.7	2.3	0.4	6.7	5.7	1.1
2001	6.6	5.0	1.6	3.2	2.7	0.5	8.0	6.7	1.3
2002	6.8	5.0	1.8	3.2	2.6	0.6	7.9	6.5	1.4
2003	6.8	5.1	1.7	3.3	2.8	0.6	8.3	6.9	1.4
2004	6.7	4.9	1.8	3.2	2.6	0.6	8.0	6.4	1.5
2005	7.3	5.5	1.8	3.3	2.7	0.6	8.2	6.8	1.4
2006	7.4	5.4	2.0	3.6	2.8	0.7	9.0	7.1	1.9
2007	8.3	5.9	2.4	3.9	3.0	0.8	9.7	7.6	2.1
2008	7.9	5.5	2.4	3.6	2.8	0.8	9.1	7.1	2.0
<b>Males</b>									
1998	4.1	3.0	1.1	2.1	1.7	0.3	5.2	4.4	0.8
1999	4.5	3.3	1.2	2.3	1.9	0.4	5.8	4.9	0.9
2000	4.9	3.9	1.1	2.3	2.0	0.3	5.8	5.0	0.8
2001	5.7	4.3	1.4	2.8	2.4	0.5	7.1	6.0	1.1
2002	6.2	4.5	1.7	2.8	2.2	0.5	6.9	5.6	1.3
2003	6.1	4.5	1.5	2.9	2.4	0.5	7.3	6.0	1.2
2004	6.2	4.5	1.7	2.9	2.3	0.5	7.1	5.8	1.4
2005	6.5	4.9	1.6	2.9	2.4	0.5	7.3	6.0	1.3
2006	6.6	4.8	1.8	3.2	2.5	0.7	8.0	6.3	1.7
2007	7.4	5.1	2.2	3.5	2.7	0.8	8.8	6.8	2.0
2008	7.2	5.0	2.2	3.2	2.5	0.7	8.0	6.1	1.8
<b>Females <sup>1</sup></b>									
1998	5.8	4.4	1.4	3.3	2.7	0.6	8.1	6.8	1.4
1999	6.0	4.3	1.7	3.3	2.6	0.7	8.3	6.4	1.8
2000	6.1	4.7	1.4	3.1	2.6	0.5	7.8	6.5	1.3
2001	7.5	5.7	1.7	3.6	3.0	0.6	9.0	7.6	1.4
2002	7.6	5.6	2.0	3.6	3.0	0.6	9.0	7.5	1.6
2003	7.6	5.7	1.9	3.8	3.2	0.6	9.5	7.9	1.6
2004	7.4	5.4	2.0	3.6	2.9	0.7	8.9	7.2	1.7
2005	8.1	6.1	2.0	3.7	3.0	0.6	9.2	7.6	1.6
2006	8.3	6.0	2.3	4.0	3.2	0.8	10.0	7.9	2.1
2007	9.3	6.7	2.6	4.3	3.4	0.9	10.7	8.5	2.1
2008	8.6	6.1	2.5	4.1	3.2	0.9	10.2	8.0	2.2

1. Data from 1987 to 1996 include maternity leave.

**Table 4-14**  
**Absence rates for full-time employees by sex and industry — Transportation and warehousing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	4.5	1.3	3.8	3.3	0.5	9.5	8.2	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	10.1	8.7	1.3
2002	7.2	5.4	1.8	4.1	3.5	0.6	10.2	8.6	1.6
2003	7.5	5.9	1.5	4.6	4.0	0.6	11.4	9.9	1.5
2004	7.6	5.6	2.0	4.4	3.7	0.7	11.1	9.3	1.8
2005	8.4	6.2	2.1	4.9	4.1	0.8	12.2	10.2	2.0
2006	7.9	5.8	2.1	4.6	3.8	0.8	11.6	9.5	2.1
2007	8.7	6.5	2.2	4.9	4.1	0.8	12.2	10.1	2.1
2008	8.7	6.6	2.2	4.9	4.1	0.8	12.3	10.3	2.0
<b>Males</b>									
1998	5.5	4.4	1.2	3.8	3.3	0.5	9.4	8.2	1.2
1999	5.6	4.5	1.2	3.7	3.3	0.5	9.4	8.1	1.2
2000	6.3	5.0	1.3	3.9	3.5	0.4	9.8	8.7	1.1
2001	6.7	5.3	1.4	4.0	3.5	0.5	10.1	8.9	1.2
2002	6.8	5.2	1.6	4.0	3.4	0.6	10.0	8.5	1.5
2003	7.4	5.9	1.5	4.8	4.1	0.6	11.9	10.3	1.6
2004	6.9	5.1	1.8	4.1	3.5	0.6	10.4	8.8	1.6
2005	7.2	5.4	1.9	4.4	3.7	0.7	11.0	9.2	1.8
2006	7.3	5.5	1.8	4.4	3.7	0.7	11.0	9.3	1.7
2007	7.6	5.7	1.9	4.4	3.7	0.7	11.0	9.2	1.9
2008	7.8	6.0	1.8	4.6	3.9	0.7	11.5	9.6	1.9
<b>Females <sup>1</sup></b>									
1998	6.4	4.8	1.6	3.9	3.2	0.7	9.7	8.0	1.7
1999	7.1	5.1	2.0	3.8	3.1	0.7	9.5	7.8	1.7
2000	8.3	6.4	2.0	5.1	4.2	0.9	12.8	10.4	2.3
2001	7.9	5.8	2.1	4.0	3.3	0.7	10.0	8.2	1.8
2002	8.6	6.4	2.2	4.4	3.7	0.8	11.1	9.1	2.0
2003	7.7	6.2	1.5	4.0	3.5	0.4	9.9	8.8	1.1
2004	9.9	7.4	2.5	5.5	4.5	1.0	13.8	11.3	2.4
2005	12.3	9.2	3.1	6.6	5.6	1.0	16.6	14.0	2.5
2006	9.9	6.8	3.1	5.6	4.2	1.4	14.0	10.5	3.5
2007	12.4	9.1	3.3	6.7	5.5	1.1	16.7	13.8	2.8
2008	11.8	8.5	3.3	6.1	5.0	1.1	15.2	12.5	2.7

1. Data from 1987 to 1996 include maternity leave.

**Table 4-15**  
**Absence rates for full-time employees by sex and industry — Finance, insurance, real estate and leasing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
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	6.9	5.8	1.2
2000	5.9	4.1	1.7	2.7	2.1	0.5	6.7	5.4	1.4
2001	6.8	4.9	1.9	3.0	2.4	0.6	7.5	6.0	1.5
2002	7.7	5.6	2.2	3.2	2.6	0.6	8.0	6.5	1.5
2003	7.5	5.4	2.1	3.5	2.9	0.6	8.8	7.2	1.6
2004	6.9	5.1	1.8	3.1	2.6	0.5	7.8	6.4	1.3
2005	8.2	6.0	2.2	3.6	2.9	0.6	8.9	7.3	1.6
2006	7.3	4.9	2.4	3.0	2.3	0.8	7.5	5.6	1.9
2007	8.3	5.8	2.5	3.5	2.8	0.7	8.9	7.0	1.8
2008	7.8	5.4	2.4	3.3	2.5	0.7	8.2	6.3	1.9
<b>Males</b>									
1998	4.1	2.8	1.3	1.8	1.4	0.4	4.6	3.5	1.1
1999	4.1	2.7	1.3	1.8	1.4	0.4	4.6	3.6	1.0
2000	4.0	2.7	1.4	1.7	1.3	0.5	4.3	3.2	1.2
2001	5.1	3.5	1.6	2.1	1.6	0.5	5.3	4.1	1.3
2002	6.4	4.2	2.1	2.5	1.8	0.8	6.4	4.5	1.9
2003	5.5	3.5	1.9	2.0	1.5	0.5	5.0	3.8	1.2
2004	5.2	3.4	1.8	2.1	1.7	0.4	5.3	4.2	1.1
2005	6.4	4.6	1.8	2.6	2.2	0.4	6.6	5.5	1.1
2006	6.1	3.8	2.2	2.3	1.6	0.7	5.8	4.0	1.8
2007	6.7	4.3	2.4	2.7	1.9	0.8	6.7	4.8	1.9
2008	6.5	4.2	2.2	2.7	1.9	0.8	6.7	4.7	2.0
<b>Females <sup>1</sup></b>									
1998	5.8	4.4	1.4	3.0	2.6	0.4	7.5	6.4	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	6.8	1.5
2001	7.8	5.8	2.1	3.6	2.9	0.7	9.0	7.3	1.7
2002	8.7	6.5	2.2	3.7	3.2	0.5	9.2	8.0	1.2
2003	8.9	6.6	2.3	4.6	3.8	0.7	11.4	9.6	1.8
2004	8.0	6.2	1.9	3.8	3.2	0.6	9.5	8.0	1.5
2005	9.4	6.9	2.5	4.2	3.4	0.8	10.4	8.5	1.9
2006	8.2	5.7	2.5	3.5	2.7	0.8	8.8	6.8	2.0
2007	9.3	6.7	2.6	4.1	3.4	0.7	10.3	8.6	1.7
2008	8.8	6.3	2.5	3.7	3.0	0.7	9.3	7.5	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 4-16**  
**Absence rates for full-time employees by sex and industry — Finance and insurance**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.2	3.9	1.3	2.6	2.2	0.4	6.5	5.4	1.1
1999	5.8	4.3	1.5	2.9	2.4	0.4	7.2	6.1	1.1
2000	6.0	4.3	1.7	2.8	2.3	0.5	7.1	5.7	1.4
2001	7.0	5.0	2.0	3.1	2.5	0.6	7.8	6.2	1.6
2002	7.9	5.8	2.1	3.2	2.7	0.5	8.1	6.8	1.4
2003	7.8	5.6	2.1	3.6	3.1	0.6	9.1	7.6	1.5
2004	7.3	5.5	1.8	3.3	2.7	0.6	8.3	6.9	1.4
2005	8.6	6.4	2.2	3.8	3.2	0.6	9.5	8.0	1.6
2006	7.6	5.0	2.5	3.1	2.3	0.8	7.8	5.8	2.0
2007	8.6	6.0	2.5	3.7	2.9	0.7	9.1	7.3	1.8
2008	8.0	5.6	2.4	3.4	2.6	0.7	8.5	6.6	1.8
<b>Males</b>									
1998	3.9	2.8	1.1	1.7	1.3	0.4	4.4	3.3	1.0
1999	3.6	2.5	1.0	1.5	1.2	0.3	3.8	3.1	0.8
2000	4.0	2.6	1.4	1.8	1.3	0.5	4.4	3.2	1.2
2001	4.5	3.0	1.5	1.8	1.3	0.5	4.4	3.2	1.3
2002	6.3	4.1	2.2	2.2	1.5	0.7	5.4	3.7	1.7
2003	5.5	3.6	1.9	2.0	1.5	0.5	5.0	3.7	1.2
2004	5.5	3.7	1.8	2.2	1.7	0.5	5.5	4.3	1.2
2005	6.7	4.8	1.9	2.8	2.3	0.4	6.9	5.8	1.1
2006	5.9	3.5	2.4	2.2	1.4	0.7	5.4	3.6	1.8
2007	6.4	3.9	2.5	2.4	1.6	0.8	5.9	3.9	2.0
2008	6.5	4.3	2.2	2.6	1.9	0.8	6.6	4.7	1.9
<b>Females <sup>1</sup></b>									
1998	5.9	4.4	1.4	3.1	2.6	0.5	7.8	6.6	1.2
1999	6.9	5.2	1.7	3.6	3.1	0.5	9.0	7.7	1.3
2000	7.1	5.2	2.0	3.4	2.9	0.6	8.6	7.1	1.5
2001	8.3	6.1	2.2	3.9	3.2	0.7	9.7	7.9	1.8
2002	8.9	6.8	2.1	3.9	3.4	0.5	9.8	8.6	1.1
2003	9.0	6.7	2.2	4.6	4.0	0.6	11.5	9.9	1.6
2004	8.3	6.5	1.8	4.0	3.4	0.6	9.9	8.4	1.5
2005	9.7	7.3	2.4	4.4	3.7	0.7	11.0	9.2	1.8
2006	8.5	5.9	2.6	3.7	2.8	0.8	9.2	7.1	2.1
2007	9.8	7.2	2.6	4.4	3.7	0.7	11.0	9.3	1.7
2008	8.9	6.4	2.5	3.9	3.1	0.7	9.7	7.9	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 4-17**  
**Absence rates for full-time employees by sex and industry — Real estate and leasing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.9	3.5	1.4	2.2	1.8	0.4	5.5	4.5	1.0
1999	4.9	3.1	1.8	2.4	1.8	0.5	6.0	4.6	1.4
2000	5.3	3.7	1.6	2.2	1.6	0.5	5.4	4.1	1.3
2001	5.8	4.2	1.6	2.5	2.0	0.5	6.3	5.1	1.2
2002	7.0	4.6	2.4	3.0	2.2	0.8	7.5	5.5	2.0
2003	6.7	4.6	2.1	3.0	2.3	0.8	7.6	5.6	1.9
2004	5.3	3.5	1.8	2.4	2.0	0.4	6.0	4.9	1.1
2005	6.5	4.4	2.1	2.6	1.9	0.6	6.4	4.9	1.6
2006	6.4	4.5	2.0	2.7	2.0	0.7	6.7	5.1	1.7
2007	7.1	4.8	2.3	3.1	2.4	0.7	7.8	5.9	1.9
2008	7.1	4.6	2.4	2.8	2.0	0.8	7.0	5.0	2.0
<b>Males</b>									
1998	4.3	2.8	F	2.1	1.6	F	5.2	4.0	F
1999	5.2	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	6.4	4.7	F	3.0	2.5	F	7.6	6.3	F
2002	6.6	4.6	F	3.5	2.6	F	8.7	6.4	F
2003	5.3	3.4	F	2.0	1.5	F	5.0	3.8	F
2004	4.4	2.8	F	1.9	1.6	F	4.8	3.9	F
2005	5.8	4.1	F	2.4	1.9	F	5.9	4.8	F
2006	6.4	4.6	F	2.7	2.0	F	6.8	5.1	F
2007	7.6	5.4	2.2	3.4	2.8	0.7	8.6	6.9	1.7
2008	6.2	3.9	2.4	2.8	1.9	0.9	7.0	4.7	2.3
<b>Females <sup>1</sup></b>									
1998	5.7	4.4	F	2.4	2.1	F	6.0	5.3	F
1999	4.5	2.9	F	2.3	1.8	F	5.7	4.5	F
2000	6.5	4.6	F	2.8	2.1	F	6.9	5.3	F
2001	5.1	3.6	F	1.9	1.4	F	4.7	3.5	F
2002	7.5	4.7	F	2.3	1.6	F	5.7	4.1	F
2003	8.4	6.0	F	4.3	3.2	F	10.8	7.9	F
2004	6.4	4.4	F	3.0	2.5	F	7.6	6.2	F
2005	7.5	4.7	2.8	2.8	2.0	0.8	7.0	4.9	2.1
2006	6.5	4.3	F	2.7	2.0	F	6.6	5.0	F
2007	6.5	4.0	2.4	2.7	1.9	0.8	6.8	4.7	2.1
2008	8.1	5.6	2.5	2.8	2.1	0.7	7.0	5.3	1.7

1. Data from 1987 to 1996 include maternity leave.



**Table 4-18**  
**Absence rates for full-time employees by sex and industry — Professional, scientific and technical services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.8	3.2	1.6	1.8	1.4	0.5	4.6	3.4	1.2
1999	4.9	3.1	1.8	1.9	1.4	0.6	4.8	3.4	1.4
2000	5.1	3.2	1.8	1.6	1.2	0.4	4.1	2.9	1.1
2001	5.9	4.1	1.8	2.0	1.4	0.6	5.0	3.6	1.4
2002	6.8	4.4	2.4	2.5	1.8	0.6	6.1	4.5	1.6
2003	6.2	3.9	2.3	2.1	1.5	0.6	5.3	3.8	1.5
2004	6.4	4.2	2.2	2.2	1.7	0.6	5.6	4.1	1.5
2005	6.6	4.2	2.4	2.1	1.6	0.6	5.3	3.9	1.4
2006	6.6	4.4	2.3	2.2	1.6	0.6	5.6	4.0	1.6
2007	7.6	4.8	2.8	2.6	1.9	0.7	6.6	4.8	1.8
2008	7.6	4.5	3.1	2.5	1.7	0.8	6.3	4.2	2.1
<b>Males</b>									
1998	3.5	2.3	1.2	1.2	0.9	0.3	3.0	2.2	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	5.1	3.5	1.6	1.7	1.2	0.5	4.2	2.9	1.2
2002	5.8	3.7	2.1	2.2	1.6	0.6	5.4	3.9	1.5
2003	5.2	3.2	2.0	1.8	1.2	0.5	4.4	3.0	1.3
2004	5.8	3.7	2.2	2.0	1.5	0.6	5.1	3.7	1.4
2005	5.5	3.6	1.9	1.7	1.2	0.5	4.3	3.1	1.2
2006	5.7	3.5	2.2	1.7	1.1	0.7	4.4	2.7	1.7
2007	6.6	4.0	2.6	2.2	1.4	0.7	5.5	3.6	1.9
2008	6.1	3.3	2.8	1.8	1.1	0.7	4.6	2.8	1.9
<b>Females <sup>1</sup></b>									
1998	6.2	4.2	2.0	2.6	2.0	0.6	6.4	4.9	1.5
1999	5.9	3.9	2.0	2.5	1.9	0.6	6.4	4.8	1.5
2000	6.5	4.4	2.1	2.1	1.7	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	8.0	5.3	2.7	2.8	2.1	0.7	7.1	5.3	1.7
2003	7.3	4.7	2.6	2.6	1.9	0.6	6.4	4.8	1.6
2004	7.1	5.0	2.1	2.5	1.9	0.6	6.3	4.7	1.5
2005	7.9	4.8	3.0	2.6	2.0	0.6	6.5	4.9	1.6
2006	7.9	5.5	2.4	2.9	2.3	0.6	7.2	5.7	1.5
2007	8.9	5.8	3.0	3.3	2.6	0.7	8.2	6.4	1.8
2008	9.6	6.1	3.5	3.5	2.6	1.0	8.8	6.4	2.4

1. Data from 1987 to 1996 include maternity leave.

**Table 4-19**  
**Absence rates for full-time employees by sex and industry — Business, building and other support services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
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	0.6	6.6	5.2	1.4
2000	6.4	4.9	1.5	3.2	2.7	0.5	7.9	6.8	1.1
2001	6.9	5.2	1.8	3.2	2.6	0.6	8.1	6.6	1.5
2002	8.4	5.9	2.5	3.6	2.7	0.9	9.1	6.8	2.2
2003	7.8	5.7	2.1	3.5	2.8	0.7	8.7	6.9	1.7
2004	8.4	6.3	2.2	3.8	3.2	0.7	9.6	7.9	1.7
2005	9.9	7.3	2.6	4.4	3.6	0.8	11.0	8.9	2.1
2006	9.9	7.4	2.6	4.6	3.6	0.9	11.5	9.1	2.4
2007	10.0	7.1	2.9	4.2	3.3	0.9	10.6	8.3	2.4
2008	10.4	7.6	2.8	4.6	3.6	1.0	11.5	9.0	2.5
<b>Males</b>									
1998	4.8	3.6	1.2	2.9	2.3	0.5	7.1	5.9	1.3
1999	4.4	3.4	1.0	2.3	1.9	0.3	5.7	4.9	0.8
2000	4.9	3.7	1.2	2.6	2.1	0.4	6.4	5.3	1.1
2001	6.1	4.5	1.5	3.0	2.5	0.6	7.6	6.1	1.5
2002	7.2	5.2	2.0	3.4	2.6	0.9	8.5	6.4	2.2
2003	6.2	4.7	1.5	2.9	2.4	0.5	7.3	6.0	1.3
2004	7.0	5.0	2.0	2.9	2.4	0.6	7.3	5.9	1.4
2005	8.9	6.9	2.1	4.1	3.4	0.7	10.3	8.5	1.8
2006	8.6	6.6	2.0	4.2	3.4	0.8	10.5	8.4	2.1
2007	7.9	5.6	2.4	3.4	2.6	0.9	8.6	6.4	2.2
2008	8.1	5.9	2.2	3.7	2.9	0.8	9.2	7.2	2.0
<b>Females <sup>1</sup></b>									
1998	6.4	4.5	1.8	3.1	2.5	0.6	7.7	6.2	1.6
1999	6.7	4.8	1.9	3.1	2.3	0.9	7.9	5.7	2.1
2000	8.3	6.6	1.7	3.9	3.5	0.5	9.9	8.7	1.2
2001	8.0	6.0	2.0	3.5	2.9	0.6	8.8	7.2	1.6
2002	9.8	6.8	3.0	3.9	3.0	0.9	9.8	7.5	2.3
2003	9.7	7.0	2.7	4.2	3.3	0.9	10.5	8.2	2.3
2004	10.3	7.8	2.4	5.0	4.2	0.8	12.6	10.5	2.1
2005	11.2	7.9	3.3	4.8	3.8	1.0	12.0	9.4	2.5
2006	11.5	8.3	3.2	5.1	4.0	1.1	12.8	10.0	2.7
2007	12.7	9.2	3.5	5.3	4.3	1.0	13.4	10.8	2.6
2008	13.4	9.8	3.6	5.9	4.6	1.3	14.7	11.5	3.2

1. Data from 1987 to 1996 include maternity leave.

**Table 4-20**  
**Absence rates for full-time employees by sex and industry — Educational services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.3	1.2	3.0	2.5	0.6	7.6	6.2	1.4
1999	6.1	4.7	1.4	3.3	2.8	0.6	8.4	7.0	1.4
2000	6.6	5.1	1.5	3.4	2.7	0.7	8.4	6.7	1.7
2001	7.2	5.5	1.7	3.4	2.8	0.7	8.6	7.0	1.7
2002	8.6	6.2	2.3	3.9	3.0	0.9	9.8	7.6	2.2
2003	8.0	6.1	1.9	3.8	3.0	0.8	9.5	7.6	1.9
2004	7.7	5.7	2.1	3.5	2.8	0.8	8.8	6.9	1.9
2005	8.9	6.4	2.5	3.9	3.0	1.0	9.8	7.4	2.4
2006	9.2	6.6	2.6	4.3	3.2	1.0	10.7	8.0	2.6
2007	9.7	7.0	2.6	4.2	3.3	0.9	10.6	8.3	2.3
2008	9.2	6.4	2.8	3.9	2.9	1.0	9.7	7.3	2.4
<b>Males</b>									
1998	4.5	3.3	1.1	2.5	2.0	0.5	6.3	5.1	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	2.9	2.4	0.5	7.1	6.0	1.1
2001	5.9	4.6	1.2	3.0	2.5	0.4	7.4	6.3	1.1
2002	6.5	4.7	1.7	3.1	2.5	0.6	7.7	6.2	1.6
2003	6.4	4.7	1.7	3.2	2.4	0.7	7.9	6.1	1.8
2004	6.5	4.7	1.8	2.9	2.2	0.7	7.3	5.5	1.8
2005	7.3	5.3	2.0	3.4	2.5	0.9	8.5	6.4	2.2
2006	7.2	5.1	2.1	3.5	2.7	0.8	8.8	6.8	2.0
2007	8.6	5.8	2.8	3.7	2.7	1.0	9.2	6.7	2.5
2008	7.5	5.0	2.6	3.3	2.3	0.9	8.2	5.9	2.3
<b>Females <sup>1</sup></b>									
1998	6.2	4.9	1.2	3.4	2.8	0.6	8.5	7.0	1.5
1999	6.5	5.0	1.5	3.5	2.9	0.6	8.7	7.3	1.4
2000	7.3	5.5	1.8	3.7	2.9	0.8	9.2	7.2	2.0
2001	7.9	6.0	1.9	3.8	2.9	0.8	9.4	7.4	2.0
2002	9.9	7.1	2.7	4.4	3.4	1.0	11.1	8.5	2.6
2003	9.1	7.0	2.0	4.2	3.5	0.8	10.6	8.6	2.0
2004	8.5	6.2	2.3	3.9	3.1	0.8	9.8	7.8	1.9
2005	9.9	7.1	2.9	4.3	3.3	1.0	10.7	8.1	2.5
2006	10.4	7.5	2.9	4.8	3.6	1.2	11.9	8.9	3.0
2007	10.3	7.8	2.5	4.6	3.7	0.9	11.5	9.3	2.2
2008	10.2	7.2	3.0	4.3	3.3	1.0	10.7	8.2	2.5

1. Data from 1987 to 1996 include maternity leave.

**Table 4-21**  
**Absence rates for full-time employees by sex and industry — Health care and social assistance**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	8.2	6.7	1.5	5.1	4.5	0.6	12.9	11.3	1.6
1999	8.4	6.7	1.6	5.1	4.4	0.6	12.7	11.1	1.6
2000	8.5	7.1	1.5	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	10.8	2.1
2002	10.1	7.9	2.2	5.5	4.6	0.8	13.7	11.6	2.0
2003	9.4	7.3	2.1	5.2	4.3	0.9	13.0	10.9	2.2
2004	10.1	8.2	1.9	5.8	5.0	0.8	14.4	12.5	1.9
2005	10.5	8.3	2.1	5.7	4.9	0.8	14.2	12.2	2.0
2006	10.5	8.1	2.5	5.7	4.7	1.1	14.4	11.7	2.7
2007	10.8	8.6	2.2	5.7	4.9	0.8	14.3	12.3	2.0
2008	10.9	8.5	2.3	6.0	5.1	0.9	14.9	12.7	2.2
<b>Males</b>									
1998	7.7	6.6	1.1	4.8	4.4	0.4	12.1	11.0	1.0
1999	6.6	5.5	1.1	4.0	3.6	0.4	9.9	8.9	1.0
2000	6.3	5.1	1.2	3.6	3.1	0.5	9.1	7.9	1.3
2001	7.8	6.4	1.4	4.7	3.9	0.8	11.8	9.8	1.9
2002	8.0	5.9	2.1	4.1	3.2	0.9	10.2	8.1	2.1
2003	7.8	5.8	2.0	4.2	3.4	0.8	10.5	8.5	2.0
2004	8.1	6.2	1.9	4.5	3.6	0.8	11.1	9.1	2.0
2005	10.1	8.1	2.0	5.5	4.7	0.8	13.7	11.7	2.0
2006	8.7	6.8	1.9	4.5	3.7	0.8	11.3	9.4	2.0
2007	8.8	6.6	2.2	4.2	3.4	0.8	10.5	8.4	2.1
2008	8.0	6.0	2.0	4.3	3.5	0.8	10.9	8.9	2.0
<b>Females <sup>1</sup></b>									
1998	8.3	6.8	1.5	5.2	4.5	0.7	13.1	11.4	1.7
1999	8.8	7.0	1.7	5.3	4.7	0.7	13.4	11.6	1.7
2000	9.1	7.5	1.5	5.3	4.7	0.6	13.4	11.8	1.5
2001	9.3	7.4	1.9	5.2	4.4	0.8	13.1	11.0	2.1
2002	10.6	8.4	2.2	5.8	5.0	0.8	14.4	12.4	2.0
2003	9.8	7.7	2.1	5.4	4.6	0.9	13.6	11.4	2.2
2004	10.5	8.6	1.9	6.1	5.3	0.7	15.2	13.3	1.8
2005	10.6	8.4	2.2	5.7	4.9	0.8	14.3	12.4	2.0
2006	10.9	8.4	2.6	6.0	4.9	1.1	15.0	12.2	2.8
2007	11.2	9.0	2.2	6.0	5.3	0.8	15.1	13.2	1.9
2008	11.5	9.0	2.4	6.3	5.4	0.9	15.8	13.6	2.3

1. Data from 1987 to 1996 include maternity leave.

**Table 4-22**  
**Absence rates for full-time employees by sex and industry — Information, culture and recreation**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
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	5.5	4.4	1.1	2.6	2.3	0.3	6.5	5.7	0.8
2001	6.6	5.1	1.5	3.0	2.5	0.5	7.5	6.2	1.3
2002	7.4	5.4	2.0	3.3	2.6	0.6	8.2	6.6	1.5
2003	6.7	4.9	1.8	3.0	2.5	0.6	7.6	6.1	1.5
2004	6.8	4.8	2.0	3.1	2.5	0.7	7.9	6.1	1.7
2005	7.6	5.6	2.1	3.4	2.7	0.7	8.5	6.7	1.8
2006	7.3	5.2	2.1	3.5	2.7	0.8	8.7	6.8	2.0
2007	7.6	5.4	2.2	3.7	2.9	0.8	9.3	7.3	2.0
2008	7.8	5.2	2.5	3.2	2.4	0.8	7.9	5.9	2.0
<b>Males</b>									
1998	3.7	2.6	1.2	1.7	1.4	0.3	4.3	3.5	0.8
1999	3.6	2.6	1.0	1.6	1.3	0.3	4.1	3.3	0.8
2000	4.5	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	1.8	2.7	2.1	0.6	6.7	5.2	1.5
2003	5.4	3.7	1.6	2.4	1.8	0.6	6.0	4.4	1.6
2004	5.8	4.1	1.7	2.5	2.0	0.5	6.3	5.0	1.3
2005	6.6	4.8	1.9	2.9	2.1	0.8	7.3	5.4	2.0
2006	6.9	4.9	2.0	3.3	2.6	0.8	8.3	6.4	1.9
2007	6.2	4.4	1.8	3.1	2.3	0.7	7.7	5.8	1.9
2008	6.6	4.3	2.3	2.8	2.0	0.8	6.9	4.9	2.0
<b>Females <sup>1</sup></b>									
1998	6.3	4.8	1.5	3.2	2.8	0.5	8.1	6.9	1.2
1999	7.2	5.6	1.6	3.9	3.3	0.6	9.7	8.2	1.5
2000	6.5	5.4	1.2	3.4	3.0	0.4	8.5	7.6	0.9
2001	8.3	6.4	1.9	3.6	3.0	0.6	8.9	7.4	1.5
2002	8.8	6.6	2.2	4.0	3.4	0.6	10.0	8.4	1.6
2003	8.3	6.3	1.9	3.8	3.3	0.5	9.6	8.3	1.3
2004	7.9	5.5	2.4	3.9	3.0	0.9	9.6	7.4	2.2
2005	8.8	6.5	2.3	4.0	3.4	0.6	10.1	8.5	1.6
2006	7.8	5.6	2.2	3.7	2.9	0.8	9.3	7.3	2.0
2007	9.3	6.7	2.7	4.6	3.7	0.9	11.4	9.2	2.2
2008	9.2	6.4	2.8	3.7	2.9	0.8	9.3	7.2	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 4-23**  
**Absence rates for full-time employees by sex and industry — Accommodation and food services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.3	3.3	1.0	2.3	1.9	0.4	5.7	4.8	0.9
1999	4.9	3.7	1.2	2.6	2.1	0.5	6.6	5.3	1.3
2000	4.9	3.7	1.3	2.5	2.0	0.5	6.3	5.1	1.3
2001	6.0	4.6	1.4	2.9	2.3	0.6	7.3	5.8	1.5
2002	6.3	4.6	1.7	3.1	2.3	0.8	7.7	5.8	1.9
2003	6.0	4.4	1.7	3.1	2.4	0.7	7.8	6.0	1.7
2004	6.3	4.4	1.9	3.1	2.4	0.7	7.9	6.1	1.8
2005	7.0	5.1	1.9	3.6	2.9	0.7	9.1	7.2	1.8
2006	6.7	4.8	1.9	3.3	2.5	0.8	8.2	6.2	2.0
2007	6.8	5.0	1.8	3.2	2.5	0.7	8.1	6.3	1.8
2008	6.3	4.5	1.8	2.9	2.2	0.7	7.3	5.6	1.7
<b>Males</b>									
1998	3.2	2.6	F	1.8	1.4	F	4.4	3.6	F
1999	3.5	2.6	0.8	1.8	1.5	0.3	4.5	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	2.0	1.5	0.4	4.9	3.8	1.1
2002	4.9	3.5	1.4	2.3	1.6	0.7	5.8	3.9	1.9
2003	4.6	3.3	1.4	2.5	1.9	0.7	6.3	4.7	1.7
2004	4.8	3.2	1.6	2.5	1.8	0.7	6.3	4.5	1.8
2005	5.4	4.0	1.4	2.8	2.2	0.6	7.0	5.6	1.4
2006	5.1	3.5	1.6	2.6	1.9	0.7	6.4	4.6	1.8
2007	5.1	3.7	1.4	2.4	1.8	0.7	6.1	4.5	1.7
2008	5.0	3.5	1.5	2.3	1.6	0.7	5.7	4.0	1.8
<b>Females <sup>1</sup></b>									
1998	5.0	3.9	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	0.6	8.3	6.7	1.6
2000	5.6	4.2	1.4	2.9	2.3	0.6	7.4	5.9	1.5
2001	7.3	5.5	1.8	3.7	2.9	0.8	9.3	7.3	1.9
2002	7.3	5.4	1.9	3.7	2.9	0.8	9.1	7.2	1.9
2003	7.1	5.2	1.9	3.6	2.8	0.7	8.9	7.1	1.8
2004	7.4	5.3	2.1	3.6	2.9	0.7	9.1	7.3	1.8
2005	8.2	5.9	2.3	4.3	3.4	0.9	10.7	8.5	2.2
2006	7.8	5.7	2.1	3.8	2.9	0.9	9.5	7.3	2.2
2007	8.0	6.0	2.0	3.9	3.1	0.8	9.6	7.7	1.9
2008	7.4	5.3	2.0	3.4	2.7	0.7	8.5	6.9	1.7

1. Data from 1987 to 1996 include maternity leave.

**Table 4-24**  
**Absence rates for full-time employees by sex and industry — Other services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.1	3.7	1.4	2.7	2.2	0.5	6.8	5.4	1.4
1999	5.1	3.7	1.5	2.4	1.9	0.5	6.0	4.8	1.2
2000	5.6	4.0	1.6	2.5	2.0	0.5	6.3	4.9	1.3
2001	6.1	4.1	2.1	2.6	2.0	0.6	6.5	5.0	1.5
2002	7.0	4.8	2.2	2.7	2.1	0.6	6.7	5.3	1.4
2003	6.6	4.6	2.0	2.8	2.2	0.6	7.0	5.5	1.6
2004	7.1	4.8	2.2	3.0	2.4	0.6	7.5	6.1	1.5
2005	6.7	4.5	2.2	2.7	2.1	0.6	6.8	5.2	1.6
2006	6.9	4.5	2.4	2.9	2.2	0.8	7.3	5.4	1.9
2007	8.3	5.6	2.8	3.8	2.8	1.0	9.5	7.1	2.4
2008	7.5	4.7	2.8	3.2	2.3	0.9	7.9	5.6	2.3
<b>Males</b>									
1998	5.2	3.8	1.3	3.0	2.4	0.5	7.4	6.1	1.3
1999	4.3	3.0	1.3	2.0	1.6	0.4	4.9	4.0	0.9
2000	5.0	3.4	1.6	2.2	1.7	0.6	5.6	4.2	1.4
2001	5.5	3.6	1.9	2.3	1.8	0.5	5.7	4.5	1.1
2002	6.5	4.6	1.9	2.5	2.0	0.5	6.3	5.0	1.3
2003	5.9	4.1	1.8	2.7	2.1	0.5	6.7	5.3	1.4
2004	6.5	4.4	2.1	2.8	2.3	0.5	7.0	5.6	1.4
2005	6.5	4.4	2.1	2.6	2.1	0.6	6.6	5.2	1.4
2006	6.9	4.3	2.7	2.8	1.9	0.9	6.9	4.7	2.2
2007	8.9	5.8	3.1	4.2	3.0	1.2	10.4	7.5	2.9
2008	7.7	4.8	2.9	3.3	2.3	1.1	8.3	5.6	2.6
<b>Females <sup>1</sup></b>									
1998	5.1	3.4	1.6	2.3	1.7	0.6	5.7	4.4	1.4
1999	6.2	4.5	1.7	3.0	2.4	0.6	7.5	5.9	1.6
2000	6.3	4.8	1.5	2.8	2.3	0.5	7.1	5.8	1.3
2001	7.0	4.7	2.3	3.0	2.3	0.8	7.5	5.6	1.9
2002	7.6	5.0	2.5	2.9	2.3	0.6	7.3	5.7	1.6
2003	7.4	5.2	2.3	3.0	2.3	0.7	7.5	5.7	1.8
2004	7.8	5.4	2.4	3.3	2.6	0.7	8.2	6.6	1.6
2005	6.9	4.7	2.3	2.8	2.1	0.7	6.9	5.2	1.7
2006	6.9	4.7	2.2	3.1	2.5	0.6	7.7	6.2	1.5
2007	7.8	5.3	2.4	3.4	2.7	0.7	8.5	6.7	1.8
2008	7.2	4.6	2.6	3.0	2.3	0.8	7.5	5.6	1.9

1. Data from 1987 to 1996 include maternity leave.

**Table 4-25**  
**Absence rates for full-time employees by sex and industry — Public administration**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.8	5.3	1.5	3.7	3.2	0.6	9.3	7.9	1.4
1999	7.5	5.8	1.7	4.0	3.3	0.6	9.9	8.4	1.6
2000	8.2	6.0	2.2	3.8	3.0	0.7	9.4	7.6	1.8
2001	8.7	6.7	2.0	4.1	3.4	0.6	10.2	8.6	1.6
2002	9.5	6.9	2.6	4.4	3.6	0.8	11.1	9.0	2.0
2003	9.3	6.9	2.4	4.4	3.5	0.9	10.9	8.7	2.2
2004	9.5	6.8	2.7	4.3	3.5	0.9	10.9	8.6	2.2
2005	10.5	7.6	2.9	4.9	3.8	1.1	12.2	9.4	2.7
2006	10.9	7.8	3.1	4.8	3.6	1.2	12.0	9.0	3.0
2007	11.3	8.0	3.3	4.9	3.7	1.2	12.2	9.3	2.9
2008	11.8	8.6	3.2	5.5	4.4	1.1	13.8	11.0	2.8
<b>Males</b>									
1998	5.6	4.4	1.2	3.1	2.7	0.4	7.7	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	3.1	2.5	0.6	7.9	6.3	1.5
2001	7.4	5.7	1.7	3.7	3.1	0.5	9.1	7.8	1.4
2002	7.5	5.6	1.9	3.7	3.1	0.7	9.3	7.6	1.6
2003	7.6	5.6	2.0	3.6	2.9	0.8	9.1	7.1	1.9
2004	8.2	5.9	2.3	4.0	3.1	0.9	9.9	7.7	2.1
2005	9.1	6.5	2.7	4.5	3.4	1.1	11.2	8.5	2.7
2006	9.1	6.2	2.8	4.1	2.9	1.2	10.3	7.3	3.1
2007	9.0	6.1	2.9	4.1	2.8	1.2	10.2	7.1	3.1
2008	10.3	7.4	2.9	5.2	4.0	1.2	13.0	10.0	3.1
<b>Females <sup>1</sup></b>									
1998	8.5	6.5	2.0	4.7	3.9	0.7	11.7	9.8	1.8
1999	9.5	7.2	2.2	5.1	4.2	0.9	12.7	10.5	2.2
2000	9.9	7.2	2.7	4.5	3.7	0.9	11.3	9.2	2.1
2001	10.4	7.9	2.4	4.6	3.8	0.8	11.5	9.5	1.9
2002	11.9	8.5	3.4	5.3	4.3	1.0	13.3	10.8	2.6
2003	11.3	8.4	2.9	5.2	4.2	1.0	13.1	10.5	2.6
2004	10.9	7.9	3.1	4.8	3.9	0.9	12.1	9.7	2.4
2005	12.1	8.9	3.2	5.3	4.2	1.1	13.3	10.5	2.8
2006	12.9	9.4	3.5	5.6	4.4	1.2	14.0	11.0	2.9
2007	13.8	10.1	3.7	5.8	4.7	1.1	14.5	11.8	2.7
2008	13.3	9.8	3.5	5.9	4.8	1.0	14.7	12.1	2.5

1. Data from 1987 to 1996 include maternity leave.



**Table 4-26**  
**Absence rates for full-time employees by sex and industry — Federal administration**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	8.0	6.0	2.0	4.1	3.4	0.7	10.2	8.6	1.6
1999	8.8	6.6	2.2	4.3	3.6	0.7	10.7	9.0	1.7
2000	9.8	6.9	2.9	4.2	3.3	0.9	10.4	8.1	2.3
2001	10.8	7.9	2.9	4.6	3.7	0.9	11.6	9.3	2.3
2002	11.3	7.9	3.4	5.0	3.9	1.1	12.6	9.7	2.8
2003	11.1	7.8	3.4	4.7	3.4	1.3	11.7	8.4	3.3
2004	11.6	8.2	3.4	5.2	4.0	1.2	13.0	10.1	3.0
2005	13.4	9.4	4.0	5.8	4.3	1.5	14.4	10.8	3.6
2006	13.7	9.5	4.1	5.7	4.1	1.6	14.1	10.2	3.9
2007	14.2	9.9	4.3	6.0	4.4	1.6	15.0	11.0	4.0
2008	14.5	10.2	4.3	6.5	4.9	1.5	16.2	12.3	3.8
<b>Males</b>									
1998	6.7	5.3	1.4	3.3	2.9	0.5	8.3	7.2	1.2
1999	6.9	5.3	1.6	3.2	2.7	0.5	8.0	6.8	1.2
2000	8.7	6.0	2.8	3.6	2.7	0.9	8.9	6.7	2.2
2001	9.0	6.7	2.3	4.1	3.4	0.7	10.2	8.4	1.7
2002	9.4	6.9	2.5	4.6	3.7	1.0	11.6	9.2	2.4
2003	8.9	5.9	2.9	3.5	2.3	1.2	8.7	5.7	3.0
2004	10.0	6.8	3.3	4.4	3.3	1.1	11.1	8.3	2.8
2005	12.3	8.4	3.9	5.5	4.0	1.4	13.6	10.0	3.6
2006	12.0	8.1	4.0	5.1	3.4	1.7	12.8	8.5	4.3
2007	11.4	7.7	3.8	5.2	3.5	1.7	13.0	8.7	4.3
2008	13.7	9.4	4.2	6.9	5.1	1.8	17.4	12.8	4.6
<b>Females <sup>1</sup></b>									
1998	9.4	6.8	2.6	5.0	4.1	0.9	12.4	10.2	2.2
1999	11.1	8.2	2.8	5.6	4.6	0.9	13.9	11.6	2.4
2000	11.0	7.9	3.1	4.8	3.9	1.0	12.1	9.7	2.4
2001	12.8	9.2	3.7	5.3	4.1	1.2	13.2	10.2	2.9
2002	13.3	8.9	4.4	5.4	4.1	1.3	13.6	10.3	3.3
2003	13.4	9.6	3.8	6.0	4.5	1.4	14.9	11.3	3.6
2004	13.1	9.5	3.6	6.0	4.8	1.2	15.1	11.9	3.1
2005	14.4	10.4	4.0	6.1	4.7	1.5	15.3	11.6	3.6
2006	15.1	10.8	4.3	6.2	4.8	1.4	15.4	11.9	3.6
2007	16.7	11.9	4.8	6.8	5.3	1.4	16.9	13.3	3.6
2008	15.2	10.8	4.4	6.0	4.8	1.3	15.0	11.9	3.2

1. Data from 1987 to 1996 include maternity leave.

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

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.9	5.7	1.3	3.9	3.5	0.5	9.8	8.6	1.2
1999	7.2	5.7	1.5	3.9	3.3	0.6	9.8	8.3	1.5
2000	8.1	6.1	2.0	3.7	3.1	0.6	9.3	7.6	1.6
2001	7.8	6.2	1.6	3.7	3.1	0.5	9.1	7.9	1.3
2002	8.6	6.2	2.4	3.9	3.1	0.8	9.8	7.8	1.9
2003	8.4	6.6	1.8	4.0	3.3	0.7	9.9	8.2	1.6
2004	8.9	6.8	2.1	3.9	3.3	0.7	9.8	8.2	1.7
2005	9.5	7.0	2.5	4.3	3.3	1.0	10.7	8.3	2.4
2006	10.4	7.8	2.7	4.7	3.7	1.0	11.7	9.2	2.5
2007	11.4	8.2	3.2	5.0	4.0	1.0	12.5	10.0	2.5
2008	10.8	8.2	2.5	5.0	4.3	0.7	12.6	10.8	1.8
<b>Males</b>									
1998	5.1	3.9	F	2.9	2.4	F	7.2	6.1	F
1999	5.3	4.2	F	2.8	2.5	F	7.0	6.2	F
2000	6.4	5.2	F	3.0	2.6	F	7.4	6.4	F
2001	7.0	5.4	1.6	3.2	2.7	0.5	8.0	6.9	1.2
2002	6.5	4.7	1.8	3.0	2.4	0.6	7.5	6.0	1.5
2003	7.0	5.5	1.5	3.4	2.8	0.5	8.4	7.1	1.3
2004	7.7	5.9	1.8	3.5	2.8	0.7	8.8	7.0	1.8
2005	7.0	4.8	2.2	3.2	2.2	1.0	7.9	5.5	2.4
2006	8.5	5.9	2.6	3.7	2.7	1.0	9.2	6.6	2.5
2007	8.9	6.0	2.9	3.9	2.9	1.0	9.7	7.2	2.5
2008	9.2	6.9	2.2	4.2	3.4	0.7	10.4	8.6	1.9
<b>Females <sup>1</sup></b>									
1998	8.9	7.4	F	5.1	4.6	F	12.7	11.4	F
1999	9.1	7.1	2.0	5.0	4.2	0.9	12.5	10.4	2.1
2000	9.6	6.9	2.6	4.4	3.5	0.8	10.9	8.8	2.1
2001	8.5	7.0	1.6	4.1	3.5	0.5	10.1	8.8	1.4
2002	10.6	7.6	3.0	4.8	3.9	0.9	12.0	9.7	2.3
2003	9.6	7.6	2.1	4.5	3.7	0.8	11.2	9.3	1.9
2004	10.0	7.6	2.3	4.3	3.7	0.6	10.8	9.2	1.6
2005	11.6	8.8	2.7	5.3	4.3	1.0	13.3	10.8	2.4
2006	12.2	9.5	2.7	5.6	4.6	1.0	14.1	11.6	2.5
2007	13.3	10.0	3.4	5.9	4.9	1.0	14.8	12.3	2.5
2008	12.2	9.3	2.8	5.8	5.1	0.7	14.5	12.7	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 4-28**  
**Absence rates for full-time employees by sex and industry — Local and other administration**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	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	6.5	5.0	1.5	3.3	2.7	0.6	8.2	6.9	1.4
2001	7.0	5.6	1.4	3.8	3.3	0.4	9.4	8.3	1.1
2002	8.0	6.4	1.6	4.2	3.7	0.5	10.4	9.2	1.2
2003	7.8	6.0	1.8	4.3	3.7	0.6	10.8	9.4	1.5
2004	7.4	5.1	2.2	3.6	2.9	0.7	9.0	7.2	1.8
2005	7.8	5.8	2.0	4.2	3.5	0.7	10.6	8.7	1.9
2006	8.0	5.6	2.4	3.9	2.9	0.9	9.7	7.3	2.3
2007	7.9	5.6	2.2	3.5	2.7	0.8	8.7	6.7	2.0
2008	9.3	6.9	2.4	4.8	3.8	1.0	12.0	9.6	2.4
<b>Males</b>									
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	3.3	2.9	0.5	8.3	7.2	1.2
2000	5.4	4.2	1.2	2.9	2.4	0.5	7.1	5.9	1.2
2001	6.1	4.8	1.3	3.6	3.1	0.4	8.9	7.8	1.1
2002	6.3	5.0	1.4	3.3	2.9	0.4	8.3	7.3	1.0
2003	6.6	5.3	1.3	4.0	3.4	0.5	9.9	8.6	1.3
2004	6.8	5.1	1.7	3.8	3.1	0.7	9.4	7.7	1.7
2005	7.2	5.5	1.7	4.4	3.6	0.8	10.9	9.0	1.9
2006	6.9	4.9	2.0	3.6	2.7	0.9	9.0	6.6	2.3
2007	7.0	4.8	2.2	3.2	2.3	0.9	8.0	5.7	2.3
2008	7.8	5.6	2.2	4.3	3.3	1.0	10.6	8.2	2.4
<b>Females <sup>1</sup></b>									
1998	6.8	5.0	F	3.7	2.9	F	9.4	7.2	F
1999	7.6	6.0	F	4.4	3.5	F	10.9	8.9	F
2000	8.7	6.5	2.2	4.2	3.5	0.7	10.4	8.8	1.7
2001	8.8	7.1	F	4.2	3.8	F	10.5	9.4	F
2002	11.2	9.0	2.1	5.9	5.2	0.6	14.7	13.1	1.6
2003	9.9	7.3	2.6	5.0	4.3	0.7	12.5	10.8	1.8
2004	8.3	5.1	3.2	3.3	2.5	0.8	8.3	6.2	2.1
2005	8.9	6.3	2.5	3.9	3.3	0.7	9.9	8.1	1.7
2006	9.9	7.0	3.0	4.4	3.5	1.0	11.1	8.7	2.4
2007	9.3	7.1	2.2	4.0	3.4	0.5	9.9	8.5	1.3
2008	11.7	8.9	2.8	5.7	4.7	1.0	14.1	11.7	2.4

1. Data from 1987 to 1996 include maternity leave.

**Table 5-1**  
**Absence rates for full-time employees by sex and occupation — Management**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.3	3.0	1.3	1.9	1.5	0.4	4.8	3.8	1.0
1999	4.4	2.9	1.4	2.1	1.6	0.5	5.3	4.0	1.3
2000	4.3	3.0	1.4	1.8	1.3	0.4	4.4	3.3	1.1
2001	4.9	3.4	1.6	1.9	1.5	0.5	4.9	3.6	1.2
2002	5.7	3.9	1.9	2.3	1.7	0.6	5.8	4.2	1.5
2003	5.1	3.3	1.8	2.1	1.5	0.6	5.4	3.8	1.5
2004	5.3	3.3	1.9	2.1	1.5	0.6	5.3	3.8	1.5
2005	6.1	3.9	2.2	2.4	1.8	0.6	6.1	4.5	1.6
2006	5.7	3.6	2.0	2.4	1.7	0.6	5.9	4.3	1.6
2007	6.2	4.2	2.0	2.6	1.9	0.6	6.4	4.8	1.6
2008	6.1	4.0	2.1	2.5	1.9	0.6	6.3	4.7	1.6
<b>Males</b>									
1998	3.4	2.3	1.2	1.6	1.2	0.4	3.9	3.0	0.9
1999	3.4	2.1	1.3	1.6	1.1	0.5	3.9	2.7	1.2
2000	3.6	2.5	1.2	1.4	1.1	0.3	3.6	2.7	0.9
2001	4.1	2.7	1.4	1.6	1.1	0.4	3.9	2.8	1.1
2002	4.9	3.2	1.7	1.9	1.3	0.6	4.8	3.3	1.5
2003	4.3	2.7	1.6	1.8	1.2	0.6	4.4	3.0	1.4
2004	4.4	2.7	1.8	1.6	1.2	0.5	4.1	3.0	1.1
2005	5.0	3.0	2.0	1.9	1.3	0.6	4.8	3.4	1.4
2006	4.8	2.9	1.9	1.9	1.3	0.6	4.7	3.2	1.5
2007	5.0	3.3	1.8	2.0	1.5	0.6	5.1	3.7	1.4
2008	5.2	3.4	1.9	2.2	1.6	0.6	5.5	3.9	1.6
<b>Females <sup>1</sup></b>									
1998	5.7	4.1	1.6	2.5	2.0	0.5	6.2	5.0	1.1
1999	5.9	4.4	1.6	3.1	2.5	0.6	7.8	6.3	1.5
2000	5.6	3.9	1.7	2.4	1.8	0.6	6.0	4.5	1.4
2001	6.4	4.5	1.9	2.6	2.1	0.6	6.5	5.1	1.4
2002	7.3	5.1	2.2	3.1	2.4	0.6	7.7	6.1	1.6
2003	6.3	4.3	2.1	2.8	2.1	0.7	7.0	5.2	1.8
2004	6.6	4.4	2.2	2.9	2.1	0.8	7.3	5.3	2.0
2005	7.8	5.3	2.6	3.3	2.6	0.7	8.3	6.5	1.8
2006	7.1	4.9	2.2	3.2	2.5	0.7	7.9	6.2	1.7
2007	8.0	5.6	2.4	3.4	2.7	0.7	8.5	6.7	1.8
2008	7.5	5.0	2.5	3.0	2.4	0.7	7.6	5.9	1.7

1. Data from 1987 to 1996 include maternity leave.

**Table 5-2**  
**Absence rates for full-time employees by sex and occupation — Business, finance and administrative**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.1	4.5	1.6	3.1	2.6	0.5	7.8	6.5	1.3
1999	6.4	4.7	1.7	3.1	2.5	0.5	7.7	6.4	1.3
2000	6.8	4.9	1.8	3.0	2.4	0.5	7.4	6.0	1.3
2001	7.7	5.6	2.1	3.3	2.7	0.6	8.2	6.6	1.6
2002	8.5	6.0	2.5	3.4	2.8	0.7	8.6	6.9	1.6
2003	8.4	6.0	2.4	3.7	3.0	0.7	9.4	7.6	1.8
2004	8.3	6.0	2.4	3.6	2.9	0.7	9.0	7.3	1.7
2005	9.3	6.7	2.6	3.9	3.1	0.8	9.8	7.8	2.0
2006	9.1	6.3	2.8	3.9	3.0	0.9	9.7	7.5	2.2
2007	10.1	7.1	3.0	4.2	3.3	0.9	10.5	8.3	2.1
2008	9.8	6.8	3.0	4.0	3.2	0.9	10.1	8.0	2.1
<b>Males</b>									
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	1.4	2.2	1.8	0.4	5.5	4.6	0.9
2001	6.5	4.6	1.8	2.9	2.3	0.6	7.2	5.7	1.4
2002	7.0	5.0	2.0	2.9	2.3	0.6	7.3	5.8	1.5
2003	6.7	4.7	2.0	3.0	2.4	0.6	7.6	6.0	1.6
2004	7.1	5.1	2.0	3.2	2.5	0.6	7.9	6.4	1.6
2005	7.9	5.8	2.1	3.4	2.8	0.7	8.6	6.9	1.7
2006	7.7	5.5	2.2	3.3	2.6	0.7	8.3	6.6	1.8
2007	8.5	5.9	2.6	3.5	2.7	0.8	8.8	6.7	2.1
2008	8.1	5.6	2.4	3.3	2.5	0.8	8.2	6.3	1.9
<b>Females <sup>1</sup></b>									
1998	6.5	4.8	1.7	3.3	2.7	0.6	8.2	6.8	1.4
1999	7.0	5.1	1.9	3.4	2.8	0.6	8.5	7.0	1.5
2000	7.5	5.4	2.0	3.3	2.7	0.6	8.2	6.7	1.5
2001	8.2	6.0	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2002	9.1	6.4	2.7	3.7	3.0	0.7	9.2	7.4	1.7
2003	9.1	6.6	2.5	4.1	3.3	0.7	10.2	8.3	1.8
2004	8.9	6.4	2.5	3.8	3.1	0.7	9.5	7.7	1.8
2005	9.9	7.0	2.9	4.2	3.3	0.9	10.4	8.2	2.2
2006	9.7	6.7	3.0	4.1	3.2	1.0	10.3	7.9	2.4
2007	10.7	7.6	3.1	4.5	3.6	0.9	11.2	9.1	2.2
2008	10.5	7.3	3.2	4.4	3.5	0.9	10.9	8.7	2.2

1. Data from 1987 to 1996 include maternity leave.

**Table 5-3**  
**Absence rates for full-time employees by sex and occupation — Business professionals**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.0	3.3	1.7	2.3	1.7	0.6	5.8	4.3	1.4
1999	4.7	3.2	1.5	1.9	1.5	0.4	4.7	3.7	1.0
2000	4.8	3.1	1.7	1.7	1.3	0.4	4.3	3.2	1.1
2001	6.8	4.7	2.0	2.7	2.0	0.7	6.9	5.1	1.8
2002	6.9	4.9	2.0	2.7	2.1	0.6	6.7	5.2	1.5
2003	6.8	4.6	2.2	2.8	2.2	0.6	6.9	5.5	1.5
2004	6.5	4.5	2.0	2.6	2.0	0.6	6.6	5.0	1.5
2005	7.7	5.4	2.3	3.0	2.4	0.7	7.6	6.0	1.6
2006	7.0	4.6	2.4	2.6	1.9	0.7	6.6	4.8	1.7
2007	7.8	5.5	2.3	2.9	2.2	0.7	7.3	5.5	1.8
2008	7.4	4.9	2.4	3.0	2.2	0.8	7.4	5.5	1.9
<b>Males</b>									
1998	3.6	2.4	1.2	1.7	1.3	0.4	4.2	3.1	1.0
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	4.8	3.2	1.6	1.6	1.1	0.5	4.0	2.7	1.2
2002	6.0	3.9	2.2	2.1	1.5	0.7	5.4	3.7	1.6
2003	5.0	2.9	2.1	1.8	1.2	0.6	4.5	3.0	1.5
2004	5.4	3.5	1.9	2.3	1.6	0.7	5.7	3.9	1.8
2005	6.0	4.2	1.8	2.3	1.8	0.5	5.8	4.5	1.4
2006	5.6	3.6	2.0	1.8	1.3	0.5	4.5	3.3	1.2
2007	6.6	4.2	2.4	2.3	1.6	0.7	5.8	4.0	1.8
2008	6.5	4.0	2.5	2.7	1.9	0.8	6.7	4.8	2.0
<b>Females <sup>1</sup></b>									
1998	6.3	4.2	2.1	2.9	2.2	0.7	7.3	5.5	1.8
1999	5.4	3.4	1.9	1.9	1.4	0.5	4.9	3.5	1.3
2000	5.6	3.6	1.9	2.0	1.6	0.5	5.1	3.9	1.2
2001	8.5	6.0	2.4	3.8	2.9	0.9	9.4	7.2	2.3
2002	7.7	5.8	1.9	3.2	2.7	0.6	8.0	6.6	1.4
2003	8.3	6.1	2.2	3.6	3.0	0.6	9.0	7.6	1.4
2004	7.2	5.2	2.1	2.9	2.4	0.5	7.3	5.9	1.4
2005	8.9	6.2	2.6	3.6	2.8	0.7	9.0	7.1	1.9
2006	8.2	5.5	2.7	3.4	2.5	0.9	8.4	6.2	2.2
2007	8.8	6.5	2.3	3.4	2.7	0.7	8.5	6.6	1.8
2008	8.0	5.6	2.4	3.2	2.4	0.8	7.9	6.0	1.9

1. Data from 1987 to 1996 include maternity leave.

**Table 5-4**  
**Absence rates for full-time employees by sex and occupation — Administrative**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.8	4.2	1.6	2.8	2.3	0.5	7.1	5.8	1.3
1999	6.1	4.4	1.7	3.0	2.5	0.5	7.4	6.2	1.3
2000	6.3	4.4	2.0	2.7	2.0	0.7	6.7	5.1	1.6
2001	6.9	4.7	2.2	2.7	2.0	0.7	6.8	5.1	1.7
2002	8.0	5.3	2.7	3.2	2.5	0.7	8.0	6.2	1.8
2003	8.0	5.5	2.6	3.5	2.6	0.8	8.7	6.5	2.1
2004	8.3	5.7	2.6	3.2	2.5	0.7	8.1	6.4	1.7
2005	8.7	6.0	2.7	3.7	2.8	0.8	9.1	7.1	2.1
2006	8.5	5.8	2.8	3.6	2.8	0.8	9.1	7.0	2.1
2007	8.9	6.0	2.8	3.8	2.9	0.8	9.4	7.3	2.1
2008	9.0	6.1	2.9	3.6	2.8	0.8	8.9	6.9	2.0
<b>Males</b>									
1998	4.0	2.6	1.4	1.7	1.1	0.5	4.2	2.8	1.4
1999	4.4	3.3	F	1.8	1.5	F	4.6	3.9	F
2000	4.3	2.7	1.6	1.5	1.1	0.4	3.9	2.8	1.0
2001	6.1	4.0	2.1	2.6	2.0	0.6	6.4	5.0	1.4
2002	6.4	4.7	1.8	2.6	2.2	0.5	6.6	5.4	1.2
2003	6.3	4.5	1.8	2.7	1.9	0.8	6.9	4.9	2.0
2004	6.1	3.9	2.2	2.4	1.8	0.7	6.1	4.4	1.7
2005	6.1	4.6	1.5	2.5	2.0	0.5	6.2	4.9	1.2
2006	6.0	4.0	2.0	2.6	1.9	0.7	6.4	4.6	1.8
2007	8.4	5.5	2.9	3.6	2.5	1.1	9.1	6.4	2.7
2008	8.2	5.3	2.8	3.1	2.3	0.8	7.7	5.8	1.9
<b>Females <sup>1</sup></b>									
1998	6.2	4.5	1.7	3.1	2.6	0.5	7.8	6.5	1.3
1999	6.4	4.6	1.8	3.2	2.6	0.6	8.0	6.6	1.4
2000	6.8	4.7	2.1	2.9	2.2	0.7	7.3	5.5	1.8
2001	7.0	4.9	2.2	2.7	2.0	0.7	6.8	5.1	1.7
2002	8.4	5.4	2.9	3.3	2.6	0.8	8.4	6.4	2.0
2003	8.4	5.7	2.7	3.6	2.8	0.9	9.1	6.9	2.1
2004	8.7	6.1	2.7	3.4	2.7	0.7	8.6	6.8	1.7
2005	9.3	6.4	2.9	3.9	3.0	0.9	9.8	7.6	2.3
2006	9.1	6.2	2.9	3.9	3.1	0.9	9.8	7.7	2.1
2007	9.0	6.1	2.8	3.8	3.0	0.8	9.5	7.6	1.9
2008	9.3	6.3	3.0	3.7	2.9	0.8	9.2	7.2	2.0

1. Data from 1987 to 1996 include maternity leave.

**Table 5-5**  
**Absence rates for full-time employees by sex and occupation — Clerical**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.6	5.0	1.5	3.6	3.0	0.5	8.9	7.6	1.3
1999	7.0	5.3	1.7	3.5	2.9	0.6	8.6	7.2	1.4
2000	7.5	5.7	1.8	3.4	2.9	0.5	8.5	7.2	1.3
2001	8.3	6.2	2.1	3.7	3.1	0.6	9.3	7.8	1.5
2002	9.1	6.6	2.6	3.7	3.1	0.6	9.3	7.7	1.6
2003	8.9	6.6	2.3	4.1	3.5	0.7	10.3	8.6	1.7
2004	8.9	6.5	2.4	4.0	3.3	0.7	10.0	8.3	1.8
2005	10.0	7.3	2.7	4.3	3.5	0.8	10.8	8.6	2.1
2006	9.8	7.0	2.8	4.3	3.4	1.0	10.8	8.4	2.4
2007	11.2	8.0	3.2	4.7	3.8	0.9	11.8	9.5	2.3
2008	10.8	7.7	3.2	4.6	3.7	0.9	11.4	9.2	2.3
<b>Males</b>									
1998	6.1	4.8	1.2	3.7	3.3	0.4	9.2	8.2	1.0
1999	5.5	4.2	1.3	2.6	2.3	0.4	6.6	5.7	0.9
2000	5.9	4.6	1.3	2.7	2.3	0.3	6.7	5.9	0.9
2001	7.2	5.4	1.8	3.4	2.8	0.6	8.6	7.1	1.5
2002	7.6	5.6	2.0	3.3	2.7	0.6	8.3	6.8	1.5
2003	7.4	5.4	2.0	3.6	2.9	0.6	8.9	7.4	1.6
2004	7.9	5.9	1.9	3.7	3.1	0.6	9.2	7.8	1.5
2005	9.0	6.7	2.3	4.1	3.4	0.8	10.3	8.4	1.9
2006	8.9	6.7	2.2	4.2	3.4	0.8	10.4	8.4	2.0
2007	9.3	6.6	2.7	3.9	3.1	0.8	9.8	7.8	2.1
2008	8.7	6.3	2.3	3.6	2.8	0.8	9.0	7.1	1.9
<b>Females <sup>1</sup></b>									
1998	6.8	5.1	1.7	3.5	2.9	0.6	8.7	7.3	1.4
1999	7.7	5.8	1.9	3.9	3.2	0.6	9.6	8.0	1.6
2000	8.2	6.2	2.1	3.7	3.2	0.6	9.4	7.9	1.5
2001	8.8	6.5	2.2	3.8	3.2	0.6	9.6	8.1	1.5
2002	9.8	7.0	2.8	3.9	3.3	0.7	9.8	8.2	1.7
2003	9.6	7.2	2.4	4.4	3.7	0.7	11.0	9.2	1.8
2004	9.3	6.7	2.6	4.2	3.4	0.8	10.4	8.5	1.9
2005	10.4	7.6	2.9	4.4	3.5	0.9	11.0	8.8	2.2
2006	10.2	7.1	3.1	4.4	3.4	1.0	11.0	8.4	2.6
2007	12.1	8.6	3.5	5.1	4.1	0.9	12.7	10.4	2.3
2008	11.8	8.2	3.6	5.0	4.1	1.0	12.6	10.2	2.4

1. Data from 1987 to 1996 include maternity leave.



**Table 5-6**  
**Absence rates for full-time employees by sex and occupation — Natural and applied sciences**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.5	2.9	1.6	1.9	1.4	0.5	4.7	3.5	1.2
1999	4.9	3.2	1.7	1.9	1.4	0.5	4.7	3.5	1.1
2000	5.3	3.7	1.7	2.0	1.6	0.5	5.1	4.0	1.2
2001	6.0	4.4	1.7	2.3	1.8	0.5	5.8	4.5	1.3
2002	6.7	4.5	2.3	2.5	1.8	0.7	6.3	4.5	1.7
2003	6.5	4.4	2.1	2.5	2.0	0.5	6.2	4.9	1.3
2004	6.7	4.6	2.2	2.5	1.9	0.6	6.3	4.8	1.5
2005	7.4	5.0	2.4	2.9	2.2	0.7	7.2	5.4	1.8
2006	7.3	4.6	2.6	2.7	1.9	0.9	6.8	4.6	2.1
2007	8.0	5.0	2.9	3.0	2.1	0.9	7.4	5.2	2.2
2008	8.1	4.9	3.1	3.1	2.0	1.1	7.8	5.1	2.7
<b>Males</b>									
1998	4.2	2.7	1.5	1.8	1.3	0.5	4.4	3.3	1.1
1999	4.6	3.0	1.6	1.7	1.3	0.4	4.4	3.2	1.1
2000	4.8	3.3	1.6	1.8	1.4	0.5	4.6	3.4	1.1
2001	5.4	3.8	1.6	2.0	1.6	0.4	5.1	4.0	1.1
2002	6.1	4.0	2.1	2.3	1.6	0.7	5.7	4.0	1.7
2003	5.9	3.9	2.0	2.2	1.7	0.5	5.6	4.3	1.3
2004	6.4	4.3	2.1	2.4	1.8	0.6	6.0	4.5	1.5
2005	7.0	4.6	2.4	2.8	2.0	0.8	6.9	5.1	1.9
2006	6.7	4.2	2.5	2.5	1.7	0.9	6.3	4.2	2.2
2007	7.2	4.3	2.9	2.6	1.7	0.9	6.6	4.2	2.4
2008	7.3	4.2	3.1	2.9	1.7	1.1	7.2	4.3	2.8
<b>Females <sup>1</sup></b>									
1998	5.9	3.9	2.0	2.4	1.7	0.7	6.0	4.2	1.7
1999	6.3	4.3	2.0	2.4	1.9	0.5	6.0	4.6	1.3
2000	7.2	5.2	2.0	2.9	2.4	0.5	7.2	6.0	1.2
2001	8.2	6.3	1.9	3.4	2.7	0.8	8.6	6.7	1.9
2002	9.0	6.3	2.7	3.4	2.6	0.8	8.4	6.5	1.9
2003	8.4	6.1	2.3	3.4	2.8	0.6	8.5	6.9	1.6
2004	8.0	5.5	2.5	3.1	2.4	0.7	7.6	5.9	1.7
2005	9.2	6.6	2.6	3.3	2.7	0.6	8.3	6.7	1.6
2006	9.2	6.2	3.0	3.4	2.5	0.8	8.4	6.4	2.0
2007	10.7	7.5	3.2	4.2	3.5	0.7	10.5	8.6	1.9
2008	10.8	7.4	3.4	4.0	3.2	0.9	10.1	7.9	2.2

1. Data from 1987 to 1996 include maternity leave.

**Table 5-7**  
**Absence rates for full-time employees by sex and occupation — Health**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	8.3	6.8	1.4	5.4	4.7	0.7	13.4	11.8	1.6
1999	8.3	6.7	1.6	5.3	4.6	0.7	13.2	11.5	1.7
2000	8.6	7.3	1.3	5.3	4.7	0.6	13.3	11.8	1.5
2001	8.7	7.1	1.5	5.2	4.4	0.7	12.9	11.1	1.9
2002	10.2	8.2	2.0	5.9	5.0	0.9	14.7	12.6	2.1
2003	9.1	7.3	1.8	5.2	4.4	0.8	13.0	11.0	2.0
2004	9.8	8.2	1.7	6.0	5.3	0.7	15.0	13.2	1.8
2005	10.4	8.5	1.9	6.0	5.2	0.8	15.0	13.1	1.9
2006	10.2	8.0	2.2	5.8	4.8	1.1	14.6	12.0	2.7
2007	10.7	8.8	1.9	6.3	5.5	0.8	15.6	13.7	1.9
2008	11.0	8.8	2.1	6.4	5.6	0.8	16.1	14.0	2.1
<b>Males</b>									
1998	6.7	5.6	F	3.8	3.4	F	9.4	8.4	F
1999	5.1	4.1	F	2.9	2.5	F	7.3	6.3	F
2000	5.6	4.5	F	3.5	2.8	F	8.7	7.1	F
2001	7.0	5.9	F	4.3	3.6	F	10.8	9.0	F
2002	7.2	5.3	F	3.6	2.9	F	8.9	7.3	F
2003	7.2	5.4	F	3.7	3.0	F	9.1	7.5	F
2004	7.2	5.4	1.9	4.1	3.2	0.8	10.2	8.1	2.1
2005	9.6	7.9	1.7	5.5	4.6	0.9	13.9	11.6	2.3
2006	7.3	5.2	2.1	3.9	2.9	1.0	9.7	7.2	2.5
2007	8.7	6.7	2.0	4.4	3.5	1.0	11.1	8.7	2.4
2008	8.5	6.7	1.8	5.0	4.2	0.8	12.6	10.5	2.1
<b>Females <sup>1</sup></b>									
1998	8.6	7.1	1.5	5.7	5.0	0.7	14.3	12.6	1.8
1999	9.0	7.3	1.7	5.9	5.1	0.8	14.7	12.8	1.9
2000	9.2	7.9	1.4	5.8	5.1	0.6	14.4	12.9	1.5
2001	9.0	7.4	1.6	5.4	4.6	0.7	13.4	11.6	1.9
2002	10.8	8.7	2.1	6.4	5.5	0.9	15.9	13.7	2.2
2003	9.5	7.7	1.8	5.5	4.7	0.8	13.8	11.8	2.0
2004	10.4	8.7	1.6	6.4	5.7	0.7	16.0	14.3	1.7
2005	10.6	8.6	1.9	6.1	5.4	0.7	15.2	13.4	1.8
2006	10.7	8.5	2.2	6.2	5.2	1.1	15.6	12.9	2.7
2007	11.1	9.2	1.9	6.6	5.9	0.7	16.6	14.7	1.8
2008	11.4	9.2	2.2	6.7	5.9	0.8	16.8	14.7	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-8**  
**Absence rates for full-time employees by sex and occupation — Health professional**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.2	3.5	F	2.8	2.1	F	7.1	5.2	F
1999	4.9	3.1	F	2.7	2.0	F	6.8	5.0	F
2000	5.6	3.8	F	2.3	1.8	F	5.7	4.4	F
2001	5.0	3.2	F	2.3	1.3	F	5.9	3.2	F
2002	5.8	4.3	F	2.4	1.8	F	6.0	4.4	F
2003	5.7	3.6	F	2.7	1.8	F	6.7	4.5	F
2004	7.8	6.0	F	3.7	3.3	F	9.3	8.1	F
2005	7.6	5.2	2.4	3.1	2.2	0.9	7.8	5.5	2.2
2006	7.1	4.5	2.6	3.4	2.0	1.3	8.4	5.0	3.3
2007	6.8	4.9	F	2.6	2.1	F	6.6	5.2	F
2008	7.6	5.7	F	4.0	3.1	F	10.0	7.8	F
<b>Males</b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	F	F	F	F	F	F	F	F	F
2006	F	F	F	F	F	F	F	F	F
2007	F	F	F	F	F	F	F	F	F
2008	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1998	6.6	F	F	3.7	F	F	9.3	F	F
1999	6.9	F	F	4.4	F	F	10.9	F	F
2000	6.7	4.4	F	2.7	2.2	F	6.9	5.5	F
2001	5.6	F	F	2.4	F	F	5.9	F	F
2002	6.0	4.9	F	2.3	1.8	F	5.7	4.5	F
2003	5.7	3.9	F	2.8	2.0	F	6.9	5.0	F
2004	10.1	8.2	F	5.0	4.5	F	12.5	11.3	F
2005	9.5	6.7	F	3.8	2.9	F	9.4	7.1	F
2006	8.7	5.7	F	4.2	2.7	F	10.4	6.7	F
2007	7.7	5.5	F	2.9	2.3	F	7.4	5.8	F
2008	8.4	6.5	F	4.4	3.6	F	11.1	9.0	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-9**  
**Absence rates for full-time employees by sex and occupation — Nursing**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	8.6	7.5	1.1	5.9	5.3	0.6	14.8	13.3	1.4
1999	9.0	7.5	1.5	5.9	5.2	0.7	14.9	13.0	1.8
2000	8.9	7.6	1.3	5.8	5.1	0.7	14.5	12.8	1.7
2001	9.6	8.0	1.6	6.1	5.2	0.9	15.2	13.1	2.1
2002	11.2	9.0	2.1	6.8	5.7	1.1	17.0	14.3	2.7
2003	10.1	8.3	1.8	6.3	5.4	0.9	15.7	13.4	2.3
2004	11.6	9.7	1.9	7.5	6.6	0.9	18.7	16.5	2.3
2005	9.8	7.9	1.9	5.6	4.8	0.8	13.9	11.9	1.9
2006	11.4	9.4	2.0	7.0	5.9	1.1	17.6	14.9	2.7
2007	10.3	8.6	1.7	6.5	5.7	0.8	16.2	14.3	1.9
2008	12.2	10.1	2.1	7.5	6.6	1.0	18.8	16.4	2.4
<b>Males</b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	10.9	F	F	4.9	F	F	12.3	F	F
2006	F	F	F	F	F	F	F	F	F
2007	11.1	F	F	5.4	F	F	13.5	F	F
2008	10.4	F	F	6.0	F	F	14.9	F	F
<b>Females <sup>1</sup></b>									
1998	8.7	7.6	F	6.0	5.4	F	15.1	13.6	F
1999	9.2	7.6	1.6	6.1	5.3	0.8	15.3	13.4	2.0
2000	9.1	7.8	1.3	5.8	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	2.2
2002	11.4	9.2	2.2	7.0	5.9	1.1	17.4	14.7	2.8
2003	10.1	8.2	1.8	6.3	5.4	0.9	15.8	13.4	2.3
2004	12.0	10.2	1.7	7.8	7.0	0.9	19.6	17.5	2.2
2005	9.7	7.8	2.0	5.6	4.9	0.8	14.0	12.1	1.9
2006	11.6	9.7	1.9	7.1	6.1	1.0	17.9	15.4	2.5
2007	10.3	8.6	1.7	6.6	5.8	0.8	16.4	14.4	1.9
2008	12.4	10.2	2.1	7.7	6.8	0.9	19.2	16.9	2.3

1. Data from 1987 to 1996 include maternity leave.

**Table 5-10**  
**Absence rates for full-time employees by sex and occupation — Technical occupations in health**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	7.8	6.1	1.7	4.9	4.2	0.7	12.4	10.5	1.8
1999	7.0	5.8	F	4.3	3.8	F	10.7	9.5	F
2000	8.2	7.1	F	5.2	4.7	F	13.0	11.7	F
2001	8.4	6.9	1.5	5.2	4.5	0.6	12.9	11.3	1.5
2002	9.2	7.1	2.0	5.2	4.4	0.8	12.9	11.0	1.9
2003	8.0	6.0	1.9	4.2	3.5	0.7	10.5	8.7	1.8
2004	7.8	6.6	1.2	4.9	4.3	0.5	12.2	10.8	1.4
2005	10.6	8.7	1.9	6.5	5.8	0.7	16.2	14.4	1.8
2006	9.5	7.7	1.9	5.4	4.7	0.7	13.5	11.7	1.8
2007	10.6	8.5	2.1	6.0	5.1	0.9	15.1	12.8	2.3
2008	10.7	8.4	2.3	6.2	5.4	0.8	15.5	13.4	2.1
<b>Males</b>									
1998	7.2	F	F	3.5	F	F	8.8	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	7.0	6.3	F	5.0	4.6	F	12.5	11.5	F
2002	6.4	F	F	3.4	F	F	8.6	F	F
2003	6.9	5.0	F	3.5	3.0	F	8.8	7.5	F
2004	7.0	5.6	F	4.1	3.3	F	10.2	8.2	F
2005	11.3	9.5	F	7.9	7.0	F	19.8	17.4	F
2006	8.4	6.7	F	4.5	4.0	F	11.3	10.0	F
2007	8.1	5.4	F	4.7	3.0	F	11.6	7.6	F
2008	10.1	8.1	F	6.7	5.9	F	16.7	14.7	F
<b>Females <sup>1</sup></b>									
1998	7.9	6.3	F	5.4	4.6	F	13.4	11.5	F
1999	7.8	6.5	F	4.8	4.2	F	11.9	10.6	F
2000	9.3	8.1	F	5.9	5.5	F	14.8	13.7	F
2001	8.9	7.1	1.8	5.2	4.5	0.7	13.1	11.3	1.8
2002	10.1	8.0	2.1	5.8	5.0	0.8	14.4	12.5	2.0
2003	8.3	6.4	2.0	4.4	3.7	0.8	11.1	9.1	2.0
2004	8.0	6.9	F	5.1	4.7	F	12.8	11.6	F
2005	10.4	8.5	1.9	6.0	5.4	0.6	15.0	13.4	1.6
2006	9.8	7.9	1.9	5.6	4.9	0.8	14.1	12.2	1.9
2007	11.4	9.5	1.9	6.5	5.8	0.7	16.3	14.6	1.8
2008	10.9	8.5	2.4	6.0	5.2	0.8	15.1	13.0	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-11**  
**Absence rates for full-time employees by sex and occupation — Support staff in health**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	9.7	8.2	1.5	6.4	5.8	0.6	16.0	14.5	1.5
1999	10.0	8.1	1.9	6.7	5.9	0.8	16.8	14.7	2.0
2000	9.8	8.5	1.3	6.3	5.7	0.6	15.8	14.1	1.6
2001	9.5	8.0	1.5	5.5	4.9	0.6	13.7	12.2	1.4
2002	11.7	9.6	2.1	7.0	6.2	0.8	17.5	15.5	2.0
2003	10.3	8.7	1.5	6.0	5.3	0.7	14.9	13.2	1.7
2004	10.4	8.6	1.8	6.2	5.5	0.7	15.6	13.8	1.8
2005	12.0	10.2	1.7	7.2	6.5	0.7	18.1	16.3	1.8
2006	10.7	8.1	2.6	6.1	4.9	1.2	15.3	12.2	3.0
2007	12.7	10.7	2.1	7.8	7.0	0.7	19.5	17.6	1.9
2008	11.1	9.0	2.1	6.4	5.7	0.7	16.1	14.3	1.8
<b>Males</b>									
1998	9.1	8.4	F	6.5	6.2	F	16.2	15.6	F
1999	F	F	F	F	F	F	F	F	F
2000	8.1	F	F	5.0	F	F	12.5	F	F
2001	9.0	7.9	F	4.5	4.1	F	11.3	10.2	F
2002	9.2	F	F	4.0	F	F	10.0	F	F
2003	7.3	F	F	3.6	F	F	9.0	F	F
2004	11.3	9.0	F	7.2	6.1	F	17.9	15.3	F
2005	11.9	10.1	F	6.3	5.5	F	15.7	13.7	F
2006	8.3	F	F	4.5	F	F	11.2	F	F
2007	11.9	10.4	F	6.3	5.6	F	15.7	13.9	F
2008	7.2	0.0	F	3.7	0.0	F	9.2	0.0	F
<b>Females <sup>1</sup></b>									
1998	9.8	8.1	1.7	6.4	5.7	0.7	16.0	14.2	1.8
1999	10.3	8.3	2.0	6.9	6.1	0.9	17.4	15.2	2.2
2000	10.1	8.8	1.3	6.5	5.9	0.7	16.3	14.6	1.6
2001	9.5	8.0	1.6	5.6	5.0	0.6	14.1	12.6	1.5
2002	12.0	9.8	2.2	7.4	6.5	0.8	18.4	16.3	2.1
2003	10.7	9.1	1.6	6.3	5.6	0.7	15.8	14.0	1.8
2004	10.2	8.5	1.7	6.1	5.4	0.7	15.2	13.5	1.7
2005	12.0	10.2	1.7	7.4	6.7	0.7	18.5	16.7	1.7
2006	11.0	8.4	2.6	6.4	5.1	1.3	15.9	12.7	3.1
2007	12.9	10.7	2.2	8.0	7.2	0.8	20.0	18.1	1.9
2008	11.6	9.5	2.2	6.8	6.1	0.8	17.1	15.2	1.9

1. Data from 1987 to 1996 include maternity leave.

**Table 5-12**  
**Absence rates for full-time employees by sex and occupation — Social and public service**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.2	1.3	2.8	2.2	0.6	7.1	5.6	1.5
1999	6.2	4.6	1.5	3.3	2.7	0.6	8.2	6.7	1.4
2000	6.6	5.0	1.6	3.1	2.4	0.7	7.8	6.1	1.7
2001	7.4	5.7	1.8	3.5	2.8	0.7	8.7	6.9	1.8
2002	8.4	6.1	2.4	3.8	2.9	0.9	9.5	7.3	2.2
2003	7.8	5.8	2.0	3.6	2.8	0.8	9.0	7.0	2.0
2004	8.2	6.0	2.1	3.8	3.0	0.8	9.5	7.5	2.0
2005	8.7	6.1	2.6	3.7	2.8	0.9	9.3	7.0	2.3
2006	9.0	6.4	2.6	4.0	2.9	1.1	9.9	7.2	2.8
2007	9.9	7.1	2.8	4.4	3.4	1.0	11.1	8.5	2.6
2008	9.2	6.4	2.8	3.9	2.9	1.0	9.8	7.3	2.5
<b>Males</b>									
1998	3.9	2.7	1.2	1.9	1.4	0.5	4.7	3.5	1.2
1999	4.9	3.8	1.2	2.6	2.2	0.5	6.6	5.4	1.2
2000	5.1	3.7	1.3	2.2	1.7	0.5	5.6	4.3	1.3
2001	5.4	4.0	1.5	2.5	2.0	0.5	6.2	4.9	1.2
2002	5.9	4.1	1.8	2.7	2.0	0.7	6.8	4.9	1.8
2003	5.7	3.9	1.8	2.7	2.0	0.8	6.8	4.9	1.9
2004	6.3	4.4	1.9	2.8	2.1	0.8	7.0	5.1	1.9
2005	7.6	5.2	2.4	3.3	2.4	0.9	8.3	6.0	2.3
2006	6.9	4.8	2.1	3.0	2.1	0.9	7.5	5.1	2.3
2007	7.7	5.1	2.7	3.1	2.1	1.0	7.8	5.3	2.6
2008	6.9	4.1	2.8	2.8	1.8	1.0	7.0	4.5	2.5
<b>Females <sup>1</sup></b>									
1998	6.5	5.1	1.4	3.5	2.8	0.7	8.8	7.1	1.7
1999	7.0	5.2	1.8	3.7	3.1	0.6	9.3	7.7	1.6
2000	7.6	5.8	1.8	3.7	2.9	0.8	9.4	7.3	2.0
2001	8.7	6.7	2.0	4.1	3.3	0.9	10.3	8.1	2.2
2002	9.9	7.2	2.7	4.5	3.5	1.0	11.2	8.8	2.4
2003	9.1	7.0	2.1	4.1	3.3	0.8	10.3	8.3	2.0
2004	9.3	7.0	2.3	4.4	3.6	0.8	11.0	8.9	2.1
2005	9.3	6.7	2.6	4.0	3.0	0.9	9.9	7.6	2.3
2006	10.2	7.3	2.9	4.6	3.4	1.2	11.5	8.4	3.1
2007	11.2	8.2	2.9	5.3	4.2	1.1	13.1	10.5	2.6
2008	10.5	7.7	2.8	4.6	3.6	1.0	11.4	9.0	2.4

1. Data from 1987 to 1996 include maternity leave.

**Table 5-13**  
**Absence rates for full-time employees by sex and occupation — Legal, social and religious workers**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.1	4.5	1.6	3.2	2.5	0.6	7.9	6.4	1.5
1999	7.2	5.3	1.9	3.6	3.0	0.6	9.1	7.6	1.5
2000	7.5	5.7	1.8	3.5	2.9	0.7	8.8	7.2	1.7
2001	8.3	6.3	2.0	3.9	3.1	0.7	9.7	7.9	1.8
2002	8.6	6.1	2.5	3.9	3.1	0.8	9.7	7.7	2.0
2003	8.4	6.2	2.2	3.8	3.1	0.8	9.6	7.7	1.9
2004	9.4	6.9	2.5	4.4	3.5	0.9	11.1	8.8	2.2
2005	8.9	6.3	2.6	3.7	3.0	0.8	9.3	7.4	1.9
2006	9.1	6.6	2.5	3.9	2.9	1.0	9.8	7.3	2.5
2007	10.5	7.5	3.0	5.0	3.9	1.1	12.4	9.6	2.8
2008	9.6	6.6	3.0	4.1	3.1	1.0	10.4	7.8	2.6
<b>Males</b>									
1998	3.8	2.6	F	1.8	1.3	F	4.4	3.3	F
1999	5.4	4.0	1.4	2.7	2.2	0.5	6.7	5.5	1.2
2000	5.2	3.6	1.6	2.2	1.7	0.6	5.6	4.2	1.4
2001	6.0	4.3	1.7	2.5	2.1	0.5	6.3	5.1	1.2
2002	5.8	3.9	2.0	2.6	1.9	0.7	6.5	4.6	1.8
2003	6.1	4.2	1.8	2.9	2.3	0.7	7.3	5.7	1.6
2004	7.0	5.1	2.0	3.3	2.5	0.8	8.4	6.4	2.0
2005	8.1	5.8	2.3	3.5	2.9	0.6	8.7	7.1	1.6
2006	7.1	5.0	2.0	2.9	1.9	0.9	7.2	4.9	2.4
2007	7.7	5.2	2.5	3.3	2.3	1.1	8.4	5.7	2.7
2008	7.1	3.9	3.3	3.0	1.8	1.2	7.4	4.4	3.0
<b>Females <sup>1</sup></b>									
1998	7.6	5.8	1.8	4.2	3.4	0.7	10.4	8.6	1.8
1999	8.4	6.2	2.2	4.3	3.6	0.7	10.9	9.1	1.8
2000	8.9	7.0	1.9	4.4	3.7	0.7	11.1	9.2	1.9
2001	9.6	7.5	2.1	4.7	3.8	0.9	11.7	9.5	2.2
2002	10.1	7.3	2.8	4.7	3.8	0.8	11.7	9.6	2.1
2003	9.7	7.3	2.4	4.4	3.5	0.8	10.9	8.9	2.0
2004	10.8	8.0	2.9	5.1	4.1	1.0	12.7	10.3	2.4
2005	9.4	6.6	2.7	3.9	3.0	0.8	9.7	7.6	2.1
2006	10.2	7.4	2.8	4.5	3.5	1.1	11.3	8.7	2.6
2007	12.0	8.7	3.3	5.9	4.7	1.1	14.7	11.9	2.8
2008	11.0	8.1	2.9	4.8	3.9	0.9	12.1	9.7	2.3

1. Data from 1987 to 1996 include maternity leave.



**Table 5-14**  
**Absence rates for full-time employees by sex and occupation — Teachers and professors**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.0	3.9	1.1	2.6	2.0	0.6	6.5	5.1	1.5
1999	5.4	4.2	1.3	3.0	2.4	0.6	7.5	6.1	1.4
2000	5.9	4.4	1.5	2.8	2.1	0.7	7.1	5.3	1.8
2001	6.8	5.2	1.6	3.2	2.5	0.7	8.0	6.2	1.8
2002	8.3	6.1	2.3	3.8	2.8	1.0	9.4	7.0	2.4
2003	7.3	5.5	1.8	3.4	2.6	0.8	8.5	6.5	2.0
2004	7.2	5.4	1.8	3.3	2.6	0.7	8.3	6.4	1.9
2005	8.5	6.0	2.5	3.7	2.7	1.0	9.3	6.7	2.6
2006	8.9	6.2	2.7	4.0	2.8	1.2	10.0	7.1	3.0
2007	9.5	6.8	2.7	4.0	3.1	1.0	10.1	7.6	2.5
2008	8.8	6.2	2.6	3.7	2.8	0.9	9.3	6.9	2.4
<b>Males</b>									
1998	3.9	2.8	1.1	1.9	1.5	0.5	4.8	3.6	1.2
1999	4.6	3.6	1.1	2.6	2.1	0.5	6.5	5.3	1.2
2000	5.0	3.9	1.1	2.2	1.7	0.5	5.6	4.3	1.3
2001	5.0	3.7	1.3	2.4	1.9	0.5	6.1	4.8	1.3
2002	6.0	4.3	1.7	2.8	2.1	0.7	7.0	5.2	1.8
2003	5.5	3.7	1.8	2.6	1.8	0.8	6.5	4.4	2.1
2004	5.7	3.9	1.8	2.4	1.7	0.7	6.0	4.2	1.8
2005	7.2	4.7	2.5	3.2	2.1	1.1	8.0	5.2	2.9
2006	6.8	4.6	2.2	3.1	2.1	0.9	7.6	5.3	2.3
2007	7.8	5.0	2.8	3.0	2.0	1.0	7.4	5.0	2.5
2008	6.7	4.3	2.4	2.6	1.8	0.8	6.6	4.6	2.0
<b>Females <sup>1</sup></b>									
1998	5.8	4.6	1.2	3.1	2.4	0.7	7.7	6.0	1.6
1999	6.0	4.6	1.4	3.3	2.7	0.6	8.2	6.7	1.5
2000	6.6	4.8	1.7	3.2	2.4	0.9	8.1	5.9	2.2
2001	8.0	6.1	1.8	3.7	2.8	0.9	9.3	7.1	2.2
2002	9.7	7.1	2.6	4.4	3.3	1.1	10.9	8.2	2.7
2003	8.6	6.7	1.9	3.9	3.2	0.8	9.9	7.9	2.0
2004	8.1	6.3	1.9	3.9	3.1	0.7	9.7	7.8	1.9
2005	9.3	6.7	2.6	4.0	3.1	1.0	10.1	7.6	2.5
2006	10.3	7.3	3.0	4.6	3.3	1.4	11.6	8.2	3.4
2007	10.5	7.9	2.6	4.7	3.7	1.0	11.8	9.4	2.5
2008	10.0	7.3	2.7	4.3	3.3	1.0	10.9	8.3	2.6

1. Data from 1987 to 1996 include maternity leave.

**Table 5-15**  
**Absence rates for full-time employees by sex and occupation — Secondary and elementary teachers**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.3	4.3	1.1	2.7	2.1	0.6	6.9	5.3	1.6
1999	6.1	4.8	1.4	3.4	2.8	0.6	8.6	7.1	1.5
2000	6.5	5.0	1.5	3.1	2.3	0.8	7.8	5.8	2.0
2001	7.4	5.8	1.7	3.5	2.8	0.8	8.8	6.9	1.9
2002	9.3	6.9	2.4	4.1	3.0	1.1	10.3	7.6	2.7
2003	8.6	6.7	1.9	4.1	3.2	0.9	10.2	7.9	2.3
2004	8.1	6.2	1.9	3.7	2.9	0.8	9.2	7.1	2.1
2005	9.9	7.0	2.9	4.3	3.1	1.2	10.7	7.7	3.0
2006	10.0	7.1	2.9	4.6	3.2	1.4	11.4	8.0	3.4
2007	11.0	8.0	2.9	4.8	3.7	1.1	12.0	9.2	2.7
2008	9.7	7.0	2.8	4.0	3.1	1.0	10.1	7.6	2.4
<b>Males</b>									
1998	4.5	3.6	F	2.4	1.9	F	6.0	4.7	F
1999	5.7	4.5	F	3.4	2.7	F	8.4	6.9	F
2000	5.7	4.6	F	2.5	2.0	F	6.3	5.1	F
2001	5.8	4.6	F	2.9	2.5	F	7.2	6.1	F
2002	6.8	5.2	F	3.2	2.4	F	7.9	6.1	F
2003	6.7	4.8	1.9	3.3	2.3	1.1	8.4	5.7	2.7
2004	6.3	4.4	1.9	2.5	1.7	0.8	6.2	4.2	2.0
2005	9.4	6.3	3.1	4.2	2.7	1.6	10.6	6.6	3.9
2006	8.4	6.1	2.3	3.9	3.0	0.9	9.8	7.5	2.3
2007	8.9	5.8	3.1	3.3	2.2	1.1	8.2	5.4	2.8
2008	7.8	5.3	2.5	3.0	2.3	0.7	7.6	5.8	1.8
<b>Females <sup>1</sup></b>									
1998	5.7	4.6	1.1	2.9	2.2	0.7	7.3	5.6	1.8
1999	6.3	4.9	1.4	3.5	2.9	0.6	8.6	7.1	1.5
2000	6.9	5.1	1.8	3.4	2.5	0.9	8.5	6.2	2.3
2001	8.2	6.3	1.9	3.9	2.9	0.9	9.7	7.3	2.4
2002	10.3	7.6	2.8	4.5	3.3	1.2	11.3	8.2	3.1
2003	9.5	7.5	1.9	4.4	3.6	0.8	11.1	9.0	2.1
2004	8.9	6.9	1.9	4.2	3.4	0.8	10.5	8.4	2.1
2005	10.1	7.3	2.8	4.3	3.3	1.0	10.8	8.2	2.6
2006	10.7	7.6	3.1	4.8	3.3	1.5	12.1	8.3	3.8
2007	11.8	9.0	2.9	5.4	4.4	1.1	13.6	10.9	2.7
2008	10.5	7.6	2.9	4.4	3.4	1.1	11.1	8.4	2.7

1. Data from 1987 to 1996 include maternity leave.

**Table 5-16**  
**Absence rates for full-time employees by sex and occupation — Other teachers and professors**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.3	3.0	F	2.3	1.8	F	5.7	4.6	F
1999	3.7	2.6	F	1.9	1.5	F	4.9	3.8	F
2000	4.5	3.0	1.4	2.1	1.5	0.6	5.2	3.9	1.4
2001	5.3	3.8	1.5	2.4	1.8	0.6	5.9	4.4	1.5
2002	5.8	4.0	1.8	2.9	2.2	0.7	7.2	5.6	1.6
2003	4.5	2.8	1.7	1.9	1.3	0.6	4.6	3.2	1.4
2004	5.2	3.6	1.6	2.5	2.0	0.6	6.3	4.9	1.4
2005	5.3	3.6	1.7	2.4	1.7	0.7	6.1	4.3	1.8
2006	6.4	4.2	2.2	2.8	2.0	0.8	7.1	5.0	2.1
2007	6.1	4.1	2.1	2.5	1.7	0.7	6.2	4.4	1.9
2008	6.7	4.4	2.3	3.0	2.1	0.9	7.6	5.4	2.2
<b>Males</b>									
1998	3.0	F	F	1.3	F	F	3.2	F	F
1999	3.1	2.3	F	1.6	1.3	F	4.0	3.2	F
2000	4.0	2.8	F	1.9	1.3	F	4.6	3.2	F
2001	4.0	2.6	F	1.8	1.2	F	4.6	3.0	F
2002	4.9	3.0	F	2.3	1.6	F	5.8	3.9	F
2003	3.9	2.3	F	1.7	1.1	F	4.3	2.8	F
2004	4.9	3.3	F	2.3	1.7	F	5.9	4.2	F
2005	4.4	2.8	F	2.1	1.4	F	5.1	3.5	F
2006	4.9	2.8	2.1	2.1	1.2	0.9	5.3	3.0	2.3
2007	6.4	4.0	2.4	2.6	1.8	0.9	6.6	4.4	2.2
2008	5.3	3.0	2.3	2.2	1.3	0.9	5.5	3.3	2.2
<b>Females <sup>1</sup></b>									
1998	6.1	4.7	F	3.7	3.2	F	9.2	8.0	F
1999	4.6	F	F	2.5	F	F	6.3	F	F
2000	5.1	3.5	F	2.5	1.9	F	6.2	4.8	F
2001	7.1	5.4	F	3.1	2.5	F	7.8	6.3	F
2002	7.1	5.4	F	3.7	3.1	F	9.2	7.8	F
2003	5.2	3.5	F	2.1	1.5	F	5.1	3.8	F
2004	5.6	3.9	F	2.8	2.3	F	6.9	5.7	F
2005	6.5	4.7	F	3.0	2.2	F	7.4	5.4	F
2006	8.5	6.1	F	3.9	3.1	F	9.7	7.8	F
2007	5.8	4.2	F	2.3	1.7	F	5.7	4.2	F
2008	8.3	5.9	F	4.0	3.1	F	10.1	7.9	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-17**  
**Absence rates for full-time employees by sex and occupation — Culture and recreation**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.3	4.0	1.3	2.5	2.2	0.3	6.4	5.5	0.8
1999	5.6	3.7	1.9	2.4	1.8	0.5	5.9	4.6	1.3
2000	5.0	3.9	1.2	2.0	1.7	0.3	5.1	4.3	0.7
2001	6.5	4.7	1.8	2.5	2.0	0.5	6.2	4.9	1.3
2002	7.4	5.3	2.1	3.0	2.3	0.7	7.4	5.8	1.6
2003	7.2	5.5	1.8	2.8	2.3	0.5	7.1	5.8	1.3
2004	7.0	4.9	2.1	3.0	2.2	0.7	7.5	5.6	1.9
2005	8.2	5.7	2.5	3.2	2.4	0.8	7.9	5.9	2.0
2006	7.5	5.0	2.5	2.8	1.9	0.9	7.0	4.8	2.1
2007	7.7	5.3	2.4	2.7	2.0	0.6	6.6	5.0	1.6
2008	8.0	5.4	2.5	3.2	2.3	0.9	8.0	5.8	2.2
<b>Males</b>									
1998	4.9	3.8	F	2.7	2.4	F	6.8	6.0	F
1999	4.3	2.7	F	1.7	1.3	F	4.3	3.2	F
2000	4.4	3.3	F	1.7	1.4	F	4.3	3.6	F
2001	5.4	3.8	F	2.1	1.6	F	5.3	4.0	F
2002	6.5	4.6	1.9	2.6	2.1	0.5	6.6	5.2	1.4
2003	6.9	5.0	1.9	2.7	2.1	0.6	6.7	5.2	1.5
2004	5.9	3.8	2.1	2.4	1.7	0.7	6.0	4.2	1.8
2005	7.7	5.5	2.2	3.1	2.3	0.8	7.8	5.8	2.0
2006	6.5	4.3	2.2	2.6	1.8	0.8	6.4	4.5	1.9
2007	6.2	4.0	2.2	2.1	1.4	0.6	5.2	3.6	1.6
2008	5.9	3.8	2.1	1.8	1.2	0.6	4.6	3.0	1.6
<b>Females <sup>1</sup></b>									
1998	5.7	4.1	F	2.4	2.0	F	6.0	5.1	F
1999	6.8	4.7	2.1	3.0	2.4	0.6	7.5	5.9	1.6
2000	5.6	4.3	F	2.3	2.0	F	5.7	4.9	F
2001	7.6	5.5	2.0	2.9	2.3	0.6	7.1	5.7	1.4
2002	8.1	5.9	2.2	3.3	2.5	0.8	8.2	6.3	1.9
2003	7.5	5.9	1.7	3.0	2.6	0.4	7.5	6.5	1.0
2004	8.0	5.8	2.2	3.5	2.8	0.8	8.8	6.9	1.9
2005	8.7	5.8	2.9	3.2	2.4	0.8	8.0	6.0	2.1
2006	8.4	5.6	2.8	3.0	2.0	1.0	7.4	5.1	2.4
2007	9.0	6.3	2.6	3.1	2.5	0.6	7.8	6.2	1.6
2008	9.7	6.8	2.9	4.4	3.3	1.1	11.0	8.2	2.8

1. Data from 1987 to 1996 include maternity leave.

**Table 5-18**  
**Absence rates for full-time employees by sex and occupation — Sales and service**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.2	4.1	1.1	3.0	2.5	0.5	7.5	6.3	1.2
1999	5.6	4.3	1.3	3.2	2.6	0.5	7.9	6.6	1.3
2000	5.9	4.6	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	7.1	1.5
2002	7.1	5.2	1.8	3.5	2.8	0.7	8.8	7.1	1.7
2003	7.0	5.3	1.7	3.6	2.9	0.7	8.9	7.3	1.6
2004	6.9	5.1	1.8	3.5	2.9	0.7	8.8	7.2	1.6
2005	7.7	5.8	1.9	3.9	3.2	0.7	9.7	8.0	1.7
2006	7.6	5.6	2.0	3.9	3.1	0.8	9.7	7.7	2.0
2007	7.8	5.7	2.1	3.8	3.0	0.8	9.6	7.6	1.9
2008	7.8	5.7	2.0	3.8	3.1	0.8	9.5	7.6	1.9
<b>Males</b>									
1998	4.0	3.1	0.9	2.2	1.9	0.4	5.5	4.7	0.9
1999	4.4	3.4	1.0	2.4	2.1	0.4	6.1	5.1	0.9
2000	4.9	3.8	1.1	2.5	2.1	0.4	6.3	5.3	1.0
2001	5.4	4.1	1.3	2.7	2.2	0.5	6.8	5.6	1.2
2002	5.8	4.1	1.6	2.8	2.2	0.6	7.0	5.5	1.5
2003	5.7	4.2	1.5	2.9	2.3	0.6	7.3	5.8	1.5
2004	5.7	4.0	1.6	2.8	2.2	0.6	7.1	5.5	1.5
2005	6.3	4.8	1.5	3.1	2.5	0.6	7.7	6.3	1.4
2006	6.4	4.7	1.7	3.3	2.6	0.7	8.3	6.5	1.8
2007	6.6	4.8	1.8	3.3	2.6	0.7	8.2	6.4	1.8
2008	6.6	4.8	1.8	3.2	2.5	0.7	8.0	6.4	1.6
<b>Females <sup>1</sup></b>									
1998	6.4	5.0	1.4	3.8	3.2	0.6	9.6	8.1	1.5
1999	6.8	5.2	1.6	4.0	3.3	0.7	9.9	8.2	1.7
2000	7.0	5.5	1.5	3.9	3.3	0.6	9.8	8.3	1.5
2001	8.0	6.1	1.9	4.2	3.5	0.7	10.5	8.7	1.8
2002	8.4	6.3	2.1	4.3	3.5	0.7	10.7	8.9	1.8
2003	8.3	6.3	2.0	4.3	3.6	0.7	10.6	8.9	1.7
2004	8.2	6.2	2.0	4.3	3.6	0.7	10.7	8.9	1.8
2005	9.0	6.8	2.2	4.7	3.9	0.8	11.7	9.8	1.9
2006	8.7	6.4	2.3	4.5	3.6	0.9	11.2	8.9	2.2
2007	8.9	6.6	2.4	4.4	3.5	0.8	10.9	8.8	2.1
2008	8.9	6.6	2.3	4.4	3.6	0.9	11.1	9.0	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-19**  
**Absence rates for full-time employees by sex and occupation — Wholesale**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.2	3.0	1.3	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	4.6	3.3	1.3	2.1	1.8	0.4	5.4	4.4	0.9
2001	5.3	3.5	1.8	2.0	1.5	0.4	4.9	3.8	1.1
2002	6.1	4.0	2.1	2.4	1.8	0.6	6.0	4.5	1.6
2003	5.7	3.8	1.9	2.4	1.9	0.6	6.1	4.7	1.4
2004	5.5	3.5	2.0	2.2	1.6	0.6	5.5	4.0	1.5
2005	6.2	4.1	2.1	2.5	1.9	0.6	6.1	4.7	1.4
2006	5.7	3.7	2.0	2.3	1.6	0.7	5.8	4.1	1.8
2007	6.3	4.1	2.3	2.4	1.8	0.6	6.0	4.5	1.5
2008	6.1	4.1	2.1	2.3	1.7	0.6	5.7	4.4	1.4
<b>Males</b>									
1998	3.3	2.2	1.2	1.4	1.0	0.4	3.5	2.5	1.0
1999	3.3	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	1.2	0.4	4.0	3.1	0.9
2001	4.2	2.7	1.5	1.6	1.2	0.4	4.0	2.9	1.1
2002	4.8	2.9	1.9	1.8	1.2	0.5	4.4	3.1	1.4
2003	4.0	2.6	1.4	1.7	1.3	0.5	4.3	3.2	1.1
2004	4.5	2.7	1.8	1.8	1.3	0.5	4.4	3.2	1.3
2005	4.9	3.1	1.8	1.6	1.1	0.5	4.1	2.9	1.2
2006	4.9	3.0	1.9	2.1	1.4	0.7	5.3	3.4	1.8
2007	5.1	3.4	1.7	2.0	1.5	0.5	5.0	3.7	1.2
2008	5.2	3.4	1.8	1.8	1.3	0.5	4.6	3.3	1.3
<b>Females <sup>1</sup></b>									
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	1.6
2000	6.2	4.7	F	3.3	2.9	F	8.1	7.1	F
2001	7.3	5.1	2.2	2.7	2.3	0.5	6.8	5.7	1.1
2002	8.4	5.9	2.5	3.6	2.8	0.8	9.0	7.0	1.9
2003	8.5	5.8	2.7	3.8	3.0	0.8	9.4	7.4	2.0
2004	7.2	4.9	2.4	3.0	2.3	0.7	7.5	5.7	1.8
2005	8.5	5.8	2.7	4.0	3.3	0.7	10.0	8.2	1.8
2006	7.0	4.8	2.2	2.7	2.1	0.7	6.8	5.2	1.7
2007	8.2	5.1	3.1	3.1	2.3	0.7	7.7	5.8	1.9
2008	7.7	5.2	2.5	3.1	2.5	0.6	7.7	6.2	1.6

1. Data from 1987 to 1996 include maternity leave.

**Table 5-20**  
**Absence rates for full-time employees by sex and occupation — Retail**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.0	3.6	1.4	2.6	2.1	0.5	6.5	5.1	1.3
1999	5.4	3.9	1.6	2.9	2.3	0.6	7.3	5.7	1.6
2000	5.6	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	6.6	4.8	1.7	3.0	2.5	0.5	7.6	6.2	1.4
2003	7.0	5.5	1.5	3.4	2.9	0.5	8.5	7.2	1.3
2004	6.5	4.7	1.8	3.1	2.5	0.7	7.8	6.1	1.7
2005	7.1	5.4	1.7	3.3	2.6	0.7	8.3	6.6	1.7
2006	7.3	5.4	2.0	3.7	2.9	0.8	9.3	7.3	2.0
2007	7.7	5.6	2.0	3.8	3.0	0.8	9.4	7.5	1.9
2008	7.5	5.5	2.1	3.6	2.8	0.8	9.0	7.0	2.0
<b>Males</b>									
1998	3.1	2.2	F	1.2	0.9	F	3.0	2.2	F
1999	4.3	3.1	1.2	2.3	1.9	0.4	5.8	4.8	1.0
2000	4.1	3.0	1.1	1.7	1.4	0.3	4.4	3.5	0.8
2001	5.4	4.0	1.4	2.6	2.1	0.5	6.5	5.3	1.3
2002	5.3	3.9	1.5	2.3	1.9	0.4	5.8	4.8	1.0
2003	5.7	4.2	1.5	2.7	2.2	0.5	6.7	5.5	1.3
2004	5.3	3.6	1.7	2.4	1.8	0.6	6.1	4.5	1.6
2005	6.1	4.6	1.5	2.8	2.2	0.6	6.9	5.4	1.5
2006	5.5	3.9	1.5	2.8	2.1	0.7	6.9	5.2	1.7
2007	6.3	4.5	1.8	3.0	2.3	0.7	7.6	5.8	1.8
2008	6.3	4.5	1.9	2.8	2.2	0.6	7.1	5.6	1.5
<b>Females <sup>1</sup></b>									
1998	6.2	4.6	1.7	3.6	2.9	0.7	9.0	7.2	1.8
1999	6.2	4.4	1.8	3.3	2.5	0.8	8.4	6.4	2.0
2000	6.4	5.0	1.4	3.3	2.7	0.6	8.1	6.7	1.4
2001	8.0	6.1	1.9	4.1	3.3	0.8	10.3	8.3	2.0
2002	7.4	5.5	1.9	3.6	2.9	0.7	8.9	7.3	1.6
2003	8.0	6.4	1.6	3.9	3.4	0.5	9.8	8.5	1.3
2004	7.4	5.5	1.9	3.7	3.0	0.7	9.2	7.4	1.8
2005	7.9	6.0	1.9	3.7	3.0	0.7	9.3	7.5	1.8
2006	8.6	6.3	2.3	4.4	3.5	0.9	11.0	8.8	2.2
2007	8.5	6.4	2.2	4.3	3.5	0.8	10.6	8.7	1.9
2008	8.3	6.1	2.2	4.1	3.2	0.9	10.3	8.0	2.3

1. Data from 1987 to 1996 include maternity leave.

**Table 5-21**  
**Absence rates for full-time employees by sex and occupation — Food and beverage**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.5	3.5	1.0	2.6	2.2	0.4	6.4	5.4	1.0
1999	4.8	3.8	1.0	2.9	2.4	0.5	7.1	6.0	1.2
2000	5.5	4.1	1.4	3.3	2.7	0.6	8.2	6.7	1.5
2001	5.4	4.2	1.2	2.8	2.3	0.5	7.0	5.7	1.2
2002	6.2	4.6	1.7	3.1	2.4	0.7	7.9	6.1	1.7
2003	6.2	4.5	1.6	3.4	2.8	0.6	8.6	7.0	1.6
2004	5.8	4.1	1.7	3.0	2.3	0.7	7.5	5.9	1.7
2005	6.3	4.7	1.6	3.3	2.7	0.6	8.3	6.8	1.6
2006	7.0	5.4	1.7	3.9	3.2	0.7	9.7	7.9	1.8
2007	6.8	5.1	1.8	3.6	2.8	0.8	9.0	7.0	2.0
2008	6.1	4.4	1.7	3.1	2.4	0.7	7.7	5.9	1.8
<b>Males</b>									
1998	3.3	2.6	F	2.1	1.7	F	5.2	4.3	F
1999	3.6	2.9	F	2.0	1.7	F	5.0	4.2	F
2000	5.0	3.7	1.3	3.0	2.6	0.5	7.6	6.4	1.2
2001	4.0	3.2	F	2.0	1.7	F	4.9	4.2	F
2002	5.0	3.5	1.5	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
2004	4.8	3.0	1.8	2.3	1.5	0.8	5.8	3.8	2.0
2005	4.9	3.6	1.3	2.2	1.8	0.4	5.4	4.4	1.0
2006	5.6	4.2	1.4	3.0	2.4	0.6	7.6	6.0	1.6
2007	5.3	3.8	1.5	2.9	2.1	0.8	7.3	5.3	2.0
2008	4.5	3.0	1.5	2.0	1.4	0.6	5.1	3.5	1.5
<b>Females <sup>1</sup></b>									
1998	5.3	4.1	1.3	3.0	2.5	0.5	7.5	6.3	1.1
1999	5.8	4.5	1.3	3.6	3.0	0.6	9.0	7.5	1.5
2000	6.0	4.5	1.5	3.5	2.8	0.7	8.8	7.0	1.8
2001	6.5	5.0	1.5	3.5	2.8	0.7	8.7	7.0	1.6
2002	7.1	5.3	1.7	3.6	3.0	0.7	9.1	7.4	1.7
2003	7.4	5.4	2.0	4.1	3.3	0.8	10.2	8.3	1.9
2004	6.6	5.0	1.6	3.5	3.0	0.5	8.9	7.5	1.4
2005	7.5	5.6	1.9	4.3	3.5	0.8	10.8	8.8	2.1
2006	8.1	6.3	1.8	4.5	3.8	0.8	11.3	9.4	1.9
2007	8.1	6.1	2.0	4.2	3.4	0.8	10.5	8.5	2.0
2008	7.4	5.6	1.9	4.0	3.2	0.8	10.1	8.1	2.0

1. Data from 1987 to 1996 include maternity leave.



**Table 5-22**  
**Absence rates for full-time employees by sex and occupation — Protective services**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.4	4.6	F	3.5	3.2	F	8.8	7.9	F
1999	5.7	4.8	F	3.6	3.2	F	8.9	8.1	F
2000	6.5	5.2	1.3	4.0	3.5	0.6	10.1	8.6	1.5
2001	5.7	4.7	0.9	3.5	3.0	0.5	8.7	7.5	1.1
2002	6.5	4.9	1.6	3.9	3.2	0.7	9.9	8.0	1.9
2003	6.1	4.6	1.5	3.6	2.9	0.7	8.9	7.1	1.8
2004	6.6	4.9	1.7	3.7	2.9	0.8	9.4	7.4	2.0
2005	8.1	6.5	1.6	5.0	4.3	0.7	12.4	10.7	1.7
2006	7.6	5.6	2.0	4.3	3.3	1.1	10.9	8.2	2.7
2007	7.9	6.0	1.9	4.3	3.4	1.0	10.8	8.4	2.4
2008	7.9	6.1	1.7	4.9	4.1	0.8	12.3	10.2	2.1
<b>Males</b>									
1998	4.9	4.1	F	3.2	2.9	F	8.0	7.2	F
1999	5.0	4.1	F	3.1	2.8	F	7.8	6.9	F
2000	5.4	4.2	1.2	3.1	2.6	0.6	7.8	6.4	1.4
2001	5.4	4.4	F	3.4	2.9	F	8.6	7.4	F
2002	6.0	4.2	1.7	3.4	2.6	0.8	8.5	6.4	2.1
2003	5.6	4.3	1.3	3.3	2.7	0.7	8.3	6.7	1.7
2004	5.6	3.9	1.7	3.2	2.4	0.8	8.0	5.9	2.1
2005	7.2	5.7	1.5	4.6	3.9	0.7	11.5	9.8	1.7
2006	7.1	5.4	1.7	4.2	3.3	0.9	10.4	8.1	2.3
2007	7.2	5.4	1.8	3.9	3.0	1.0	9.9	7.4	2.4
2008	7.1	5.6	1.5	4.6	3.8	0.7	11.4	9.6	1.8
<b>Females <sup>1</sup></b>									
1998	8.5	7.4	F	5.3	4.7	F	13.3	11.8	F
1999	9.2	8.1	F	5.9	5.6	F	14.7	14.0	F
2000	12.4	10.6	F	9.1	8.4	F	22.8	20.9	F
2001	7.1	6.4	F	3.6	3.3	F	9.1	8.2	F
2002	9.4	8.3	F	6.6	6.4	F	16.6	16.0	F
2003	8.7	6.3	F	4.6	3.7	F	11.5	9.3	F
2004	11.3	9.6	F	6.6	5.9	F	16.5	14.8	F
2005	12.0	9.8	F	6.7	5.9	F	16.8	14.8	F
2006	10.0	6.4	F	5.2	3.3	F	12.9	8.3	F
2007	11.0	9.1	F	5.9	5.1	F	14.9	12.7	F
2008	11.1	8.4	F	6.4	5.2	F	16.1	13.0	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-23**  
**Absence rates for full-time employees by sex and occupation — Childcare and home support**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	7.0	5.6	1.4	4.1	3.5	0.6	10.3	8.7	1.6
1999	7.6	6.3	1.3	4.1	3.6	0.5	10.2	9.0	1.1
2000	8.1	6.4	1.7	4.1	3.4	0.6	10.2	8.5	1.6
2001	8.2	5.8	2.4	4.1	3.0	1.1	10.2	7.6	2.7
2002	9.5	7.0	2.5	4.5	3.7	0.8	11.2	9.3	1.9
2003	9.5	6.6	2.8	4.8	3.7	1.1	11.9	9.2	2.7
2004	9.2	7.2	2.0	4.5	3.7	0.8	11.3	9.3	2.0
2005	9.5	6.7	2.8	3.9	3.1	0.8	9.7	7.8	1.9
2006	10.4	7.5	2.9	4.9	3.9	1.0	12.3	9.6	2.6
2007	10.5	7.6	2.9	4.2	3.4	0.8	10.5	8.5	2.1
2008	11.2	8.0	3.2	5.1	4.0	1.1	12.7	10.0	2.7
<b>Males</b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	F	F	F	F	F	F	F	F	F
2006	13.6	F	F	7.0	F	F	17.5	F	F
2007	F	F	F	F	F	F	F	F	F
2008	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1998	7.0	5.6	1.4	4.0	3.4	0.7	10.1	8.5	1.7
1999	7.8	6.4	1.4	4.2	3.7	0.5	10.6	9.3	1.2
2000	8.3	6.6	1.8	4.2	3.6	0.7	10.6	8.9	1.7
2001	8.4	6.0	2.4	4.1	3.1	1.0	10.3	7.8	2.5
2002	9.9	7.4	2.5	4.6	3.9	0.7	11.6	9.8	1.8
2003	9.8	6.8	3.0	4.9	3.8	1.2	12.3	9.4	2.9
2004	9.2	7.1	2.1	4.6	3.8	0.8	11.5	9.4	2.1
2005	9.5	6.7	2.8	3.9	3.2	0.8	9.8	7.9	1.9
2006	10.2	7.1	3.1	4.7	3.6	1.1	11.8	9.0	2.8
2007	10.7	7.7	3.0	4.4	3.5	0.9	10.9	8.7	2.2
2008	11.4	8.2	3.2	5.1	4.1	1.0	12.8	10.2	2.6

1. Data from 1987 to 1996 include maternity leave.

**Table 5-24**  
**Absence rates for full-time employees by sex and occupation — Travel and accommodation**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	4.6	1.0	3.4	3.0	0.4	8.6	7.5	1.1
1999	6.2	4.9	1.2	3.7	3.2	0.5	9.2	8.0	1.3
2000	6.7	5.4	1.3	3.7	3.2	0.5	9.3	8.1	1.1
2001	7.9	6.2	1.7	4.4	3.7	0.7	10.9	9.2	1.7
2002	8.2	6.3	1.9	4.3	3.6	0.7	10.8	8.9	1.8
2003	8.1	6.2	1.9	4.3	3.5	0.8	10.6	8.7	1.9
2004	8.3	6.5	1.8	4.5	3.9	0.6	11.3	9.7	1.6
2005	9.1	7.1	2.0	4.9	4.1	0.7	12.2	10.4	1.8
2006	8.7	6.6	2.1	4.7	3.8	0.9	11.7	9.5	2.1
2007	8.9	6.7	2.2	4.6	3.8	0.8	11.5	9.4	2.1
2008	9.2	7.0	2.2	4.6	3.8	0.8	11.5	9.6	2.0
<b>Males</b>									
1998	4.5	3.6	0.9	2.6	2.3	0.4	6.6	5.7	0.9
1999	5.0	4.0	1.0	2.9	2.6	0.3	7.3	6.4	0.9
2000	5.8	4.7	1.1	3.1	2.7	0.4	7.8	6.9	0.9
2001	6.6	5.2	1.5	3.6	3.0	0.6	9.0	7.6	1.4
2002	6.8	5.2	1.5	3.5	2.9	0.6	8.8	7.3	1.4
2003	7.3	5.4	1.9	3.8	3.0	0.8	9.4	7.4	2.0
2004	6.9	5.5	1.4	3.7	3.3	0.5	9.3	8.2	1.2
2005	7.4	5.9	1.5	3.9	3.3	0.6	9.7	8.2	1.5
2006	7.8	5.9	1.9	4.1	3.4	0.7	10.3	8.5	1.8
2007	7.9	6.0	1.9	4.1	3.4	0.7	10.3	8.5	1.8
2008	8.1	6.1	1.9	4.0	3.3	0.7	10.0	8.2	1.8
<b>Females <sup>1</sup></b>									
1998	6.9	5.7	1.2	4.3	3.8	0.5	10.8	9.5	1.3
1999	7.4	5.9	1.5	4.6	3.9	0.7	11.4	9.7	1.7
2000	7.6	6.1	1.5	4.3	3.8	0.6	10.9	9.4	1.4
2001	9.0	7.1	2.0	5.1	4.3	0.8	12.8	10.8	2.1
2002	9.7	7.3	2.3	5.1	4.2	0.9	12.8	10.6	2.2
2003	8.9	6.9	2.0	4.8	4.0	0.7	11.9	10.1	1.9
2004	9.7	7.5	2.2	5.3	4.5	0.8	13.2	11.2	2.0
2005	10.7	8.2	2.5	5.9	5.0	0.9	14.6	12.5	2.1
2006	9.6	7.3	2.4	5.2	4.2	1.0	13.0	10.5	2.5
2007	9.9	7.4	2.5	5.1	4.1	1.0	12.7	10.3	2.4
2008	10.1	7.7	2.4	5.2	4.3	0.8	12.9	10.8	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-25**  
**Absence rates for full-time employees by sex and occupation — Trades, transport and equipment operators**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.9	4.5	1.4	3.7	3.2	0.5	9.1	8.0	1.2
1999	6.2	4.7	1.5	3.7	3.2	0.5	9.4	8.1	1.3
2000	6.5	5.0	1.5	3.7	3.3	0.5	9.3	8.2	1.2
2001	7.0	5.3	1.7	3.9	3.3	0.5	9.6	8.3	1.3
2002	7.7	5.7	2.0	4.1	3.4	0.7	10.2	8.6	1.6
2003	7.6	5.8	1.9	4.3	3.6	0.6	10.6	9.1	1.5
2004	7.4	5.2	2.2	3.9	3.2	0.7	9.7	8.0	1.7
2005	8.0	5.7	2.2	4.1	3.4	0.7	10.2	8.5	1.8
2006	8.3	6.0	2.3	4.4	3.6	0.8	10.9	8.9	2.1
2007	8.5	6.0	2.5	4.4	3.6	0.9	11.1	8.9	2.2
2008	8.5	5.9	2.6	4.2	3.3	0.9	10.6	8.4	2.2
<b>Males</b>									
1998	5.8	4.4	1.3	3.6	3.1	0.5	9.0	7.9	1.1
1999	6.1	4.7	1.5	3.7	3.2	0.5	9.2	8.0	1.2
2000	6.3	4.9	1.5	3.6	3.2	0.5	9.1	8.0	1.1
2001	7.0	5.3	1.7	3.9	3.3	0.5	9.7	8.3	1.3
2002	7.6	5.6	2.0	4.1	3.4	0.6	10.1	8.5	1.6
2003	7.5	5.6	1.8	4.2	3.6	0.6	10.4	8.9	1.5
2004	7.1	5.0	2.1	3.8	3.1	0.7	9.4	7.7	1.7
2005	7.8	5.5	2.2	4.0	3.3	0.7	10.0	8.2	1.7
2006	8.1	5.8	2.3	4.3	3.5	0.8	10.7	8.7	2.0
2007	8.2	5.7	2.5	4.3	3.4	0.9	10.7	8.5	2.2
2008	8.3	5.7	2.6	4.1	3.2	0.9	10.3	8.1	2.2
<b>Females <sup>1</sup></b>									
1998	8.0	6.3	F	4.7	4.2	F	11.8	10.5	F
1999	8.7	6.6	F	5.3	4.4	F	13.1	11.1	F
2000	9.8	7.9	F	5.7	5.1	F	14.4	12.8	F
2001	8.1	6.0	2.1	3.7	3.0	0.7	9.2	7.4	1.8
2002	9.8	7.2	2.6	5.1	4.1	1.0	12.7	10.2	2.5
2003	10.3	7.9	2.4	5.8	5.3	0.6	14.6	13.1	1.5
2004	11.6	9.0	2.6	6.3	5.6	0.7	15.7	14.0	1.8
2005	11.6	8.6	3.1	6.3	5.4	0.9	15.7	13.4	2.2
2006	11.2	8.4	2.8	6.1	5.1	1.0	15.2	12.6	2.5
2007	13.2	10.1	3.2	7.2	6.1	1.1	17.9	15.3	2.7
2008	12.2	8.8	3.4	6.2	5.1	1.0	15.4	12.9	2.6

1. Data from 1987 to 1996 include maternity leave.

**Table 5-26**  
**Absence rates for full-time employees by sex and occupation — Contractors and supervisors**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	3.8	1.8	3.1	2.5	0.6	7.8	6.3	1.5
1999	4.7	2.8	F	2.1	1.5	F	5.3	3.8	F
2000	5.6	4.1	F	3.0	2.6	F	7.6	6.6	F
2001	6.2	4.2	2.0	3.2	2.6	0.6	8.0	6.5	1.5
2002	6.3	4.1	2.2	3.0	2.5	0.6	7.6	6.1	1.4
2003	5.7	3.8	1.9	3.0	2.3	0.7	7.6	5.8	1.8
2004	5.6	3.5	2.0	2.5	1.8	0.7	6.3	4.5	1.8
2005	6.0	4.2	1.8	2.9	2.4	0.5	7.2	6.0	1.2
2006	5.9	3.7	2.2	2.7	2.2	0.6	6.8	5.4	1.4
2007	6.0	4.0	2.0	2.4	1.8	0.6	6.1	4.6	1.5
2008	5.9	3.3	2.6	2.4	1.7	0.7	5.9	4.2	1.8
<b>Males</b>									
1998	5.5	3.7	F	3.1	2.5	F	7.8	6.2	F
1999	4.7	2.7	F	2.1	1.5	F	5.3	3.7	F
2000	5.2	3.8	F	2.9	2.5	F	7.3	6.2	F
2001	6.0	4.1	1.9	3.1	2.5	0.6	7.8	6.3	1.5
2002	6.3	4.1	2.2	3.0	2.4	0.6	7.5	6.0	1.5
2003	5.7	3.8	1.9	3.0	2.3	0.7	7.6	5.7	1.8
2004	5.4	3.4	2.0	2.5	1.8	0.7	6.3	4.5	1.8
2005	5.8	4.1	1.8	2.9	2.4	0.5	7.2	6.1	1.1
2006	5.6	3.4	2.2	2.6	2.0	0.6	6.4	4.9	1.4
2007	5.8	3.7	2.0	2.4	1.8	0.6	6.0	4.5	1.5
2008	5.6	3.3	2.4	2.3	1.6	0.7	5.8	4.1	1.7
<b>Females <sup>1</sup></b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	F	F	F	F	F	F	F	F	F
2006	F	F	F	F	F	F	F	F	F
2007	F	F	F	F	F	F	F	F	F
2008	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-27**  
**Absence rates for full-time employees by sex and occupation — Construction trades**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.1	4.7	1.4	3.8	3.3	0.5	9.4	8.2	1.2
1999	7.1	5.4	1.7	4.7	4.1	0.6	11.7	10.3	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	3.7	3.1	0.6	9.3	7.8	1.5
2002	8.6	6.5	2.1	5.0	4.2	0.7	12.4	10.6	1.8
2003	8.0	5.7	2.3	4.5	3.7	0.8	11.1	9.2	2.0
2004	6.9	4.7	2.2	3.7	2.9	0.8	9.3	7.3	2.1
2005	8.0	5.4	2.6	3.9	3.1	0.8	9.6	7.7	1.9
2006	8.6	6.3	2.2	4.6	3.6	1.0	11.4	9.0	2.4
2007	9.3	6.4	2.8	4.6	3.6	1.1	11.6	8.9	2.6
2008	8.5	5.7	2.8	4.0	3.0	0.9	9.9	7.6	2.3
<b>Males</b>									
1998	6.0	4.7	1.3	3.8	3.3	0.5	9.4	8.3	1.2
1999	7.2	5.5	1.7	4.7	4.2	0.6	11.9	10.4	1.4
2000	6.6	5.1	1.5	3.7	3.2	0.5	9.3	8.0	1.3
2001	6.8	4.8	2.0	3.7	3.1	0.6	9.2	7.8	1.4
2002	8.7	6.6	2.1	5.0	4.3	0.7	12.5	10.7	1.8
2003	7.9	5.7	2.2	4.4	3.7	0.8	11.1	9.1	1.9
2004	6.8	4.6	2.2	3.7	2.9	0.8	9.3	7.2	2.1
2005	8.0	5.4	2.5	3.9	3.1	0.7	9.7	7.8	1.9
2006	8.5	6.2	2.3	4.5	3.6	1.0	11.4	8.9	2.5
2007	9.0	6.3	2.7	4.6	3.5	1.0	11.4	8.8	2.6
2008	8.5	5.7	2.8	4.0	3.0	0.9	9.9	7.6	2.3
<b>Females <sup>1</sup></b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	F	F	F	F	F	F	F	F	F
2006	F	F	F	F	F	F	F	F	F
2007	F	F	F	F	F	F	F	F	F
2008	F	F	F	F	F	F	F	F	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-28**  
**Absence rates for full-time employees by sex and occupation — Other trades**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.1	1.4	3.2	2.7	0.5	8.0	6.9	1.1
1999	5.9	4.4	1.5	3.2	2.7	0.5	8.0	6.8	1.2
2000	6.1	4.5	1.6	3.1	2.7	0.5	7.8	6.7	1.1
2001	7.1	5.3	1.8	3.5	3.0	0.5	8.9	7.6	1.3
2002	7.8	5.7	2.1	3.6	3.0	0.6	9.0	7.5	1.5
2003	7.4	5.5	1.9	3.8	3.3	0.5	9.5	8.2	1.4
2004	7.4	5.2	2.2	3.6	3.0	0.6	9.1	7.6	1.5
2005	8.1	5.7	2.4	3.7	3.0	0.7	9.3	7.6	1.7
2006	8.5	5.9	2.6	4.2	3.4	0.9	10.6	8.4	2.2
2007	8.3	5.7	2.6	4.1	3.2	0.9	10.1	8.0	2.2
2008	8.7	5.9	2.8	4.1	3.2	0.9	10.3	7.9	2.4
<b>Males</b>									
1998	5.5	4.0	1.4	3.2	2.7	0.5	7.9	6.7	1.2
1999	5.8	4.3	1.5	3.2	2.7	0.5	7.9	6.8	1.2
2000	5.9	4.4	1.6	3.0	2.6	0.5	7.6	6.4	1.1
2001	7.0	5.2	1.8	3.5	3.0	0.5	8.9	7.6	1.3
2002	7.8	5.7	2.1	3.6	3.0	0.6	8.9	7.5	1.4
2003	7.2	5.4	1.9	3.7	3.2	0.5	9.2	7.9	1.4
2004	7.2	5.0	2.2	3.5	2.9	0.6	8.7	7.2	1.5
2005	7.9	5.6	2.3	3.7	3.0	0.7	9.2	7.5	1.7
2006	8.3	5.8	2.5	4.1	3.3	0.9	10.3	8.1	2.2
2007	8.2	5.6	2.6	4.0	3.1	0.9	10.0	7.8	2.2
2008	8.6	5.8	2.8	4.1	3.1	1.0	10.2	7.8	2.4
<b>Females <sup>1</sup></b>									
1998	6.8	5.6	F	4.1	3.8	F	10.1	9.4	F
1999	8.0	5.9	F	4.4	3.7	F	11.1	9.2	F
2000	10.3	7.9	F	5.8	5.3	F	14.6	13.2	F
2001	9.0	6.7	F	3.6	2.8	F	9.0	7.1	F
2002	9.8	6.6	F	4.2	3.2	F	10.4	8.1	F
2003	12.7	9.7	F	7.3	6.8	F	18.3	17.0	F
2004	13.2	10.3	F	6.8	6.2	F	17.0	15.4	F
2005	11.3	7.7	F	4.8	4.1	F	12.1	10.2	F
2006	12.6	9.4	F	7.3	6.0	F	18.3	15.1	F
2007	12.5	10.0	F	6.0	5.3	F	14.9	13.3	F
2008	10.0	7.2	F	4.4	3.8	F	11.1	9.5	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-29**  
**Absence rates for full-time employees by sex and occupation — Transportation equipment operators**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.0	4.8	1.1	4.1	3.7	0.5	10.3	9.1	1.2
1999	6.4	5.1	1.3	4.3	3.8	0.5	10.7	9.5	1.2
2000	6.9	5.6	1.2	4.6	4.2	0.5	11.6	10.5	1.1
2001	6.9	5.5	1.3	4.4	3.9	0.5	11.1	9.8	1.3
2002	6.7	5.0	1.7	4.1	3.5	0.7	10.4	8.7	1.7
2003	7.6	6.1	1.5	4.9	4.2	0.6	12.1	10.6	1.5
2004	7.3	5.4	1.9	4.4	3.8	0.7	11.1	9.4	1.7
2005	7.5	5.8	1.7	4.9	4.2	0.7	12.3	10.5	1.8
2006	7.5	5.6	2.0	4.5	3.8	0.7	11.4	9.5	1.9
2007	7.8	5.7	2.1	5.0	4.1	0.8	12.4	10.3	2.0
2008	8.0	5.7	2.3	4.7	3.8	0.9	11.7	9.4	2.3
<b>Males</b>									
1998	5.9	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	9.4	1.1
2000	6.7	5.5	1.2	4.5	4.1	0.4	11.4	10.3	1.1
2001	6.9	5.6	1.3	4.5	4.0	0.5	11.2	10.0	1.2
2002	6.5	4.9	1.6	4.1	3.4	0.7	10.2	8.5	1.6
2003	7.6	6.0	1.5	4.9	4.3	0.6	12.1	10.6	1.5
2004	7.1	5.2	1.9	4.3	3.6	0.7	10.7	9.0	1.7
2005	7.1	5.3	1.7	4.6	3.8	0.7	11.4	9.6	1.8
2006	7.3	5.4	1.9	4.4	3.7	0.7	11.1	9.3	1.8
2007	7.5	5.4	2.1	4.7	3.9	0.8	11.8	9.8	2.0
2008	7.6	5.4	2.2	4.5	3.6	0.9	11.2	8.9	2.3
<b>Females <sup>1</sup></b>									
1998	F	F	F	F	F	F	F	F	F
1999	9.7	F	F	6.3	F	F	15.8	F	F
2000	9.6	F	F	7.1	F	F	17.7	F	F
2001	F	F	F	F	F	F	F	F	F
2002	9.8	F	F	6.0	F	F	14.9	F	F
2003	F	F	F	F	F	F	F	F	F
2004	10.1	8.1	F	7.3	6.6	F	18.1	16.5	F
2005	15.9	14.3	F	12.2	11.4	F	30.5	28.6	F
2006	11.4	8.8	F	6.9	5.9	F	17.4	14.7	F
2007	12.7	9.9	F	8.9	7.8	F	22.3	19.5	F
2008	15.0	11.1	F	8.2	6.8	F	20.6	17.1	F

1. Data from 1987 to 1996 include maternity leave.



**Table 5-30**  
**Absence rates for full-time employees by sex and occupation — Helpers and labourers**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.8	5.4	1.4	4.2	3.8	0.4	10.5	9.5	1.0
1999	6.8	5.3	1.6	4.1	3.6	0.5	10.3	8.9	1.4
2000	7.3	5.9	1.5	4.2	3.7	0.5	10.4	9.2	1.2
2001	7.7	6.1	1.7	4.1	3.5	0.6	10.3	8.8	1.5
2002	9.2	7.1	2.1	5.3	4.5	0.8	13.1	11.2	1.9
2003	8.6	6.6	1.9	4.7	4.1	0.7	11.8	10.1	1.7
2004	8.6	6.3	2.3	4.3	3.6	0.7	10.8	9.0	1.9
2005	9.1	6.5	2.6	4.4	3.7	0.7	11.0	9.1	1.8
2006	9.5	7.3	2.2	4.9	4.1	0.8	12.2	10.3	1.9
2007	10.1	7.3	2.7	5.2	4.2	1.0	13.0	10.5	2.4
2008	9.9	7.4	2.4	5.0	4.2	0.8	12.5	10.6	1.9
<b>Males</b>									
1998	6.6	5.2	1.4	4.0	3.6	0.4	10.1	9.1	1.0
1999	6.5	4.9	1.6	3.9	3.3	0.6	9.6	8.2	1.4
2000	7.2	5.6	1.5	4.1	3.6	0.5	10.2	9.0	1.2
2001	7.7	6.1	1.6	4.2	3.6	0.6	10.5	9.0	1.5
2002	9.0	6.9	2.1	5.2	4.4	0.7	12.9	11.1	1.8
2003	8.4	6.5	1.9	4.6	3.9	0.7	11.4	9.7	1.7
2004	8.2	5.9	2.3	4.1	3.4	0.7	10.3	8.4	1.9
2005	9.0	6.5	2.5	4.4	3.7	0.7	10.9	9.2	1.7
2006	9.3	7.3	2.1	4.9	4.2	0.7	12.3	10.4	1.8
2007	9.6	6.9	2.6	4.9	4.0	0.9	12.2	9.9	2.3
2008	9.4	7.1	2.4	4.7	4.0	0.7	11.8	10.0	1.8
<b>Females <sup>1</sup></b>									
1998	9.3	7.5	F	6.0	5.5	F	14.9	13.8	F
1999	10.6	9.1	F	6.8	6.5	F	17.1	16.3	F
2000	9.1	8.0	F	5.1	4.7	F	12.7	11.8	F
2001	7.7	F	F	3.4	F	F	8.5	F	F
2002	10.8	8.8	F	6.0	5.0	F	15.1	12.6	F
2003	10.1	7.9	F	5.9	5.5	F	14.8	13.7	F
2004	11.7	9.1	F	6.0	5.3	F	15.1	13.2	F
2005	10.3	6.7	F	4.7	3.6	F	11.7	9.0	F
2006	10.3	7.2	F	4.8	3.8	F	12.1	9.6	F
2007	13.9	10.3	F	7.6	6.1	F	18.9	15.3	F
2008	13.0	10.0	F	7.1	6.2	F	17.8	15.4	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-31**  
**Absence rates for full-time employees by sex and occupation — Occupations unique to primary industry**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.9	3.7	1.2	2.7	2.3	0.4	6.8	5.7	1.0
1999	5.5	4.2	1.3	3.3	2.8	0.4	8.1	7.0	1.1
2000	5.9	4.4	1.4	3.6	2.9	0.6	8.9	7.3	1.6
2001	6.3	4.6	1.8	3.7	3.0	0.7	9.2	7.5	1.7
2002	6.0	4.4	1.7	3.6	2.8	0.8	9.0	7.1	1.9
2003	5.7	3.9	1.8	3.4	2.7	0.7	8.5	6.8	1.7
2004	6.2	4.2	2.0	3.2	2.6	0.6	8.0	6.4	1.6
2005	6.0	4.3	1.7	3.1	2.6	0.6	7.8	6.4	1.4
2006	6.0	4.1	1.9	3.4	2.7	0.7	8.4	6.7	1.7
2007	6.8	4.5	2.3	3.5	2.7	0.8	8.9	6.7	2.1
2008	6.8	4.5	2.3	3.7	2.8	0.8	9.2	7.1	2.1
<b>Males</b>									
1998	4.6	3.5	1.1	2.6	2.2	0.4	6.4	5.5	0.9
1999	5.5	4.2	1.3	3.3	2.9	0.4	8.3	7.3	1.0
2000	5.8	4.6	1.3	3.7	3.1	0.6	9.3	7.7	1.5
2001	6.3	4.6	1.7	3.8	3.1	0.7	9.5	7.8	1.7
2002	5.5	4.0	1.5	3.4	2.6	0.7	8.4	6.6	1.9
2003	5.5	3.8	1.7	3.4	2.7	0.7	8.5	6.7	1.7
2004	5.8	4.1	1.7	3.1	2.6	0.5	7.8	6.4	1.3
2005	5.5	3.9	1.6	2.9	2.4	0.5	7.2	5.9	1.3
2006	5.7	4.0	1.7	3.2	2.6	0.6	8.1	6.6	1.6
2007	6.6	4.3	2.3	3.5	2.6	0.9	8.8	6.6	2.2
2008	6.3	4.2	2.0	3.4	2.6	0.8	8.5	6.5	1.9
<b>Females <sup>1</sup></b>									
1998	6.4	F	F	3.5	F	F	8.8	F	F
1999	5.6	F	F	2.9	F	F	7.2	F	F
2000	6.0	F	F	2.7	F	F	6.7	F	F
2001	6.5	F	F	2.8	F	F	7.1	F	F
2002	8.9	6.5	F	5.0	4.1	F	12.6	10.2	F
2003	7.2	F	F	3.5	F	F	8.7	F	F
2004	8.4	4.6	F	3.8	2.5	F	9.4	6.3	F
2005	9.3	6.6	F	4.6	3.6	F	11.5	9.1	F
2006	7.6	5.1	F	4.1	3.0	F	10.2	7.6	F
2007	8.2	5.9	F	3.8	3.2	F	9.6	7.9	F
2008	9.9	6.2	F	5.6	4.4	F	14.1	11.0	F

1. Data from 1987 to 1996 include maternity leave.

**Table 5-32**  
**Absence rates for full-time employees by sex and occupation — Occupations unique to production**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.7	5.3	1.5	4.0	3.5	0.5	10.0	8.8	1.2
1999	7.2	5.7	1.5	4.0	3.5	0.5	10.0	8.8	1.1
2000	7.6	6.0	1.6	4.2	3.7	0.5	10.6	9.3	1.3
2001	8.1	6.2	1.9	4.1	3.5	0.6	10.3	8.8	1.5
2002	8.9	6.6	2.2	4.4	3.8	0.6	11.1	9.5	1.6
2003	8.7	6.5	2.3	4.5	3.7	0.7	11.1	9.3	1.9
2004	9.5	6.9	2.5	5.0	4.2	0.8	12.6	10.5	2.1
2005	9.3	6.9	2.4	4.7	4.0	0.7	11.8	10.0	1.9
2006	9.5	7.1	2.4	4.8	4.0	0.8	12.0	9.9	2.1
2007	10.0	7.1	2.9	5.1	4.1	1.0	12.8	10.4	2.5
2008	10.0	7.3	2.7	5.4	4.5	0.9	13.5	11.2	2.3
<b>Males</b>									
1998	6.0	4.7	1.3	3.5	3.1	0.4	8.8	7.8	1.0
1999	6.5	5.2	1.4	3.7	3.3	0.4	9.2	8.1	1.1
2000	6.8	5.4	1.5	3.8	3.3	0.5	9.6	8.4	1.2
2001	7.4	5.7	1.7	3.8	3.3	0.5	9.5	8.2	1.3
2002	8.2	6.1	2.1	4.1	3.5	0.6	10.2	8.7	1.5
2003	7.7	5.8	2.0	3.9	3.3	0.7	9.8	8.2	1.6
2004	8.7	6.3	2.5	4.6	3.8	0.8	11.5	9.4	2.1
2005	8.6	6.3	2.2	4.3	3.6	0.7	10.8	9.0	1.8
2006	8.7	6.5	2.1	4.4	3.6	0.8	11.0	9.0	1.9
2007	8.9	6.3	2.6	4.6	3.6	1.0	11.5	9.0	2.5
2008	9.3	6.7	2.6	5.0	4.0	0.9	12.4	10.0	2.4
<b>Females <sup>1</sup></b>									
1998	8.3	6.4	1.9	5.1	4.5	0.6	12.8	11.1	1.6
1999	8.6	6.7	1.8	4.7	4.2	0.5	11.7	10.4	1.3
2000	9.4	7.5	2.0	5.2	4.5	0.6	12.9	11.3	1.6
2001	9.6	7.2	2.4	4.9	4.1	0.7	12.2	10.4	1.8
2002	10.4	8.0	2.5	5.2	4.5	0.7	13.1	11.3	1.7
2003	11.0	8.0	2.9	5.7	4.8	1.0	14.3	11.9	2.4
2004	11.1	8.4	2.8	6.0	5.1	0.8	14.9	12.8	2.1
2005	11.0	8.3	2.7	5.8	5.0	0.8	14.4	12.5	2.0
2006	11.2	8.3	2.9	5.7	4.8	1.0	14.3	11.9	2.4
2007	12.4	9.0	3.4	6.4	5.5	1.0	16.1	13.6	2.4
2008	11.7	8.7	3.0	6.4	5.6	0.8	16.1	14.0	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-33**  
**Absence rates for full-time employees by sex and occupation — Machine operators and assemblers**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.5	5.0	1.5	3.8	3.3	0.5	9.5	8.3	1.2
1999	7.1	5.6	1.5	4.0	3.5	0.4	9.9	8.8	1.1
2000	7.5	5.9	1.6	4.1	3.6	0.5	10.4	9.0	1.3
2001	7.9	6.0	1.9	4.0	3.4	0.6	9.9	8.4	1.5
2002	8.7	6.4	2.3	4.3	3.7	0.6	10.7	9.2	1.6
2003	8.4	6.2	2.2	4.3	3.6	0.7	10.8	9.1	1.7
2004	9.3	6.7	2.6	4.8	4.0	0.8	12.0	10.0	2.0
2005	9.1	6.7	2.4	4.6	3.9	0.7	11.6	9.7	1.9
2006	9.5	7.0	2.5	4.7	3.9	0.9	11.8	9.7	2.1
2007	9.8	6.9	2.8	5.0	4.0	1.0	12.4	10.0	2.4
2008	10.0	7.2	2.8	5.5	4.5	1.0	13.7	11.3	2.4
<b>Males</b>									
1998	5.7	4.4	1.3	3.3	2.9	0.4	8.4	7.3	1.1
1999	6.5	5.1	1.4	3.7	3.2	0.4	9.1	8.1	1.1
2000	6.8	5.3	1.5	3.8	3.3	0.5	9.5	8.3	1.2
2001	7.2	5.5	1.7	3.6	3.1	0.5	9.0	7.7	1.3
2002	8.0	5.8	2.2	3.9	3.3	0.6	9.8	8.3	1.5
2003	7.5	5.6	1.9	3.8	3.3	0.6	9.6	8.1	1.5
2004	8.6	6.1	2.5	4.4	3.6	0.8	11.1	9.1	2.0
2005	8.5	6.2	2.2	4.3	3.6	0.7	10.8	9.0	1.8
2006	8.7	6.5	2.2	4.4	3.6	0.8	10.9	8.9	2.0
2007	8.8	6.2	2.6	4.5	3.5	1.0	11.3	8.8	2.4
2008	9.3	6.6	2.6	5.0	4.0	1.0	12.6	10.1	2.5
<b>Females <sup>1</sup></b>									
1998	8.1	6.2	1.9	4.9	4.2	0.6	12.2	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	2.0	5.0	4.3	0.6	12.4	10.8	1.6
2001	9.4	7.0	2.4	4.8	4.1	0.7	12.0	10.2	1.8
2002	10.3	7.9	2.4	5.2	4.5	0.7	13.0	11.3	1.7
2003	10.7	7.7	3.0	5.6	4.6	0.9	13.9	11.6	2.3
2004	10.8	8.0	2.8	5.7	5.0	0.8	14.3	12.4	2.0
2005	10.7	7.9	2.9	5.5	4.6	0.9	13.6	11.5	2.1
2006	11.5	8.4	3.2	5.7	4.7	1.0	14.3	11.7	2.5
2007	12.3	8.8	3.4	6.2	5.3	0.9	15.5	13.1	2.3
2008	12.1	8.8	3.2	6.7	5.8	0.9	16.7	14.6	2.1

1. Data from 1987 to 1996 include maternity leave.

**Table 5-34**  
**Absence rates for full-time employees by sex and occupation — Labourers**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	7.5	6.1	1.4	4.7	4.2	0.4	11.7	10.6	1.1
1999	7.6	6.0	1.6	4.2	3.6	0.5	10.4	9.0	1.4
2000	8.3	6.7	1.6	4.8	4.2	0.5	11.9	10.6	1.3
2001	9.0	7.2	1.8	4.9	4.3	0.6	12.3	10.9	1.4
2002	9.8	7.7	2.2	5.2	4.5	0.7	13.0	11.3	1.7
2003	10.0	7.5	2.5	5.1	4.0	1.0	12.6	10.1	2.6
2004	10.5	8.1	2.4	6.0	5.0	1.0	15.1	12.5	2.6
2005	10.1	7.8	2.4	5.2	4.5	0.7	13.0	11.2	1.8
2006	9.4	7.4	2.0	5.0	4.2	0.8	12.5	10.6	1.9
2007	10.8	7.8	3.0	5.7	4.7	1.1	14.4	11.7	2.7
2008	10.1	7.6	2.4	5.1	4.3	0.7	12.7	10.8	1.9
<b>Males</b>									
1998	6.8	5.7	1.1	4.1	3.8	0.3	10.3	9.5	0.8
1999	6.8	5.6	F	3.8	3.4	F	9.5	8.5	F
2000	7.0	5.6	1.4	4.0	3.6	0.5	10.1	8.9	1.2
2001	8.4	7.0	F	4.8	4.3	F	11.9	10.8	F
2002	9.3	7.4	1.9	5.1	4.5	0.6	12.7	11.2	1.5
2003	8.8	6.5	2.3	4.4	3.3	1.0	10.9	8.4	2.5
2004	9.5	7.2	2.3	5.6	4.5	1.1	13.9	11.3	2.6
2005	9.2	6.8	2.4	4.3	3.5	0.8	10.7	8.6	2.1
2006	8.7	6.8	1.9	4.5	3.8	0.7	11.2	9.5	1.7
2007	9.6	6.8	2.8	4.9	3.9	1.0	12.3	9.7	2.6
2008	9.7	7.3	2.4	4.6	3.9	0.7	11.6	9.8	1.8
<b>Females <sup>1</sup></b>									
1998	9.0	7.1	F	5.8	5.2	F	14.6	12.9	F
1999	9.0	6.8	F	4.8	4.0	F	12.1	10.0	F
2000	10.3	8.5	F	5.9	5.3	F	14.8	13.3	F
2001	10.1	7.6	2.5	5.2	4.4	0.8	12.9	11.0	1.9
2002	10.8	8.1	2.7	5.4	4.6	0.8	13.5	11.5	2.1
2003	12.1	9.3	2.8	6.3	5.3	1.0	15.8	13.2	2.6
2004	12.2	9.6	2.5	6.9	5.9	1.0	17.2	14.7	2.6
2005	11.7	9.4	2.3	6.7	6.2	0.5	16.9	15.5	1.4
2006	10.4	8.2	2.2	5.8	4.9	0.9	14.5	12.3	2.2
2007	12.8	9.6	3.2	7.2	6.1	1.1	18.0	15.2	2.8
2008	10.6	8.1	2.5	5.7	4.9	0.8	14.3	12.3	2.0

1. Data from 1987 to 1996 include maternity leave.

**Table 6-1**  
**Absence rates for full-time employees by sex and geography — Canada**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	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	8.1	6.8	1.3
2000	6.3	4.8	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2001	7.0	5.3	1.8	3.4	2.8	0.6	8.5	7.0	1.5
2002	7.8	5.6	2.1	3.6	3.0	0.7	9.1	7.4	1.7
2003	7.5	5.5	2.0	3.7	3.0	0.7	9.2	7.5	1.7
2004	7.6	5.5	2.1	3.7	3.0	0.7	9.2	7.5	1.7
2005	8.3	6.0	2.3	3.9	3.1	0.7	9.6	7.8	1.8
2006	8.2	5.8	2.4	3.9	3.0	0.9	9.7	7.6	2.1
2007	8.8	6.2	2.5	4.1	3.2	0.8	10.2	8.1	2.1
2008	8.7	6.1	2.6	4.0	3.2	0.9	10.0	7.9	2.1
<b>Males</b>									
1998	4.9	3.7	1.2	2.7	2.3	0.4	6.9	5.8	1.0
1999	5.2	3.9	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	4.6	1.6	3.1	2.5	0.5	7.6	6.3	1.3
2002	6.7	4.8	1.9	3.2	2.6	0.6	8.0	6.5	1.6
2003	6.5	4.7	1.8	3.3	2.6	0.6	8.2	6.6	1.5
2004	6.6	4.6	2.0	3.2	2.6	0.7	8.0	6.4	1.6
2005	7.2	5.2	2.1	3.4	2.7	0.7	8.6	6.9	1.7
2006	7.2	5.1	2.1	3.5	2.7	0.8	8.7	6.7	1.9
2007	7.5	5.1	2.4	3.5	2.7	0.8	8.8	6.7	2.1
2008	7.5	5.1	2.4	3.5	2.7	0.8	8.8	6.7	2.1
<b>Females <sup>1</sup></b>									
1998	6.7	5.1	1.6	3.7	3.1	0.6	9.2	7.8	1.5
1999	7.1	5.4	1.8	3.8	3.2	0.6	9.6	8.0	1.6
2000	7.5	5.7	1.8	3.8	3.2	0.6	9.4	7.9	1.5
2001	8.2	6.2	2.0	3.9	3.2	0.7	9.8	8.0	1.8
2002	9.2	6.7	2.4	4.3	3.5	0.8	10.7	8.7	1.9
2003	8.9	6.6	2.3	4.3	3.5	0.8	10.7	8.8	1.9
2004	8.9	6.6	2.3	4.3	3.6	0.7	10.8	9.0	1.9
2005	9.6	7.0	2.6	4.5	3.7	0.8	11.2	9.1	2.0
2006	9.5	6.8	2.7	4.5	3.5	1.0	11.2	8.8	2.4
2007	10.3	7.5	2.8	4.8	3.9	0.9	12.0	9.9	2.1
2008	10.2	7.3	2.8	4.7	3.8	0.9	11.8	9.6	2.2

1. Data from 1987 to 1996 include maternity leave.

**Table 6-2**  
**Absence rates for full-time employees by sex and geography — Atlantic provinces**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	4.4	1.2	3.3	2.8	0.5	8.2	7.0	1.1
1999	5.9	4.6	1.3	3.3	2.8	0.4	8.1	7.1	1.1
2000	6.6	5.1	1.4	3.6	3.1	0.5	9.0	7.8	1.2
2001	7.4	5.8	1.6	3.8	3.3	0.5	9.5	8.2	1.3
2002	7.7	5.9	1.9	3.9	3.3	0.6	9.7	8.1	1.5
2003	7.6	5.8	1.8	4.0	3.4	0.6	10.0	8.4	1.5
2004	7.5	5.6	1.9	4.1	3.4	0.7	10.2	8.5	1.7
2005	8.2	6.2	2.1	4.1	3.4	0.7	10.2	8.5	1.7
2006	8.4	6.3	2.0	4.2	3.6	0.7	10.6	8.9	1.7
2007	8.7	6.5	2.3	4.3	3.6	0.7	10.8	9.0	1.8
2008	8.8	6.5	2.2	4.3	3.6	0.7	10.8	8.9	1.8
<b>Males</b>									
1998	4.7	3.7	1.0	2.7	2.4	0.3	6.8	6.0	0.8
1999	5.1	4.0	1.1	2.9	2.5	0.3	7.2	6.3	0.8
2000	5.3	4.1	1.2	2.9	2.5	0.4	7.3	6.3	1.0
2001	6.3	4.9	1.4	3.2	2.8	0.5	8.0	6.9	1.1
2002	6.6	5.0	1.6	3.4	2.8	0.5	8.4	7.1	1.3
2003	6.2	4.7	1.5	3.4	2.9	0.5	8.4	7.1	1.3
2004	6.3	4.5	1.7	3.4	2.8	0.6	8.6	7.0	1.6
2005	7.0	5.2	1.8	3.6	3.0	0.6	9.0	7.4	1.6
2006	7.0	5.2	1.8	3.6	3.0	0.6	9.1	7.6	1.5
2007	7.3	5.3	2.0	3.6	3.0	0.7	9.1	7.4	1.7
2008	7.5	5.5	2.0	3.7	3.1	0.7	9.4	7.7	1.7
<b>Females <sup>1</sup></b>									
1998	6.9	5.4	1.5	4.0	3.4	0.7	10.1	8.4	1.7
1999	7.0	5.4	1.6	3.8	3.3	0.6	9.5	8.1	1.4
2000	8.1	6.5	1.7	4.5	3.9	0.6	11.3	9.9	1.5
2001	8.8	7.0	1.9	4.6	3.9	0.7	11.5	9.9	1.6
2002	9.2	6.9	2.2	4.5	3.8	0.7	11.3	9.5	1.8
2003	9.3	7.2	2.1	4.8	4.1	0.7	12.0	10.1	1.9
2004	9.1	6.9	2.2	4.9	4.2	0.8	12.3	10.5	1.9
2005	9.7	7.4	2.4	4.7	4.0	0.8	11.8	9.9	1.9
2006	10.0	7.7	2.3	5.1	4.3	0.8	12.6	10.6	2.0
2007	10.4	7.8	2.6	5.2	4.4	0.8	13.0	11.0	2.0
2008	10.2	7.8	2.5	5.0	4.2	0.8	12.5	10.5	2.0

1. Data from 1987 to 1996 include maternity leave.

**Table 6-3**  
**Absence rates for full-time employees by sex and geography — Newfoundland and Labrador**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	4.6	1.0	3.8	3.3	0.5	9.5	8.2	1.3
1999	5.3	4.4	0.9	3.4	3.1	0.3	8.4	7.7	0.7
2000	6.3	5.0	1.4	3.7	3.1	0.6	9.2	7.8	1.4
2001	6.7	5.1	1.5	3.5	3.0	0.5	8.7	7.4	1.3
2002	6.6	4.8	1.8	3.4	2.7	0.7	8.6	6.9	1.7
2003	7.2	5.7	1.5	4.2	3.6	0.6	10.5	9.1	1.4
2004	7.0	5.5	1.5	4.1	3.5	0.6	10.3	8.8	1.5
2005	6.9	5.3	1.6	3.8	3.2	0.6	9.5	8.1	1.4
2006	7.1	5.5	1.6	3.9	3.3	0.6	9.7	8.2	1.5
2007	7.6	5.7	1.9	3.9	3.3	0.6	9.8	8.2	1.6
2008	7.7	6.0	1.7	3.9	3.3	0.6	9.8	8.2	1.6
<b>Males</b>									
1998	4.4	3.8	F	3.1	2.8	F	7.8	7.1	F
1999	4.0	3.4	F	2.6	2.4	F	6.6	6.1	F
2000	4.6	3.6	1.0	2.7	2.3	0.4	6.7	5.8	1.0
2001	5.2	4.0	1.2	2.8	2.3	0.5	6.9	5.7	1.2
2002	5.2	3.6	1.6	2.9	2.2	0.6	7.1	5.6	1.6
2003	5.4	4.2	1.1	3.4	3.0	0.4	8.6	7.5	1.1
2004	5.7	4.5	1.2	3.6	3.1	0.5	9.0	7.7	1.3
2005	5.5	4.2	1.3	3.2	2.7	0.5	8.1	6.8	1.3
2006	5.2	4.1	1.1	3.0	2.6	0.4	7.5	6.4	1.0
2007	6.1	4.7	1.4	3.3	2.8	0.5	8.4	7.1	1.3
2008	5.8	4.4	1.4	3.0	2.5	0.5	7.6	6.2	1.3
<b>Females <sup>1</sup></b>									
1998	7.1	5.7	1.4	4.8	4.0	0.9	12.1	9.9	2.2
1999	7.0	5.8	1.2	4.4	4.0	0.4	11.1	10.0	1.1
2000	8.5	6.6	1.9	5.1	4.3	0.8	12.7	10.6	2.1
2001	8.5	6.6	1.9	4.4	3.9	0.6	11.1	9.6	1.4
2002	8.3	6.2	2.1	4.2	3.4	0.7	10.5	8.6	1.9
2003	9.3	7.4	1.9	5.2	4.5	0.8	13.1	11.2	1.9
2004	8.5	6.6	1.9	4.8	4.1	0.7	12.1	10.3	1.8
2005	8.5	6.6	1.9	4.5	3.9	0.6	11.3	9.8	1.5
2006	9.3	7.1	2.2	5.1	4.2	0.9	12.7	10.5	2.2
2007	9.4	7.0	2.4	4.7	3.9	0.8	11.8	9.7	2.1
2008	9.9	7.8	2.1	5.1	4.3	0.8	12.8	10.9	1.9

1. Data from 1987 to 1996 include maternity leave.



**Table 6-4**  
**Absence rates for full-time employees by sex and geography — Prince Edward Island**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.0	3.5	1.5	2.7	2.1	0.6	6.6	5.2	1.4
1999	5.8	4.1	1.7	3.3	2.7	0.6	8.3	6.7	1.6
2000	5.9	4.4	1.5	2.8	2.3	0.4	6.9	5.8	1.1
2001	6.5	4.8	1.7	3.1	2.6	0.5	7.7	6.5	1.2
2002	7.5	5.3	2.2	3.4	2.8	0.6	8.5	6.9	1.6
2003	6.7	4.9	1.7	3.1	2.6	0.5	7.7	6.4	1.3
2004	6.4	4.4	2.0	3.0	2.4	0.6	7.6	6.0	1.6
2005	7.7	5.4	2.3	3.4	2.8	0.7	8.6	6.9	1.6
2006	7.3	5.2	2.1	3.4	2.8	0.6	8.5	6.9	1.6
2007	7.6	5.3	2.3	3.4	2.7	0.6	8.4	6.8	1.6
2008	7.3	5.4	2.0	3.6	3.0	0.6	9.0	7.4	1.5
<b>Males</b>									
1998	4.1	2.9	1.3	2.3	1.8	0.5	5.7	4.4	1.3
1999	5.2	3.8	1.5	2.9	2.4	0.5	7.3	6.1	1.2
2000	4.7	3.4	1.3	2.3	1.9	0.4	5.8	4.8	1.0
2001	5.4	3.9	1.5	2.6	2.2	0.4	6.4	5.5	1.0
2002	6.1	4.2	1.9	2.6	2.1	0.5	6.5	5.1	1.3
2003	5.6	4.1	1.4	2.7	2.3	0.4	6.7	5.7	1.0
2004	5.3	3.7	1.6	2.7	2.2	0.5	6.7	5.4	1.3
2005	6.0	4.2	1.8	2.8	2.3	0.5	7.0	5.7	1.3
2006	6.5	4.7	1.8	3.0	2.5	0.5	7.6	6.3	1.3
2007	6.1	4.0	2.0	2.7	2.1	0.6	6.8	5.2	1.6
2008	6.2	4.3	1.8	2.9	2.2	0.6	7.1	5.6	1.6
<b>Females <sup>1</sup></b>									
1998	5.9	4.1	1.7	3.1	2.5	0.7	7.8	6.1	1.6
1999	6.4	4.5	1.9	3.8	2.9	0.8	9.4	7.3	2.1
2000	7.1	5.4	1.7	3.3	2.8	0.5	8.3	7.0	1.3
2001	7.7	5.8	1.9	3.7	3.1	0.6	9.2	7.7	1.5
2002	8.9	6.5	2.4	4.3	3.6	0.8	10.9	8.9	1.9
2003	7.8	5.8	2.0	3.6	2.9	0.7	9.0	7.3	1.7
2004	7.6	5.2	2.4	3.4	2.7	0.7	8.6	6.7	1.9
2005	9.5	6.6	2.9	4.1	3.3	0.8	10.4	8.3	2.1
2006	8.1	5.7	2.4	3.8	3.1	0.7	9.5	7.7	1.9
2007	9.2	6.7	2.5	4.1	3.5	0.7	10.3	8.6	1.7
2008	8.5	6.4	2.1	4.4	3.8	0.6	11.1	9.6	1.5

1. Data from 1987 to 1996 include maternity leave.

**Table 6-5**  
**Absence rates for full-time employees by sex and geography — Nova Scotia**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.9	4.5	1.4	3.2	2.7	0.5	7.9	6.7	1.2
1999	6.4	4.9	1.5	3.2	2.8	0.4	8.1	7.0	1.1
2000	7.1	5.5	1.6	3.8	3.3	0.5	9.5	8.2	1.3
2001	7.7	6.1	1.5	3.9	3.3	0.5	9.7	8.3	1.4
2002	8.4	6.3	2.1	4.2	3.5	0.7	10.4	8.8	1.6
2003	7.8	5.9	1.9	3.9	3.2	0.7	9.8	8.1	1.7
2004	8.0	5.9	2.1	4.4	3.6	0.7	11.0	9.1	1.9
2005	8.8	6.6	2.2	4.3	3.6	0.7	10.8	9.0	1.8
2006	8.5	6.4	2.2	4.3	3.6	0.7	10.7	8.9	1.8
2007	9.7	7.2	2.5	4.8	4.0	0.8	12.0	9.9	2.1
2008	9.4	7.0	2.3	4.6	3.9	0.7	11.4	9.7	1.7
<b>Males</b>									
1998	5.0	3.9	1.2	2.8	2.5	0.3	7.0	6.2	0.8
1999	5.8	4.5	1.4	3.0	2.6	0.4	7.6	6.6	1.0
2000	5.8	4.4	1.4	3.1	2.7	0.4	7.8	6.7	1.1
2001	6.7	5.4	1.3	3.3	2.9	0.4	8.3	7.2	1.0
2002	7.3	5.5	1.8	3.7	3.1	0.5	9.1	7.8	1.4
2003	6.6	4.9	1.7	3.4	2.8	0.6	8.4	6.9	1.5
2004	6.7	4.8	2.0	3.6	2.9	0.7	9.1	7.3	1.8
2005	7.5	5.5	2.0	3.7	3.1	0.7	9.3	7.7	1.6
2006	7.6	5.5	2.1	3.9	3.2	0.7	9.8	8.1	1.8
2007	8.3	6.0	2.3	4.2	3.4	0.8	10.5	8.4	2.0
2008	8.5	6.3	2.2	4.2	3.6	0.6	10.6	9.0	1.6
<b>Females <sup>1</sup></b>									
1998	7.0	5.3	1.7	3.7	3.0	0.7	9.2	7.4	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	4.7	4.2	0.6	11.9	10.4	1.5
2001	8.9	7.1	1.8	4.6	3.9	0.7	11.6	9.7	1.8
2002	9.9	7.4	2.5	4.9	4.1	0.8	12.2	10.1	2.0
2003	9.3	7.2	2.1	4.7	3.9	0.8	11.7	9.7	2.0
2004	9.5	7.3	2.3	5.4	4.6	0.8	13.5	11.6	1.9
2005	10.4	7.9	2.4	5.1	4.3	0.8	12.7	10.7	2.0
2006	9.7	7.4	2.2	4.8	4.0	0.7	11.9	10.1	1.8
2007	11.2	8.4	2.8	5.5	4.7	0.8	13.8	11.8	2.1
2008	10.4	7.8	2.5	5.0	4.2	0.7	12.4	10.6	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 6-6**  
**Absence rates for full-time employees by sex and geography — New Brunswick**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.4	1.1	3.2	2.8	0.4	7.9	7.0	0.9
1999	5.6	4.4	1.2	3.2	2.7	0.4	7.9	6.8	1.1
2000	6.2	5.0	1.3	3.4	3.0	0.4	8.6	7.6	1.0
2001	7.8	6.1	1.7	4.1	3.5	0.6	10.2	8.8	1.4
2002	7.7	6.1	1.6	3.9	3.3	0.5	9.7	8.4	1.3
2003	7.8	6.0	1.8	4.1	3.5	0.6	10.2	8.8	1.4
2004	7.6	5.6	2.0	3.9	3.2	0.7	9.6	8.0	1.7
2005	8.5	6.3	2.2	4.1	3.4	0.7	10.3	8.5	1.8
2006	9.1	7.0	2.2	4.6	3.9	0.7	11.5	9.7	1.7
2007	8.6	6.3	2.2	4.2	3.5	0.7	10.5	8.8	1.8
2008	9.0	6.6	2.4	4.4	3.5	0.9	11.0	8.8	2.2
<b>Males</b>									
1998	4.5	3.5	1.0	2.5	2.2	0.3	6.3	5.5	0.8
1999	4.8	3.8	1.0	2.8	2.5	0.3	7.0	6.2	0.7
2000	5.3	4.1	1.2	2.9	2.6	0.4	7.3	6.4	0.9
2001	6.6	5.1	1.5	3.5	3.0	0.5	8.7	7.5	1.3
2002	6.7	5.4	1.4	3.5	3.0	0.4	8.7	7.6	1.1
2003	6.4	4.9	1.5	3.4	3.0	0.5	8.6	7.4	1.2
2004	6.2	4.4	1.7	3.2	2.6	0.6	8.0	6.5	1.5
2005	7.5	5.6	1.9	3.8	3.1	0.7	9.5	7.8	1.7
2006	7.4	5.5	1.9	3.8	3.2	0.6	9.5	8.0	1.5
2007	7.1	5.1	2.0	3.4	2.7	0.6	8.4	6.8	1.6
2008	7.6	5.4	2.2	3.8	3.0	0.8	9.5	7.5	2.0
<b>Females <sup>1</sup></b>									
1998	6.8	5.5	1.3	4.1	3.7	0.5	10.3	9.1	1.2
1999	6.8	5.2	1.6	3.7	3.1	0.6	9.3	7.7	1.6
2000	7.4	6.1	1.4	4.2	3.7	0.5	10.5	9.3	1.1
2001	9.2	7.3	1.9	4.9	4.2	0.6	12.1	10.6	1.6
2002	8.9	6.9	2.0	4.4	3.8	0.6	11.0	9.4	1.6
2003	9.5	7.4	2.1	4.9	4.2	0.7	12.2	10.5	1.7
2004	9.3	7.1	2.2	4.7	4.0	0.8	11.8	9.9	1.9
2005	9.7	7.2	2.5	4.6	3.8	0.8	11.4	9.4	2.0
2006	11.3	8.8	2.5	5.6	4.8	0.8	14.1	12.0	2.1
2007	10.3	7.8	2.5	5.3	4.5	0.8	13.3	11.3	2.0
2008	10.5	7.9	2.6	5.1	4.2	0.9	12.8	10.5	2.3

1. Data from 1987 to 1996 include maternity leave.

**Table 6-7**  
**Absence rates for full-time employees by sex and geography — Quebec**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.5	4.4	1.1	3.4	3.0	0.4	8.4	7.4	1.0
1999	6.1	4.7	1.3	3.5	3.1	0.4	8.7	7.7	1.0
2000	6.4	5.1	1.3	3.5	3.1	0.4	8.8	7.8	1.0
2001	6.6	5.2	1.4	3.6	3.1	0.5	9.1	7.9	1.2
2002	7.7	5.8	1.9	3.9	3.4	0.6	9.9	8.4	1.4
2003	8.1	6.2	2.0	4.3	3.7	0.6	10.8	9.3	1.5
2004	8.2	6.2	2.0	4.3	3.8	0.6	10.8	9.4	1.4
2005	8.7	6.6	2.0	4.5	3.8	0.6	11.2	9.6	1.6
2006	8.9	6.6	2.4	4.6	3.7	0.9	11.5	9.3	2.2
2007	9.4	6.8	2.6	4.8	3.9	0.9	12.0	9.8	2.2
2008	9.1	6.4	2.7	4.6	3.7	0.9	11.6	9.2	2.3
<b>Males</b>									
1998	4.8	3.9	1.0	3.0	2.7	0.3	7.6	6.8	0.8
1999	5.2	4.0	1.2	3.0	2.7	0.4	7.5	6.7	0.9
2000	5.6	4.3	1.2	3.1	2.8	0.4	7.8	6.9	0.9
2001	5.7	4.5	1.2	3.2	2.8	0.4	8.0	7.0	1.0
2002	6.7	5.0	1.7	3.5	2.9	0.6	8.7	7.3	1.4
2003	7.0	5.3	1.7	3.9	3.3	0.6	9.8	8.3	1.5
2004	7.2	5.3	1.8	3.9	3.3	0.6	9.7	8.3	1.4
2005	7.6	5.7	1.9	4.1	3.4	0.7	10.2	8.5	1.6
2006	7.9	5.7	2.2	4.2	3.3	0.9	10.4	8.2	2.2
2007	8.1	5.5	2.6	4.2	3.2	1.0	10.6	8.0	2.6
2008	8.0	5.3	2.7	4.2	3.0	1.2	10.4	7.5	2.9
<b>Females <sup>1</sup></b>									
1998	6.5	5.1	1.4	3.9	3.4	0.5	9.6	8.4	1.2
1999	7.3	5.8	1.5	4.2	3.7	0.5	10.6	9.3	1.2
2000	7.5	6.0	1.5	4.1	3.6	0.5	10.3	9.1	1.2
2001	7.9	6.2	1.7	4.2	3.6	0.6	10.6	9.1	1.5
2002	9.1	6.9	2.2	4.6	4.0	0.6	11.5	10.0	1.5
2003	9.6	7.4	2.2	4.9	4.3	0.6	12.1	10.7	1.5
2004	9.6	7.4	2.2	4.9	4.4	0.6	12.3	10.9	1.4
2005	10.1	7.9	2.2	5.0	4.4	0.6	12.5	11.1	1.5
2006	10.3	7.7	2.6	5.2	4.3	0.8	12.9	10.8	2.1
2007	11.1	8.5	2.6	5.6	4.9	0.7	13.9	12.2	1.7
2008	10.5	7.8	2.7	5.3	4.6	0.6	13.2	11.5	1.6

1. Data from 1987 to 1996 include maternity leave.

**Table 6-8**  
**Absence rates for full-time employees by sex and geography — Ontario**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	4.1	1.5	2.9	2.4	0.5	7.3	6.0	1.3
1999	5.5	4.0	1.5	2.8	2.3	0.5	7.1	5.8	1.3
2000	6.0	4.4	1.6	2.8	2.3	0.5	7.1	5.7	1.3
2001	6.9	4.9	2.0	3.0	2.4	0.7	7.6	6.0	1.6
2002	7.7	5.3	2.3	3.4	2.6	0.7	8.4	6.6	1.9
2003	7.2	5.1	2.1	3.3	2.6	0.7	8.3	6.5	1.8
2004	7.6	5.3	2.3	3.4	2.7	0.8	8.5	6.7	1.9
2005	8.1	5.7	2.5	3.5	2.7	0.8	8.6	6.7	1.9
2006	7.9	5.4	2.5	3.5	2.6	0.9	8.8	6.6	2.2
2007	8.5	5.8	2.7	3.7	2.9	0.9	9.3	7.2	2.2
2008	8.6	5.9	2.7	3.8	2.9	0.9	9.5	7.4	2.2
<b>Males</b>									
1998	4.9	3.5	1.4	2.6	2.1	0.5	6.5	5.3	1.2
1999	4.7	3.4	1.3	2.4	2.0	0.4	6.1	5.0	1.1
2000	5.1	3.7	1.3	2.4	2.0	0.4	6.1	4.9	1.1
2001	6.1	4.3	1.8	2.8	2.2	0.6	6.9	5.5	1.4
2002	6.6	4.5	2.1	2.9	2.3	0.7	7.3	5.6	1.7
2003	6.2	4.3	1.9	2.9	2.2	0.6	7.2	5.6	1.6
2004	6.6	4.4	2.2	2.9	2.2	0.7	7.3	5.6	1.7
2005	7.2	5.0	2.2	3.0	2.4	0.7	7.6	5.9	1.7
2006	6.9	4.7	2.2	3.1	2.3	0.8	7.8	5.8	1.9
2007	7.2	4.8	2.4	3.2	2.4	0.8	8.0	6.0	2.1
2008	7.4	5.0	2.5	3.3	2.5	0.8	8.3	6.3	1.9
<b>Females <sup>1</sup></b>									
1998	6.5	4.8	1.7	3.4	2.8	0.6	8.6	7.0	1.5
1999	6.5	4.7	1.8	3.4	2.8	0.6	8.5	6.9	1.6
2000	7.2	5.3	1.9	3.4	2.7	0.6	8.5	6.9	1.6
2001	7.9	5.7	2.2	3.4	2.6	0.8	8.5	6.6	1.9
2002	9.1	6.4	2.7	4.0	3.1	0.8	10.0	7.9	2.1
2003	8.5	6.1	2.4	3.9	3.1	0.8	9.7	7.7	2.0
2004	8.8	6.4	2.5	4.1	3.2	0.8	10.2	8.1	2.1
2005	9.3	6.5	2.8	4.0	3.1	0.9	10.1	7.8	2.2
2006	9.2	6.3	2.9	4.1	3.1	1.0	10.2	7.6	2.6
2007	10.1	7.0	3.0	4.4	3.5	0.9	11.0	8.7	2.3
2008	9.9	7.0	3.0	4.4	3.5	1.0	11.1	8.7	2.5

1. Data from 1987 to 1996 include maternity leave.

**Table 6-9**  
**Absence rates for full-time employees by sex and geography — Prairie provinces**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.0	4.4	1.6	3.0	2.4	0.5	7.4	6.1	1.4
1999	6.7	4.9	1.9	3.3	2.6	0.7	8.2	6.5	1.6
2000	7.1	5.2	1.9	3.3	2.6	0.6	8.2	6.6	1.5
2001	7.7	5.6	2.1	3.5	2.8	0.7	8.7	7.0	1.7
2002	8.1	5.9	2.2	3.6	2.9	0.7	9.1	7.3	1.8
2003	7.4	5.3	2.1	3.5	2.8	0.7	8.6	6.9	1.8
2004	7.5	5.2	2.3	3.4	2.6	0.8	8.4	6.5	1.9
2005	8.2	5.7	2.5	3.7	2.9	0.8	9.3	7.2	2.1
2006	8.4	5.9	2.5	3.8	2.9	0.9	9.5	7.2	2.3
2007	8.9	6.3	2.6	3.8	3.0	0.9	9.6	7.5	2.1
2008	8.6	5.9	2.6	3.7	2.8	0.9	9.2	6.9	2.3
<b>Males</b>									
1998	5.1	3.7	1.4	2.6	2.1	0.5	6.5	5.3	1.2
1999	5.8	4.1	1.7	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	6.7	4.8	1.9	3.0	2.4	0.6	7.5	6.0	1.4
2002	7.1	5.0	2.1	3.3	2.6	0.7	8.3	6.5	1.7
2003	6.5	4.6	1.9	3.1	2.4	0.6	7.7	6.1	1.6
2004	6.4	4.3	2.1	2.9	2.2	0.7	7.3	5.5	1.9
2005	6.9	4.8	2.2	3.1	2.4	0.7	7.8	6.0	1.8
2006	7.1	4.8	2.3	3.2	2.4	0.8	8.0	6.0	2.0
2007	7.6	5.2	2.4	3.3	2.5	0.8	8.3	6.3	2.0
2008	7.1	4.8	2.3	3.0	2.2	0.8	7.6	5.5	2.0
<b>Females <sup>1</sup></b>									
1998	7.2	5.3	1.9	3.6	2.9	0.7	9.0	7.2	1.7
1999	8.1	6.0	2.2	4.0	3.2	0.8	10.0	7.9	2.1
2000	8.4	6.3	2.2	3.8	3.1	0.7	9.6	7.8	1.8
2001	9.2	6.8	2.4	4.2	3.4	0.9	10.6	8.4	2.1
2002	9.6	7.1	2.5	4.2	3.4	0.8	10.4	8.5	1.9
2003	8.6	6.3	2.2	4.0	3.2	0.8	10.0	8.0	2.0
2004	8.9	6.4	2.5	4.0	3.2	0.8	10.0	8.0	2.0
2005	10.0	7.1	2.9	4.6	3.6	1.0	11.4	8.9	2.5
2006	10.2	7.3	2.9	4.7	3.6	1.1	11.8	9.1	2.8
2007	10.5	7.7	2.9	4.6	3.7	0.9	11.6	9.2	2.4
2008	10.6	7.6	3.1	4.7	3.6	1.1	11.7	9.0	2.6

1. Data from 1987 to 1996 include maternity leave.

**Table 6-10**  
**Absence rates for full-time employees by sex and geography — Manitoba**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.6	5.0	1.6	3.3	2.8	0.5	8.2	7.0	1.3
1999	7.2	5.4	1.8	3.4	2.9	0.5	8.5	7.1	1.4
2000	7.2	5.3	1.9	3.5	2.9	0.6	8.7	7.2	1.6
2001	8.6	6.4	2.2	3.8	3.1	0.7	9.4	7.7	1.7
2002	8.8	6.6	2.2	4.0	3.4	0.7	10.1	8.4	1.7
2003	8.1	6.1	2.1	3.7	3.1	0.6	9.4	7.8	1.6
2004	8.6	6.2	2.4	3.9	3.2	0.7	9.8	8.0	1.8
2005	8.7	6.1	2.6	4.0	3.2	0.8	9.9	7.9	2.0
2006	8.8	6.3	2.5	4.0	3.3	0.8	10.1	8.1	1.9
2007	9.8	7.0	2.8	4.3	3.5	0.9	10.8	8.7	2.2
2008	10.0	7.3	2.7	4.5	3.6	0.8	11.2	9.0	2.1
<b>Males</b>									
1998	5.8	4.3	1.5	2.9	2.5	0.4	7.4	6.3	1.1
1999	6.1	4.5	1.6	2.8	2.3	0.5	7.0	5.9	1.2
2000	6.1	4.5	1.6	3.0	2.5	0.6	7.6	6.2	1.4
2001	7.4	5.5	1.9	3.2	2.7	0.6	8.0	6.6	1.4
2002	7.7	5.8	1.9	3.7	3.1	0.6	9.1	7.7	1.4
2003	7.3	5.4	1.9	3.4	2.8	0.6	8.5	7.1	1.5
2004	7.5	5.3	2.2	3.5	2.8	0.7	8.7	7.1	1.6
2005	7.5	5.3	2.2	3.5	2.8	0.7	8.8	7.0	1.8
2006	7.6	5.3	2.3	3.4	2.7	0.7	8.5	6.8	1.7
2007	8.6	6.0	2.5	3.9	3.1	0.8	9.7	7.7	2.1
2008	8.8	6.5	2.4	4.0	3.3	0.8	10.1	8.2	1.9
<b>Females <sup>1</sup></b>									
1998	7.8	6.0	1.8	3.8	3.2	0.6	9.6	8.0	1.5
1999	8.7	6.5	2.1	4.2	3.6	0.7	10.6	8.9	1.6
2000	8.6	6.5	2.2	4.2	3.4	0.7	10.4	8.6	1.8
2001	10.2	7.6	2.5	4.5	3.7	0.8	11.3	9.2	2.1
2002	10.3	7.7	2.6	4.6	3.7	0.8	11.4	9.4	2.1
2003	9.2	6.9	2.3	4.2	3.5	0.7	10.5	8.8	1.7
2004	10.0	7.2	2.8	4.5	3.7	0.8	11.3	9.3	2.0
2005	10.2	7.1	3.0	4.6	3.7	0.9	11.4	9.2	2.2
2006	10.5	7.7	2.8	4.9	4.0	0.9	12.3	10.0	2.3
2007	11.3	8.2	3.1	4.9	4.0	0.9	12.4	10.1	2.3
2008	11.5	8.3	3.2	5.1	4.1	1.0	12.7	10.3	2.4

1. Data from 1987 to 1996 include maternity leave.

**Table 6-11**  
**Absence rates for full-time employees by sex and geography — Saskatchewan**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.4	4.7	1.8	3.3	2.7	0.6	8.2	6.8	1.4
1999	7.4	5.1	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2000	7.9	6.0	1.9	3.8	3.1	0.6	9.4	7.8	1.6
2001	8.2	6.0	2.2	4.0	3.2	0.7	10.0	8.1	1.8
2002	8.7	6.3	2.4	4.1	3.3	0.8	10.3	8.3	2.0
2003	8.3	6.3	2.1	4.2	3.4	0.7	10.4	8.6	1.8
2004	8.4	6.0	2.5	4.1	3.2	0.9	10.3	8.1	2.2
2005	9.6	6.8	2.8	4.4	3.6	0.9	11.1	8.9	2.2
2006	9.2	6.6	2.7	4.4	3.5	0.9	11.0	8.7	2.3
2007	9.5	6.8	2.8	4.2	3.3	0.9	10.5	8.3	2.2
2008	9.6	6.7	2.9	4.2	3.2	1.0	10.5	8.1	2.4
<b>Males</b>									
1998	5.3	3.8	1.5	2.7	2.2	0.5	6.7	5.6	1.1
1999	6.0	4.0	2.0	2.9	2.3	0.6	7.2	5.7	1.4
2000	6.7	5.1	1.6	3.2	2.8	0.5	8.1	6.9	1.2
2001	7.2	5.3	1.9	3.6	3.0	0.6	9.0	7.4	1.6
2002	7.1	5.0	2.1	3.5	2.9	0.6	8.8	7.2	1.6
2003	7.0	5.3	1.7	3.6	3.0	0.6	9.0	7.5	1.5
2004	7.2	5.0	2.3	3.6	2.7	0.9	9.0	6.8	2.1
2005	8.4	5.9	2.5	4.0	3.2	0.8	10.0	8.1	1.9
2006	7.8	5.4	2.4	3.7	2.9	0.8	9.4	7.3	2.0
2007	7.8	5.3	2.5	3.4	2.5	0.8	8.4	6.4	2.0
2008	8.2	5.5	2.7	3.6	2.7	0.9	9.0	6.7	2.3
<b>Females <sup>1</sup></b>									
1998	8.0	5.8	2.1	4.2	3.4	0.8	10.4	8.5	1.9
1999	9.2	6.6	2.6	4.4	3.6	0.8	11.0	8.9	2.1
2000	9.4	7.1	2.3	4.5	3.6	0.9	11.3	9.1	2.1
2001	9.4	6.9	2.5	4.5	3.7	0.9	11.3	9.2	2.2
2002	10.7	7.9	2.8	5.0	4.0	1.0	12.5	9.9	2.5
2003	10.0	7.5	2.4	4.9	4.0	0.9	12.3	10.1	2.2
2004	10.0	7.3	2.7	4.9	3.9	0.9	12.1	9.8	2.4
2005	11.2	8.0	3.1	5.1	4.0	1.0	12.7	10.1	2.6
2006	11.1	8.1	3.0	5.3	4.2	1.1	13.4	10.6	2.8
2007	11.8	8.7	3.2	5.4	4.4	1.0	13.6	11.0	2.5
2008	11.4	8.3	3.1	5.0	4.0	1.0	12.6	10.1	2.5

1. Data from 1987 to 1996 include maternity leave.



**Table 6-12**  
**Absence rates for full-time employees by sex and geography — Alberta**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	4.0	1.5	2.8	2.2	0.6	6.9	5.6	1.4
1999	6.4	4.6	1.8	3.2	2.5	0.7	7.9	6.2	1.7
2000	6.8	4.9	1.9	3.0	2.4	0.6	7.6	6.1	1.5
2001	7.3	5.3	2.0	3.3	2.6	0.7	8.2	6.5	1.7
2002	7.8	5.6	2.2	3.4	2.7	0.7	8.5	6.7	1.8
2003	7.0	4.9	2.1	3.2	2.5	0.7	8.0	6.2	1.8
2004	6.8	4.7	2.1	3.0	2.2	0.8	7.5	5.6	1.9
2005	7.7	5.3	2.4	3.4	2.6	0.8	8.6	6.5	2.1
2006	8.1	5.5	2.5	3.6	2.6	1.0	9.0	6.6	2.4
2007	8.4	5.9	2.5	3.6	2.8	0.8	9.0	6.9	2.1
2008	7.9	5.4	2.6	3.3	2.4	0.9	8.3	6.1	2.3
<b>Males</b>									
1998	4.8	3.5	1.3	2.4	2.0	0.5	6.1	4.9	1.2
1999	5.6	4.0	1.6	2.8	2.2	0.5	6.9	5.5	1.4
2000	5.8	4.2	1.7	2.7	2.2	0.5	6.8	5.5	1.4
2001	6.3	4.5	1.8	2.8	2.2	0.6	6.9	5.5	1.4
2002	6.9	4.8	2.1	3.1	2.4	0.7	7.9	6.0	1.9
2003	6.2	4.2	2.0	2.9	2.2	0.7	7.1	5.5	1.7
2004	5.9	3.8	2.0	2.6	1.9	0.7	6.5	4.6	1.9
2005	6.4	4.3	2.1	2.8	2.1	0.7	7.0	5.2	1.8
2006	6.7	4.5	2.2	3.0	2.2	0.8	7.5	5.4	2.1
2007	7.3	5.0	2.3	3.1	2.4	0.8	7.8	5.9	1.9
2008	6.4	4.1	2.2	2.6	1.8	0.8	6.5	4.6	2.0
<b>Females <sup>1</sup></b>									
1998	6.8	4.9	1.9	3.3	2.6	0.7	8.3	6.6	1.7
1999	7.6	5.6	2.0	3.8	2.9	0.9	9.5	7.2	2.3
2000	8.1	6.0	2.1	3.5	2.8	0.7	8.8	7.1	1.7
2001	8.8	6.4	2.3	4.0	3.2	0.9	10.1	7.9	2.2
2002	9.1	6.7	2.3	3.8	3.1	0.7	9.5	7.8	1.7
2003	8.0	5.8	2.2	3.7	2.9	0.8	9.2	7.2	2.0
2004	8.2	5.9	2.3	3.6	2.8	0.8	9.0	7.1	2.0
2005	9.6	6.8	2.8	4.4	3.4	1.0	11.1	8.5	2.5
2006	9.9	7.0	2.9	4.5	3.4	1.2	11.3	8.4	2.9
2007	10.0	7.2	2.8	4.3	3.4	0.9	10.9	8.5	2.4
2008	10.2	7.1	3.0	4.5	3.4	1.1	11.1	8.4	2.7

1. Data from 1987 to 1996 include maternity leave.

**Table 6-13**  
**Absence rates for full-time employees by sex and geography — British Columbia**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.9	4.7	1.2	3.5	3.0	0.5	8.7	7.5	1.2
1999	6.8	5.3	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	8.8	7.5	1.3
2001	7.2	5.7	1.5	3.9	3.3	0.6	9.7	8.3	1.4
2002	7.6	5.7	2.0	3.8	3.1	0.7	9.5	7.8	1.7
2003	7.4	5.7	1.8	3.9	3.2	0.7	9.9	8.1	1.7
2004	6.8	5.2	1.7	3.5	2.9	0.6	8.8	7.3	1.5
2005	7.9	5.9	2.0	4.1	3.4	0.7	10.3	8.5	1.9
2006	7.3	5.5	1.8	3.8	3.0	0.7	9.4	7.6	1.8
2007	8.1	6.1	2.0	4.0	3.3	0.7	10.1	8.2	1.9
2008	8.2	6.1	2.0	3.9	3.2	0.7	9.8	8.0	1.8
<b>Males</b>									
1998	5.1	3.9	1.1	3.0	2.6	0.4	7.4	6.4	1.0
1999	6.1	4.7	1.4	3.6	3.1	0.5	9.0	7.6	1.3
2000	5.9	4.6	1.3	3.3	2.9	0.4	8.2	7.2	1.0
2001	6.4	5.0	1.4	3.7	3.2	0.5	9.2	7.9	1.3
2002	6.5	4.8	1.7	3.3	2.7	0.6	8.3	6.9	1.4
2003	6.6	4.9	1.7	3.5	2.9	0.6	8.6	7.1	1.5
2004	6.0	4.4	1.6	3.1	2.5	0.6	7.8	6.4	1.4
2005	7.0	5.2	1.8	3.7	3.1	0.7	9.4	7.6	1.7
2006	6.8	5.2	1.6	3.6	3.0	0.6	9.1	7.6	1.5
2007	7.2	5.3	2.0	3.6	2.9	0.7	9.0	7.3	1.8
2008	7.1	5.3	1.9	3.5	2.9	0.7	8.8	7.2	1.6
<b>Females <sup>1</sup></b>									
1998	7.1	5.8	1.3	4.2	3.6	0.6	10.6	9.1	1.5
1999	7.8	6.1	1.7	4.3	3.6	0.7	10.8	9.1	1.7
2000	7.2	5.6	1.6	3.8	3.2	0.6	9.6	8.0	1.6
2001	8.2	6.5	1.6	4.1	3.5	0.6	10.3	8.8	1.5
2002	9.1	6.8	2.3	4.5	3.7	0.8	11.3	9.2	2.1
2003	8.5	6.7	1.9	4.6	3.8	0.8	11.6	9.5	2.1
2004	7.9	6.2	1.8	4.1	3.4	0.7	10.3	8.6	1.7
2005	9.1	6.9	2.2	4.7	3.9	0.8	11.7	9.6	2.1
2006	8.0	5.9	2.1	3.9	3.1	0.9	9.8	7.6	2.1
2007	9.3	7.2	2.2	4.7	3.9	0.8	11.6	9.6	2.0
2008	9.5	7.2	2.3	4.5	3.7	0.8	11.2	9.2	1.9

1. Data from 1987 to 1996 include maternity leave.

**Table 7-1**  
**Absence rates for full-time employees by sex and age group — 15-19 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.3	3.1	1.1	1.8	1.4	0.4	4.5	3.6	1.0
1999	4.9	3.6	1.3	2.0	1.5	0.5	5.1	3.8	1.3
2000	5.3	4.1	1.2	2.2	1.8	0.4	5.4	4.4	1.0
2001	6.7	5.3	1.5	2.7	2.2	0.5	6.8	5.6	1.3
2002	6.5	4.9	1.6	2.6	2.1	0.5	6.4	5.2	1.2
2003	6.8	5.0	1.9	2.7	2.1	0.7	6.8	5.2	1.7
2004	6.7	5.1	1.6	2.6	2.1	0.5	6.6	5.2	1.4
2005	7.0	5.3	1.7	2.6	2.0	0.6	6.4	5.0	1.4
2006	7.5	5.7	1.8	3.1	2.5	0.6	7.7	6.2	1.5
2007	8.4	6.0	2.4	3.2	2.4	0.8	8.0	5.9	2.1
2008	7.0	5.2	1.8	2.6	2.1	0.6	6.6	5.1	1.4
<b>Males</b>									
1998	4.2	3.2	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	5.2	3.8	1.4	2.2	1.7	0.5	5.5	4.3	1.2
2001	6.4	4.9	1.5	2.9	2.3	0.5	7.2	5.8	1.3
2002	6.2	4.6	1.6	2.5	2.0	0.5	6.1	4.9	1.2
2003	6.5	4.8	1.7	2.8	2.2	0.6	7.0	5.5	1.5
2004	6.3	4.8	1.5	2.5	2.0	0.5	6.3	5.1	1.2
2005	6.3	4.7	1.6	2.5	1.9	0.5	6.1	4.8	1.4
2006	7.3	5.4	1.9	3.1	2.5	0.6	7.7	6.3	1.4
2007	7.7	5.3	2.4	2.9	2.2	0.8	7.4	5.4	1.9
2008	6.9	5.0	1.8	2.6	2.0	0.6	6.4	5.0	1.4
<b>Females <sup>1</sup></b>									
1998	4.3	3.1	F	1.8	1.3	F	4.4	3.4	F
1999	5.3	4.2	F	2.1	1.7	F	5.3	4.1	F
2000	5.5	4.6	F	2.1	1.8	F	5.2	4.6	F
2001	7.3	5.8	F	2.5	2.1	F	6.3	5.1	F
2002	7.0	5.4	1.6	2.8	2.2	0.5	6.9	5.6	1.3
2003	7.3	5.2	2.1	2.6	1.9	0.8	6.5	4.6	1.9
2004	7.2	5.6	1.6	2.8	2.1	0.6	6.9	5.4	1.6
2005	8.1	6.2	1.9	2.7	2.2	0.6	6.8	5.4	1.4
2006	7.8	6.1	1.7	3.1	2.4	0.7	7.7	6.0	1.7
2007	9.5	7.1	2.4	3.6	2.6	1.0	9.0	6.6	2.4
2008	7.3	5.5	1.8	2.7	2.1	0.6	6.8	5.3	1.5

1. Data from 1987 to 1996 include maternity leave.

**Table 7-2**  
**Absence rates for full-time employees by sex and age group — 20- 24 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.8	3.5	1.3	2.2	1.7	0.4	5.4	4.3	1.1
1999	5.2	3.8	1.4	2.3	1.9	0.5	5.8	4.7	1.2
2000	5.4	4.1	1.3	2.2	1.8	0.4	5.5	4.5	1.0
2001	6.9	5.2	1.7	2.8	2.2	0.6	7.0	5.5	1.5
2002	7.5	5.7	1.8	2.8	2.3	0.5	7.1	5.7	1.4
2003	6.9	5.1	1.7	2.7	2.1	0.6	6.8	5.4	1.5
2004	6.6	4.5	2.1	2.6	1.9	0.7	6.4	4.7	1.7
2005	7.3	5.4	1.9	2.8	2.3	0.6	7.1	5.7	1.4
2006	7.6	5.5	2.0	3.0	2.3	0.7	7.6	5.8	1.8
2007	8.1	5.9	2.2	3.0	2.4	0.6	7.6	6.0	1.5
2008	8.0	5.8	2.2	3.0	2.3	0.7	7.4	5.7	1.7
<b>Males</b>									
1998	4.3	3.1	1.2	2.1	1.7	0.4	5.2	4.2	1.0
1999	4.7	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	4.1	1.0
2001	6.2	4.7	1.5	2.6	2.1	0.5	6.5	5.2	1.3
2002	7.0	5.3	1.7	2.8	2.2	0.5	6.9	5.6	1.3
2003	6.4	4.6	1.7	2.7	2.1	0.6	6.7	5.2	1.5
2004	6.2	4.2	2.0	2.4	1.7	0.6	5.9	4.4	1.5
2005	6.9	5.1	1.8	2.7	2.1	0.6	6.7	5.3	1.4
2006	7.1	5.3	1.8	2.9	2.3	0.6	7.3	5.7	1.6
2007	7.2	5.3	1.9	2.8	2.3	0.5	7.1	5.7	1.4
2008	7.4	5.4	2.0	2.9	2.3	0.6	7.3	5.7	1.6
<b>Females <sup>1</sup></b>									
1998	5.5	4.0	1.5	2.3	1.9	0.5	5.8	4.6	1.2
1999	5.9	4.2	1.7	2.6	2.0	0.6	6.6	5.0	1.6
2000	5.9	4.6	1.3	2.4	2.0	0.4	6.0	4.9	1.1
2001	7.7	5.8	1.9	3.1	2.4	0.7	7.8	6.0	1.8
2002	8.2	6.3	2.0	2.9	2.4	0.6	7.3	5.9	1.4
2003	7.6	5.8	1.7	2.8	2.2	0.6	7.0	5.6	1.4
2004	7.2	5.0	2.2	2.8	2.1	0.7	7.1	5.2	1.9
2005	7.8	5.9	1.9	3.1	2.5	0.6	7.8	6.3	1.5
2006	8.2	5.8	2.3	3.2	2.3	0.9	8.0	5.9	2.1
2007	9.2	6.7	2.5	3.3	2.6	0.7	8.3	6.5	1.8
2008	8.8	6.4	2.4	3.0	2.3	0.7	7.6	5.7	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 7-3**  
**Absence rates for full-time employees by sex and age group — 25-34 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	4.0	1.6	2.8	2.2	0.6	6.9	5.4	1.5
1999	5.8	4.0	1.7	2.7	2.1	0.6	6.7	5.2	1.5
2000	6.3	4.6	1.7	2.8	2.2	0.6	7.0	5.6	1.4
2001	7.0	4.9	2.0	2.9	2.2	0.7	7.3	5.5	1.8
2002	8.0	5.4	2.6	3.4	2.5	0.9	8.4	6.2	2.2
2003	7.8	5.4	2.4	3.4	2.6	0.8	8.5	6.5	2.1
2004	7.7	5.3	2.5	3.2	2.4	0.8	8.1	6.1	2.0
2005	8.8	6.1	2.7	3.6	2.7	0.9	9.1	6.8	2.3
2006	8.6	5.8	2.8	3.6	2.5	1.1	9.1	6.4	2.7
2007	9.1	6.0	3.1	3.7	2.6	1.1	9.3	6.6	2.8
2008	8.8	5.7	3.1	3.7	2.5	1.1	9.2	6.4	2.8
<b>Males</b>									
1998	4.8	3.4	1.4	2.4	1.9	0.5	6.0	4.7	1.3
1999	4.9	3.5	1.5	2.3	1.8	0.5	5.8	4.6	1.2
2000	5.4	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	1.9	0.6	6.4	4.9	1.6
2002	6.9	4.6	2.3	3.0	2.2	0.8	7.5	5.4	2.1
2003	6.9	4.7	2.2	3.2	2.3	0.8	7.9	5.9	2.0
2004	6.7	4.3	2.4	2.8	2.0	0.8	7.0	4.9	2.1
2005	7.4	5.0	2.4	3.1	2.3	0.9	7.9	5.6	2.2
2006	7.5	5.0	2.5	3.2	2.2	1.0	8.0	5.5	2.5
2007	7.7	4.7	3.0	3.3	2.0	1.3	8.2	5.1	3.1
2008	7.3	4.4	2.9	3.1	1.9	1.2	7.7	4.8	2.9
<b>Females <sup>1</sup></b>									
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	2.5	0.7	8.0	6.2	1.9
2000	7.5	5.5	2.0	3.3	2.6	0.7	8.3	6.6	1.7
2001	8.4	6.0	2.4	3.4	2.6	0.8	8.6	6.5	2.1
2002	9.4	6.5	2.9	3.8	2.9	0.9	9.6	7.2	2.4
2003	9.1	6.4	2.6	3.8	3.0	0.8	9.5	7.4	2.1
2004	9.2	6.6	2.5	3.9	3.1	0.8	9.7	7.8	1.9
2005	10.7	7.5	3.2	4.4	3.4	0.9	10.9	8.6	2.3
2006	10.2	6.9	3.2	4.2	3.1	1.2	10.6	7.6	2.9
2007	10.9	7.8	3.2	4.4	3.5	0.9	10.9	8.7	2.2
2008	10.9	7.5	3.4	4.5	3.5	1.0	11.3	8.7	2.6

1. Data from 1987 to 1996 include maternity leave.

**Table 7-4**  
**Absence rates for full-time employees by sex and age group — 35-44 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.7	4.2	1.5	3.1	2.6	0.5	7.6	6.4	1.2
1999	6.2	4.5	1.6	3.3	2.7	0.5	8.2	6.9	1.3
2000	6.6	4.9	1.7	3.4	2.8	0.6	8.4	7.0	1.4
2001	7.1	5.2	1.9	3.5	2.9	0.6	8.7	7.2	1.5
2002	7.9	5.6	2.3	3.6	3.0	0.7	9.1	7.4	1.7
2003	7.7	5.4	2.3	3.7	3.0	0.7	9.3	7.5	1.8
2004	7.9	5.5	2.4	3.8	3.0	0.8	9.4	7.5	1.9
2005	8.5	6.0	2.6	3.9	3.1	0.8	9.8	7.8	2.0
2006	8.5	5.7	2.8	3.9	2.9	1.0	9.8	7.3	2.5
2007	8.9	6.1	2.8	4.1	3.1	1.0	10.1	7.7	2.4
2008	8.9	5.9	3.0	3.9	2.9	1.0	9.9	7.3	2.5
<b>Males</b>									
1998	4.9	3.6	1.3	2.7	2.3	0.4	6.7	5.7	1.0
1999	5.1	3.7	1.4	2.7	2.2	0.4	6.7	5.6	1.1
2000	5.5	3.9	1.5	2.7	2.3	0.5	6.9	5.7	1.2
2001	6.1	4.4	1.6	3.0	2.5	0.5	7.6	6.4	1.3
2002	6.7	4.6	2.0	3.1	2.5	0.6	7.7	6.2	1.5
2003	6.4	4.5	1.9	3.2	2.6	0.6	8.0	6.4	1.5
2004	6.7	4.6	2.1	3.2	2.5	0.7	8.0	6.2	1.7
2005	7.3	5.0	2.3	3.4	2.6	0.7	8.4	6.6	1.8
2006	7.2	4.8	2.4	3.4	2.5	0.9	8.4	6.2	2.2
2007	7.6	4.9	2.6	3.4	2.4	1.0	8.6	6.1	2.5
2008	7.6	4.9	2.7	3.4	2.4	1.0	8.4	5.9	2.5
<b>Females <sup>1</sup></b>									
1998	6.8	5.0	1.8	3.6	3.0	0.6	9.0	7.4	1.6
1999	7.5	5.6	1.9	4.1	3.5	0.7	10.3	8.7	1.6
2000	8.1	6.1	2.0	4.2	3.5	0.7	10.5	8.8	1.7
2001	8.4	6.2	2.2	4.1	3.4	0.7	10.2	8.4	1.8
2002	9.5	6.8	2.7	4.4	3.6	0.8	11.0	9.1	2.0
2003	9.3	6.6	2.7	4.5	3.6	0.9	11.2	9.1	2.2
2004	9.4	6.7	2.7	4.6	3.7	0.8	11.4	9.3	2.1
2005	10.1	7.1	2.9	4.7	3.8	0.9	11.8	9.5	2.3
2006	10.1	6.9	3.2	4.6	3.5	1.1	11.6	8.8	2.9
2007	10.6	7.5	3.1	4.9	3.9	0.9	12.2	9.9	2.3
2008	10.6	7.3	3.3	4.7	3.7	1.0	11.8	9.3	2.5

1. Data from 1987 to 1996 include maternity leave.

**Table 7-5**  
**Absence rates for full-time employees by sex and age group — 45-54 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.8	4.7	1.1	3.6	3.2	0.4	9.0	8.0	1.0
1999	6.3	5.0	1.3	3.8	3.3	0.5	9.5	8.4	1.1
2000	6.4	5.1	1.3	3.6	3.1	0.4	8.9	7.8	1.1
2001	7.0	5.5	1.5	3.7	3.2	0.5	9.3	8.1	1.3
2002	7.6	5.7	1.9	3.9	3.3	0.6	9.7	8.3	1.5
2003	7.1	5.5	1.6	3.8	3.3	0.5	9.6	8.2	1.3
2004	7.5	5.7	1.8	4.0	3.4	0.6	9.9	8.5	1.4
2005	7.9	5.9	2.0	4.0	3.4	0.6	10.0	8.5	1.6
2006	7.8	5.8	2.0	4.1	3.4	0.7	10.2	8.5	1.6
2007	8.5	6.3	2.2	4.4	3.7	0.7	10.9	9.2	1.7
2008	8.3	6.2	2.2	4.2	3.5	0.7	10.5	8.9	1.7
<b>Males</b>									
1998	4.8	3.9	0.9	3.0	2.7	0.3	7.4	6.6	0.8
1999	5.5	4.3	1.2	3.4	2.9	0.4	8.5	7.4	1.1
2000	5.5	4.4	1.1	3.2	2.9	0.4	8.0	7.2	0.9
2001	6.0	4.7	1.4	3.2	2.8	0.4	8.1	7.1	1.0
2002	6.4	4.7	1.7	3.3	2.8	0.5	8.3	6.9	1.4
2003	6.0	4.6	1.4	3.3	2.8	0.5	8.2	7.0	1.2
2004	6.5	4.8	1.7	3.5	3.0	0.5	8.8	7.5	1.3
2005	7.0	5.2	1.8	3.6	3.1	0.5	9.0	7.7	1.3
2006	6.6	4.8	1.8	3.5	2.9	0.6	8.7	7.3	1.4
2007	7.2	5.2	2.0	3.7	3.1	0.6	9.3	7.8	1.4
2008	7.3	5.3	2.0	3.7	3.1	0.6	9.3	7.8	1.5
<b>Females <sup>1</sup></b>									
1998	7.1	5.8	1.3	4.4	3.9	0.5	11.1	9.8	1.2
1999	7.3	5.9	1.4	4.4	3.9	0.5	10.9	9.7	1.2
2000	7.5	5.9	1.5	4.0	3.4	0.6	10.0	8.6	1.4
2001	8.2	6.5	1.7	4.4	3.7	0.6	10.9	9.3	1.5
2002	9.1	7.0	2.1	4.6	4.0	0.7	11.6	10.0	1.6
2003	8.4	6.7	1.8	4.5	3.9	0.6	11.4	9.8	1.6
2004	8.7	6.7	2.0	4.5	3.9	0.7	11.4	9.7	1.7
2005	9.0	6.8	2.2	4.5	3.8	0.7	11.3	9.5	1.8
2006	9.1	6.9	2.2	4.8	4.0	0.8	12.0	10.1	1.9
2007	10.0	7.5	2.5	5.2	4.4	0.8	12.9	10.9	2.0
2008	9.5	7.2	2.3	4.8	4.1	0.8	12.1	10.1	2.0

1. Data from 1987 to 1996 include maternity leave.

**Table 7-6**  
**Absence rates for full-time employees by sex and age group — 55-64 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.9	5.8	1.1	4.9	4.4	0.5	12.3	11.1	1.2
1999	6.9	5.7	1.2	4.6	4.2	0.5	11.6	10.4	1.2
2000	7.0	5.6	1.4	4.5	3.9	0.5	11.2	9.8	1.3
2001	7.4	6.0	1.4	4.5	4.0	0.5	11.3	10.1	1.3
2002	8.0	6.4	1.6	4.9	4.3	0.5	12.1	10.8	1.3
2003	8.3	6.6	1.7	5.0	4.4	0.6	12.5	11.0	1.5
2004	8.2	6.6	1.6	5.0	4.4	0.6	12.5	11.1	1.4
2005	8.5	6.6	1.9	5.0	4.3	0.6	12.4	10.8	1.6
2006	8.5	6.7	1.8	5.0	4.3	0.7	12.4	10.8	1.7
2007	8.9	7.0	1.9	5.2	4.5	0.6	12.9	11.4	1.5
2008	9.4	7.3	2.1	5.4	4.8	0.6	13.6	12.0	1.6
<b>Males</b>									
1998	6.3	5.2	1.1	4.6	4.1	0.4	11.4	10.3	1.1
1999	6.3	5.3	1.0	4.3	4.0	0.4	10.8	9.9	0.9
2000	6.4	5.2	1.2	4.1	3.7	0.4	10.3	9.2	1.1
2001	6.9	5.6	1.3	4.5	4.0	0.4	11.2	10.1	1.1
2002	7.0	5.7	1.3	4.4	4.0	0.4	11.0	9.9	1.1
2003	7.2	5.7	1.5	4.4	3.9	0.5	10.9	9.7	1.2
2004	7.1	5.6	1.5	4.4	3.9	0.5	11.0	9.7	1.3
2005	7.6	5.9	1.7	4.6	4.1	0.5	11.4	10.1	1.3
2006	7.8	6.1	1.7	4.8	4.2	0.6	11.9	10.4	1.5
2007	7.8	6.2	1.6	4.6	4.1	0.5	11.5	10.3	1.1
2008	8.2	6.2	2.0	4.7	4.2	0.6	11.9	10.4	1.4
<b>Females <sup>1</sup></b>									
1998	7.9	6.7	1.2	5.6	5.0	0.6	14.0	12.5	1.5
1999	7.8	6.3	1.5	5.2	4.5	0.7	12.9	11.2	1.7
2000	7.9	6.3	1.6	5.0	4.3	0.7	12.6	10.9	1.7
2001	8.2	6.6	1.7	4.6	4.0	0.6	11.6	10.0	1.6
2002	9.4	7.5	1.9	5.6	4.9	0.7	14.0	12.2	1.8
2003	9.9	7.9	2.0	6.0	5.3	0.8	15.0	13.1	1.9
2004	9.7	8.0	1.7	5.9	5.3	0.6	14.8	13.2	1.6
2005	9.7	7.6	2.1	5.5	4.8	0.8	13.8	11.9	1.9
2006	9.5	7.4	2.1	5.3	4.5	0.8	13.2	11.3	1.9
2007	10.2	8.0	2.2	5.9	5.1	0.8	14.9	12.8	2.1
2008	10.9	8.6	2.2	6.4	5.7	0.7	15.9	14.2	1.8

1. Data from 1987 to 1996 include maternity leave.



**Table 7-7**  
**Absence rates for full-time employees by sex and age group — 65 years and over**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.2	4.3	F	3.6	3.1	F	8.9	7.8	F
1999	5.8	4.3	F	3.6	3.2	F	8.9	8.1	F
2000	4.9	3.6	F	3.4	3.0	F	8.5	7.4	F
2001	5.5	3.7	F	3.8	2.5	F	9.5	6.3	F
2002	6.7	4.2	F	3.7	2.7	F	9.3	6.8	F
2003	5.5	3.5	F	3.0	2.3	F	7.6	5.7	F
2004	5.7	4.6	F	3.4	2.9	F	8.6	7.2	F
2005	6.5	4.3	2.2	3.5	2.9	0.7	8.8	7.2	1.7
2006	5.7	4.3	F	3.6	3.0	F	9.0	7.6	F
2007	7.7	5.8	1.8	4.3	3.7	0.6	10.8	9.2	1.6
2008	7.8	5.6	2.2	4.5	3.7	0.8	11.4	9.3	2.0
<b>Males</b>									
1998	4.8	F	F	3.0	F	F	7.5	F	F
1999	6.2	5.0	F	3.8	3.6	F	9.6	8.9	F
2000	5.9	F	F	4.4	F	F	11.1	F	F
2001	5.4	F	F	3.9	F	F	9.6	F	F
2002	6.8	4.2	F	3.7	2.7	F	9.4	6.8	F
2003	5.3	3.6	F	3.1	2.4	F	7.7	6.1	F
2004	5.6	4.6	F	3.1	2.7	F	7.9	6.7	F
2005	6.8	4.4	F	3.9	3.2	F	9.7	8.0	F
2006	5.6	4.3	F	3.5	3.0	F	8.7	7.4	F
2007	6.4	5.0	F	3.6	3.1	F	9.1	7.7	F
2008	8.1	5.9	F	4.8	4.0	F	12.0	10.0	F
<b>Females <sup>1</sup></b>									
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
2004	F	F	F	F	F	F	F	F	F
2005	6.0	F	F	2.8	F	F	7.1	F	F
2006	6.0	F	F	3.9	F	F	9.7	F	F
2007	10.0	7.5	F	5.7	4.9	F	14.3	12.3	F
2008	7.4	5.2	F	4.0	3.2	F	10.0	8.0	F

1. Data from 1987 to 1996 include maternity leave.

**Table 8-1**  
**Absence rates for full-time employees by sex and presence of children — With children**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.8	4.2	1.7	3.2	2.6	0.6	7.9	6.4	1.5
1999	6.4	4.6	1.9	3.5	2.8	0.7	8.7	7.0	1.6
2000	6.9	4.9	2.0	3.5	2.8	0.7	8.7	7.0	1.6
2001	7.5	5.3	2.2	3.6	2.8	0.7	9.0	7.1	1.9
2002	8.3	5.5	2.8	3.9	2.9	0.9	9.7	7.3	2.3
2003	7.9	5.4	2.6	3.9	3.0	0.9	9.7	7.4	2.2
2004	8.2	5.5	2.7	3.9	3.0	0.9	9.9	7.6	2.3
2005	8.7	5.8	2.9	4.0	3.0	1.0	10.0	7.6	2.4
2006	8.7	5.6	3.2	4.1	2.9	1.2	10.3	7.3	3.0
2007	9.3	6.0	3.3	4.3	3.2	1.2	10.8	7.9	2.9
2008	9.4	6.0	3.4	4.3	3.1	1.2	10.8	7.9	3.0
<b>Males</b>									
1998	4.8	3.4	1.4	2.7	2.2	0.5	6.7	5.4	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	1.7	2.9	2.4	0.5	7.2	5.9	1.3
2001	6.2	4.3	1.9	3.1	2.5	0.6	7.7	6.1	1.6
2002	6.8	4.5	2.4	3.3	2.4	0.8	8.1	6.1	2.1
2003	6.6	4.3	2.3	3.3	2.4	0.8	8.2	6.1	2.1
2004	6.7	4.3	2.5	3.2	2.4	0.9	8.1	5.9	2.2
2005	7.3	4.7	2.6	3.4	2.5	0.9	8.4	6.2	2.2
2006	7.3	4.5	2.8	3.5	2.4	1.1	8.6	5.9	2.7
2007	7.8	4.7	3.1	3.7	2.5	1.2	9.2	6.2	3.0
2008	7.9	4.7	3.1	3.7	2.5	1.2	9.3	6.2	3.1
<b>Females <sup>1</sup></b>									
1998	7.1	5.2	2.0	3.9	3.2	0.7	9.8	7.9	1.9
1999	7.9	5.7	2.3	4.4	3.5	0.9	10.9	8.8	2.1
2000	8.5	6.1	2.4	4.3	3.5	0.8	10.7	8.7	2.1
2001	9.1	6.4	2.7	4.3	3.4	0.9	10.7	8.5	2.2
2002	10.1	6.8	3.3	4.7	3.6	1.1	11.8	9.1	2.7
2003	9.6	6.7	3.0	4.7	3.7	1.0	11.7	9.2	2.5
2004	10.0	7.0	3.0	4.9	3.9	1.0	12.2	9.8	2.4
2005	10.5	7.2	3.3	4.9	3.8	1.1	12.1	9.5	2.7
2006	10.6	6.9	3.6	5.0	3.7	1.3	12.5	9.2	3.3
2007	11.2	7.6	3.6	5.2	4.1	1.1	12.9	10.2	2.7
2008	11.2	7.5	3.7	5.1	4.0	1.1	12.8	10.0	2.8

1. Data from 1987 to 1996 include maternity leave.

**Table 8-2**  
**Absence rates for full-time employees by sex and presence of children — Preschoolers, under 5 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.4	4.0	2.4	3.2	2.2	0.9	7.9	5.5	2.4
1999	7.1	4.4	2.7	3.6	2.5	1.1	8.9	6.3	2.7
2000	7.8	4.8	3.0	3.5	2.4	1.1	8.8	6.0	2.8
2001	8.7	5.3	3.4	3.9	2.5	1.4	9.7	6.3	3.4
2002	9.8	5.6	4.2	4.4	2.7	1.7	11.1	6.7	4.4
2003	9.3	5.2	4.1	4.3	2.6	1.7	10.8	6.5	4.3
2004	9.3	5.2	4.2	4.1	2.4	1.7	10.3	6.0	4.4
2005	10.1	5.7	4.4	4.4	2.6	1.8	11.0	6.5	4.5
2006	10.7	5.7	5.0	4.9	2.7	2.3	12.3	6.6	5.7
2007	11.3	6.0	5.4	5.1	2.8	2.3	12.7	6.9	5.8
2008	11.7	6.2	5.5	5.4	3.0	2.4	13.5	7.4	6.1
<b>Males</b>									
1998	5.3	3.3	2.0	2.5	1.8	0.7	6.3	4.5	1.8
1999	5.8	3.7	2.2	2.9	2.1	0.8	7.2	5.2	2.0
2000	6.5	4.0	2.5	2.9	2.0	0.9	7.2	5.1	2.1
2001	7.3	4.4	2.9	3.3	2.2	1.1	8.3	5.5	2.9
2002	8.3	4.7	3.7	3.8	2.2	1.6	9.5	5.6	4.0
2003	7.9	4.4	3.6	3.9	2.2	1.6	9.7	5.6	4.1
2004	7.9	4.1	3.8	3.5	1.7	1.7	8.6	4.4	4.3
2005	8.4	4.6	3.8	3.7	2.0	1.6	9.2	5.1	4.1
2006	9.2	4.8	4.4	4.3	2.1	2.2	10.8	5.3	5.4
2007	9.9	4.8	5.1	4.7	2.2	2.5	11.7	5.4	6.3
2008	10.2	5.0	5.3	4.9	2.3	2.6	12.2	5.7	6.5
<b>Females <sup>1</sup></b>									
1998	8.4	5.2	3.2	4.4	3.0	1.4	11.1	7.6	3.5
1999	9.4	5.8	3.6	5.0	3.4	1.6	12.6	8.5	4.1
2000	10.1	6.1	3.9	4.8	3.1	1.6	11.9	7.8	4.1
2001	11.4	6.9	4.5	5.0	3.2	1.8	12.5	8.1	4.5
2002	12.5	7.3	5.2	5.7	3.6	2.1	14.3	9.1	5.2
2003	11.8	6.7	5.1	5.2	3.3	1.9	13.1	8.3	4.8
2004	12.0	7.2	4.8	5.5	3.7	1.8	13.9	9.3	4.5
2005	13.0	7.5	5.6	5.8	3.7	2.1	14.5	9.3	5.1
2006	13.5	7.6	6.0	6.2	3.7	2.5	15.5	9.3	6.2
2007	14.0	8.2	5.8	5.9	4.0	1.9	14.7	9.9	4.8
2008	14.3	8.4	5.9	6.5	4.3	2.1	16.2	10.8	5.4

1. Data from 1987 to 1996 include maternity leave.

**Table 8-3**  
**Absence rates for full-time employees by sex and presence of children — Children 5-12 years**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.9	4.2	1.7	3.1	2.5	0.5	7.7	6.4	1.3
1999	6.3	4.4	1.9	3.2	2.6	0.6	7.9	6.5	1.4
2000	6.9	5.0	1.9	3.5	3.0	0.5	8.7	7.4	1.2
2001	7.2	5.1	2.1	3.3	2.8	0.5	8.3	6.9	1.4
2002	8.0	5.4	2.6	3.5	2.8	0.7	8.7	7.0	1.7
2003	8.1	5.6	2.5	3.7	3.1	0.7	9.3	7.7	1.7
2004	8.3	5.6	2.6	3.8	3.1	0.7	9.4	7.7	1.7
2005	8.7	5.9	2.8	3.9	3.1	0.7	9.6	7.8	1.8
2006	8.5	5.5	2.9	3.7	2.8	0.9	9.3	7.1	2.2
2007	8.8	5.8	3.0	3.8	2.9	0.8	9.4	7.3	2.1
2008	8.8	5.8	3.0	3.8	3.0	0.8	9.4	7.4	2.0
<b>Males</b>									
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	6.1	5.0	1.0
2000	5.4	3.9	1.5	2.7	2.4	0.4	6.9	5.9	1.0
2001	5.9	4.3	1.6	2.9	2.4	0.4	7.1	6.1	1.0
2002	6.2	4.3	1.9	2.7	2.2	0.5	6.8	5.5	1.2
2003	6.4	4.4	2.0	2.9	2.4	0.5	7.3	6.1	1.3
2004	6.5	4.3	2.2	3.0	2.4	0.6	7.5	6.0	1.4
2005	6.8	4.5	2.2	3.0	2.4	0.6	7.5	6.1	1.4
2006	6.6	4.4	2.3	3.0	2.3	0.7	7.4	5.7	1.7
2007	6.7	4.2	2.5	2.8	2.1	0.7	7.0	5.2	1.7
2008	6.7	4.3	2.4	2.9	2.2	0.7	7.2	5.6	1.7
<b>Females <sup>1</sup></b>									
1998	7.2	5.1	2.1	3.7	3.0	0.7	9.2	7.5	1.7
1999	8.0	5.7	2.3	4.2	3.4	0.8	10.5	8.6	1.9
2000	8.7	6.3	2.3	4.4	3.8	0.6	11.1	9.5	1.6
2001	8.9	6.2	2.7	3.9	3.2	0.7	9.8	8.0	1.8
2002	10.2	6.8	3.4	4.5	3.6	0.9	11.3	9.0	2.3
2003	10.1	7.0	3.0	4.8	3.9	0.9	11.9	9.8	2.2
2004	10.3	7.2	3.2	4.8	3.9	0.8	11.9	9.8	2.1
2005	10.9	7.6	3.4	4.9	4.0	0.9	12.3	10.0	2.3
2006	10.6	6.9	3.7	4.7	3.5	1.2	11.8	8.8	2.9
2007	11.1	7.6	3.6	4.9	3.9	1.0	12.3	9.8	2.5
2008	11.2	7.5	3.8	4.8	3.9	1.0	12.1	9.7	2.4

1. Data from 1987 to 1996 include maternity leave.

**Table 8-4**  
**Absence rates for full-time employees by sex and presence of children — Children 13 years and over**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.3	4.3	1.0	3.2	2.9	0.4	8.1	7.2	0.9
1999	6.1	4.8	1.3	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	6.9	5.4	1.5	3.6	3.1	0.5	9.0	7.9	1.2
2002	7.4	5.5	1.9	3.8	3.2	0.6	9.5	8.0	1.4
2003	6.9	5.3	1.6	3.7	3.1	0.5	9.2	7.8	1.4
2004	7.3	5.6	1.8	4.0	3.4	0.6	9.9	8.5	1.4
2005	7.7	5.8	1.9	3.9	3.3	0.6	9.6	8.1	1.5
2006	7.6	5.5	2.1	3.9	3.2	0.7	9.6	7.9	1.7
2007	8.3	6.2	2.1	4.3	3.6	0.6	10.6	9.1	1.5
2008	8.1	6.0	2.1	4.0	3.4	0.6	10.0	8.5	1.5
<b>Males</b>									
1998	4.4	3.5	0.9	2.8	2.5	0.3	7.1	6.2	0.8
1999	5.1	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	4.4	1.3	3.1	2.7	0.4	7.7	6.8	0.9
2002	6.1	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
2004	5.9	4.4	1.5	3.3	2.8	0.5	8.2	7.1	1.2
2005	6.7	4.9	1.8	3.4	2.9	0.5	8.6	7.3	1.3
2006	6.1	4.3	1.7	3.1	2.6	0.5	7.9	6.6	1.3
2007	6.8	5.0	1.8	3.5	3.1	0.5	8.9	7.7	1.2
2008	6.7	4.9	1.8	3.4	2.9	0.5	8.4	7.2	1.2
<b>Females <sup>1</sup></b>									
1998	6.3	5.2	1.1	3.8	3.3	0.4	9.4	8.4	1.0
1999	7.1	5.7	1.4	4.2	3.7	0.5	10.4	9.2	1.3
2000	7.4	5.9	1.5	3.9	3.4	0.5	9.8	8.4	1.3
2001	8.2	6.4	1.8	4.2	3.6	0.6	10.5	9.1	1.4
2002	8.8	6.6	2.2	4.4	3.7	0.7	10.9	9.2	1.7
2003	8.2	6.4	1.9	4.4	3.7	0.7	10.9	9.2	1.7
2004	8.9	6.8	2.1	4.7	4.0	0.7	11.8	10.1	1.7
2005	8.8	6.7	2.1	4.3	3.7	0.7	10.8	9.1	1.6
2006	9.1	6.7	2.4	4.6	3.8	0.9	11.6	9.4	2.2
2007	9.8	7.3	2.5	5.0	4.3	0.8	12.5	10.6	1.9
2008	9.6	7.1	2.5	4.7	3.9	0.7	11.7	9.8	1.9

1. Data from 1987 to 1996 include maternity leave.

**Table 8-5**  
**Absence rates for full-time employees by sex and presence of children — Without children**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.6	4.4	1.2	3.1	2.7	0.4	7.8	6.8	1.0
1999	5.7	4.5	1.2	3.0	2.6	0.4	7.6	6.6	1.0
2000	5.9	4.7	1.2	3.0	2.6	0.4	7.5	6.5	1.0
2001	6.7	5.3	1.4	3.3	2.8	0.5	8.2	7.0	1.2
2002	7.4	5.7	1.7	3.5	3.0	0.5	8.7	7.4	1.3
2003	7.2	5.6	1.6	3.6	3.0	0.5	8.9	7.6	1.3
2004	7.2	5.5	1.7	3.5	3.0	0.5	8.7	7.4	1.3
2005	7.9	6.1	1.8	3.8	3.2	0.6	9.4	8.0	1.4
2006	7.8	6.0	1.8	3.8	3.1	0.6	9.4	7.8	1.5
2007	8.4	6.4	2.0	3.9	3.3	0.6	9.8	8.2	1.6
2008	8.2	6.1	2.0	3.8	3.2	0.6	9.5	7.9	1.6
<b>Males</b>									
1998	4.9	3.9	1.1	2.8	2.5	0.4	7.1	6.2	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	2.8	2.4	0.4	6.9	6.0	0.9
2001	6.1	4.7	1.3	3.0	2.6	0.4	7.6	6.5	1.1
2002	6.6	5.0	1.6	3.2	2.7	0.5	7.9	6.7	1.2
2003	6.4	5.0	1.5	3.3	2.8	0.5	8.1	7.0	1.2
2004	6.6	4.9	1.7	3.2	2.7	0.5	7.9	6.7	1.2
2005	7.2	5.5	1.7	3.5	2.9	0.5	8.6	7.3	1.3
2006	7.1	5.4	1.7	3.5	2.9	0.5	8.7	7.3	1.4
2007	7.3	5.5	1.9	3.5	2.9	0.6	8.6	7.1	1.5
2008	7.2	5.3	1.9	3.4	2.8	0.6	8.4	6.9	1.4
<b>Females <sup>1</sup></b>									
1998	6.4	5.1	1.3	3.5	3.1	0.5	8.8	7.6	1.2
1999	6.5	5.1	1.4	3.4	2.9	0.5	8.5	7.4	1.1
2000	6.8	5.5	1.3	3.4	2.9	0.4	8.4	7.3	1.1
2001	7.5	6.0	1.5	3.6	3.0	0.6	9.1	7.6	1.4
2002	8.5	6.7	1.8	3.9	3.4	0.5	9.8	8.5	1.3
2003	8.3	6.5	1.7	4.0	3.4	0.6	9.9	8.5	1.4
2004	8.1	6.3	1.7	3.9	3.3	0.6	9.8	8.3	1.5
2005	9.0	6.9	2.0	4.2	3.6	0.6	10.5	8.9	1.6
2006	8.8	6.8	2.0	4.1	3.4	0.7	10.3	8.5	1.8
2007	9.7	7.5	2.2	4.5	3.9	0.7	11.3	9.6	1.7
2008	9.4	7.2	2.2	4.4	3.7	0.7	11.1	9.3	1.8

1. Data from 1987 to 1996 include maternity leave.

**Table 9-1**  
**Absence rates for full-time employees by sex and education — Less than grade 9**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
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	11.5	10.3	1.3
2000	7.3	6.1	1.3	4.9	4.5	0.4	12.2	11.1	1.1
2001	7.8	6.2	1.6	4.7	4.2	0.5	11.8	10.6	1.3
2002	7.9	6.2	1.7	4.7	4.0	0.7	11.7	10.0	1.6
2003	8.6	6.8	1.8	5.2	4.7	0.5	13.1	11.8	1.3
2004	8.7	6.7	2.0	5.1	4.5	0.6	12.8	11.1	1.6
2005	8.1	6.3	1.8	4.6	3.9	0.6	11.4	9.8	1.6
2006	7.4	5.8	1.5	4.3	3.7	0.6	10.7	9.2	1.5
2007	9.2	7.1	2.1	5.6	4.8	0.8	13.9	12.0	1.9
2008	9.2	7.1	2.1	5.6	4.8	0.8	14.0	12.1	1.9
<b>Males</b>									
1998	6.5	5.6	0.9	4.8	4.5	0.3	12.0	11.2	0.8
1999	6.5	5.2	1.3	4.4	3.9	0.5	11.0	9.8	1.2
2000	7.1	6.0	1.1	4.9	4.6	0.4	12.4	11.4	0.9
2001	7.5	6.0	1.5	4.7	4.1	0.6	11.7	10.4	1.4
2002	7.2	5.6	1.6	4.4	3.7	0.6	10.9	9.3	1.6
2003	7.6	6.0	1.6	4.6	4.1	0.5	11.4	10.2	1.2
2004	7.7	5.7	2.0	4.4	3.8	0.6	11.0	9.5	1.6
2005	7.8	5.9	1.8	4.5	4.0	0.6	11.4	9.9	1.5
2006	6.9	5.5	1.4	4.0	3.5	0.5	10.0	8.7	1.3
2007	9.0	6.8	2.2	5.3	4.5	0.8	13.3	11.3	2.0
2008	8.8	6.9	1.9	5.2	4.5	0.6	12.9	11.4	1.5
<b>Females <sup>1</sup></b>									
1998	8.3	6.5	1.8	5.9	5.2	0.7	14.7	13.0	1.7
1999	7.7	6.2	1.5	5.0	4.5	0.5	12.6	11.3	1.4
2000	7.8	6.1	1.7	4.8	4.2	0.6	11.9	10.4	1.5
2001	8.3	6.6	1.7	4.8	4.4	0.4	12.1	11.0	1.1
2002	9.3	7.2	2.1	5.3	4.6	0.7	13.3	11.6	1.7
2003	10.4	8.3	2.1	6.5	5.9	0.6	16.3	14.8	1.5
2004	10.5	8.6	2.0	6.4	5.8	0.7	16.1	14.4	1.7
2005	8.9	7.0	1.9	4.6	3.9	0.7	11.6	9.8	1.9
2006	8.2	6.5	1.7	4.8	4.0	0.8	12.0	10.1	1.9
2007	9.6	7.7	1.9	6.1	5.4	0.7	15.2	13.5	1.7
2008	10.0	7.5	2.5	6.5	5.4	1.1	16.3	13.6	2.8

1. Data from 1990 to 1996 include maternity leave.

**Table 9-2**  
**Absence rates for full-time employees by sex and education — Some secondary**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.7	5.3	1.4	4.1	3.6	0.5	10.2	9.0	1.1
1999	7.0	5.5	1.5	4.1	3.6	0.5	10.3	9.1	1.3
2000	7.7	6.1	1.6	4.4	3.9	0.6	11.1	9.7	1.4
2001	8.0	6.4	1.6	4.6	4.0	0.6	11.4	9.9	1.5
2002	8.5	6.5	2.0	4.4	3.8	0.6	11.1	9.5	1.6
2003	8.5	6.4	2.1	4.5	3.8	0.7	11.2	9.5	1.7
2004	8.6	6.6	2.0	4.6	3.9	0.7	11.6	9.9	1.7
2005	9.0	6.8	2.3	4.8	4.1	0.8	12.1	10.1	2.0
2006	9.5	7.1	2.3	5.1	4.2	0.9	12.7	10.5	2.2
2007	10.0	7.5	2.5	5.2	4.3	0.9	13.1	10.9	2.2
2008	10.0	7.3	2.7	5.1	4.2	0.9	12.8	10.5	2.4
<b>Males</b>									
1998	6.0	4.8	1.3	3.8	3.4	0.4	9.5	8.5	1.0
1999	6.7	5.3	1.3	3.9	3.5	0.4	9.8	8.8	1.1
2000	6.9	5.4	1.5	4.0	3.5	0.5	10.0	8.7	1.3
2001	7.2	5.7	1.5	4.1	3.6	0.5	10.4	9.1	1.3
2002	8.0	6.2	1.7	4.3	3.7	0.5	10.6	9.3	1.4
2003	7.8	5.9	1.9	4.1	3.6	0.6	10.4	8.9	1.5
2004	7.9	6.1	1.8	4.3	3.7	0.6	10.7	9.1	1.5
2005	8.4	6.1	2.3	4.4	3.6	0.8	11.0	9.0	2.0
2006	8.7	6.5	2.1	4.7	3.9	0.8	11.7	9.7	1.9
2007	9.0	6.7	2.3	4.8	4.0	0.9	12.0	9.9	2.2
2008	8.8	6.3	2.5	4.4	3.5	0.9	10.9	8.7	2.2
<b>Females <sup>1</sup></b>									
1998	7.9	6.2	1.6	4.6	4.1	0.5	11.5	10.2	1.4
1999	7.7	6.0	1.7	4.5	3.9	0.7	11.4	9.7	1.7
2000	9.3	7.4	1.9	5.3	4.6	0.7	13.4	11.6	1.8
2001	9.4	7.5	1.9	5.4	4.7	0.7	13.5	11.6	1.9
2002	9.7	7.1	2.6	4.8	4.0	0.8	12.1	10.0	2.1
2003	9.9	7.4	2.5	5.2	4.3	0.9	13.0	10.8	2.2
2004	9.9	7.4	2.5	5.4	4.6	0.8	13.5	11.4	2.1
2005	10.4	8.2	2.3	5.8	5.0	0.8	14.6	12.6	2.0
2006	10.9	8.2	2.8	5.9	4.8	1.1	14.8	12.0	2.8
2007	11.9	8.9	3.0	6.1	5.1	0.9	15.1	12.8	2.3
2008	12.2	9.1	3.1	6.8	5.7	1.1	16.9	14.2	2.7

1. Data from 1990 to 1996 include maternity leave.



**Table 9-3**  
**Absence rates for full-time employees by sex and education — High school graduation**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
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	3.2	2.7	0.5	7.9	6.7	1.2
2000	6.1	4.8	1.3	3.2	2.8	0.4	8.0	6.9	1.1
2001	7.3	5.5	1.8	3.5	2.9	0.6	8.9	7.4	1.5
2002	7.8	5.8	2.0	3.8	3.2	0.7	9.6	7.9	1.7
2003	7.5	5.7	1.8	3.8	3.2	0.6	9.5	8.0	1.5
2004	7.5	5.5	2.0	3.7	3.1	0.6	9.3	7.7	1.6
2005	8.0	5.9	2.1	3.8	3.2	0.6	9.5	7.9	1.6
2006	8.0	5.8	2.2	3.9	3.1	0.8	9.7	7.7	2.0
2007	8.3	6.0	2.3	3.9	3.1	0.8	9.8	7.8	2.0
2008	8.3	6.0	2.3	4.0	3.2	0.8	9.9	8.0	1.9
<b>Males</b>									
1998	4.8	3.7	1.1	2.8	2.4	0.4	7.1	6.1	1.0
1999	4.8	3.6	1.2	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	6.5	4.9	1.6	3.3	2.8	0.5	8.2	6.9	1.3
2002	6.7	4.9	1.9	3.3	2.7	0.6	8.3	6.8	1.5
2003	6.7	5.0	1.6	3.5	2.9	0.6	8.7	7.3	1.4
2004	6.4	4.6	1.8	3.2	2.6	0.6	8.0	6.5	1.5
2005	7.1	5.4	1.7	3.5	2.9	0.5	8.7	7.3	1.3
2006	7.1	5.2	1.9	3.5	2.8	0.7	8.7	6.9	1.7
2007	7.2	5.1	2.1	3.4	2.7	0.7	8.6	6.7	1.9
2008	7.5	5.3	2.2	3.6	2.9	0.8	9.1	7.2	1.9
<b>Females <sup>1</sup></b>									
1998	6.2	4.7	1.5	3.4	2.8	0.6	8.5	7.0	1.5
1999	6.9	5.2	1.7	3.9	3.3	0.6	9.7	8.1	1.5
2000	7.3	5.7	1.6	3.8	3.2	0.5	9.4	8.1	1.3
2001	8.3	6.1	2.1	3.9	3.2	0.7	9.7	8.0	1.8
2002	9.2	6.9	2.3	4.5	3.8	0.7	11.3	9.5	1.8
2003	8.6	6.5	2.0	4.2	3.5	0.7	10.5	8.9	1.6
2004	8.9	6.7	2.2	4.5	3.7	0.7	11.1	9.3	1.8
2005	9.2	6.7	2.5	4.3	3.5	0.8	10.7	8.7	1.9
2006	9.2	6.5	2.7	4.4	3.5	0.9	11.0	8.7	2.4
2007	9.8	7.1	2.6	4.6	3.7	0.8	11.4	9.3	2.1
2008	9.4	6.9	2.6	4.4	3.6	0.8	11.0	9.0	2.0

1. Data from 1990 to 1996 include maternity leave.

**Table 9-4**  
**Absence rates for full-time employees by sex and education — Some postsecondary**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	6.1	4.5	1.5	3.2	2.7	0.5	7.9	6.7	1.2
1999	6.4	4.7	1.7	3.2	2.6	0.6	8.0	6.6	1.4
2000	6.6	4.9	1.8	3.1	2.5	0.6	7.8	6.4	1.4
2001	7.2	5.3	1.9	3.2	2.6	0.6	8.0	6.5	1.5
2002	8.0	5.7	2.3	3.5	2.8	0.7	8.7	6.9	1.8
2003	8.0	5.7	2.3	3.8	3.0	0.8	9.6	7.5	2.1
2004	8.0	5.6	2.5	3.7	2.9	0.8	9.3	7.3	1.9
2005	8.6	6.2	2.4	3.8	3.0	0.8	9.5	7.6	1.9
2006	8.8	6.4	2.4	4.1	3.3	0.8	10.2	8.2	2.0
2007	9.1	6.6	2.5	4.0	3.3	0.8	10.1	8.1	2.0
2008	9.4	6.7	2.6	4.2	3.3	0.9	10.6	8.3	2.2
<b>Males</b>									
1998	5.3	4.1	1.3	2.9	2.5	0.4	7.3	6.2	1.1
1999	5.3	3.8	1.5	2.7	2.2	0.5	6.7	5.5	1.2
2000	6.0	4.2	1.7	2.8	2.2	0.6	7.1	5.6	1.5
2001	6.5	4.8	1.8	3.0	2.5	0.6	7.5	6.2	1.4
2002	7.0	5.0	2.0	3.3	2.6	0.7	8.2	6.4	1.7
2003	6.8	5.0	1.8	3.4	2.7	0.7	8.4	6.7	1.7
2004	7.1	4.8	2.3	3.3	2.6	0.7	8.4	6.5	1.8
2005	7.4	5.2	2.2	3.2	2.5	0.7	8.1	6.3	1.8
2006	7.9	5.8	2.1	3.9	3.2	0.7	9.6	8.0	1.7
2007	7.7	5.6	2.2	3.5	2.7	0.7	8.7	6.9	1.8
2008	8.1	5.5	2.5	3.6	2.7	0.9	9.0	6.6	2.3
<b>Females <sup>1</sup></b>									
1998	7.0	5.1	1.8	3.5	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	7.5	5.7	1.8	3.5	3.0	0.5	8.7	7.4	1.3
2001	8.1	6.0	2.1	3.4	2.8	0.6	8.6	7.0	1.6
2002	9.2	6.6	2.7	3.8	3.0	0.7	9.5	7.6	1.9
2003	9.5	6.6	2.9	4.5	3.5	1.0	11.1	8.6	2.5
2004	9.3	6.6	2.7	4.2	3.4	0.8	10.5	8.5	2.0
2005	10.1	7.5	2.6	4.6	3.8	0.9	11.6	9.4	2.1
2006	10.1	7.3	2.9	4.4	3.4	1.0	11.0	8.5	2.5
2007	10.9	8.0	2.8	4.8	4.0	0.8	12.0	9.9	2.1
2008	11.1	8.4	2.8	5.1	4.3	0.8	12.9	10.8	2.0

1. Data from 1990 to 1996 include maternity leave.

**Table 9-5**  
**Absence rates for full-time employees by sex and education — Postsecondary certificate or diploma**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	5.9	4.4	1.4	3.2	2.7	0.5	7.9	6.7	1.2
1999	6.4	4.8	1.6	3.4	2.8	0.5	8.4	7.1	1.3
2000	6.5	4.9	1.6	3.3	2.7	0.5	8.1	6.9	1.3
2001	7.3	5.4	1.9	3.5	2.9	0.6	8.8	7.2	1.5
2002	8.1	5.9	2.2	3.8	3.1	0.7	9.5	7.8	1.7
2003	7.8	5.7	2.1	3.9	3.1	0.7	9.6	7.9	1.8
2004	7.9	5.6	2.2	3.8	3.1	0.7	9.5	7.8	1.8
2005	8.7	6.3	2.4	4.1	3.4	0.7	10.4	8.5	1.9
2006	8.5	6.1	2.4	4.1	3.3	0.9	10.3	8.2	2.1
2007	9.3	6.6	2.7	4.4	3.6	0.9	11.1	8.9	2.1
2008	9.0	6.3	2.7	4.3	3.4	0.9	10.7	8.5	2.2
<b>Males</b>									
1998	5.0	3.6	1.3	2.7	2.2	0.4	6.6	5.5	1.1
1999	5.3	4.0	1.4	2.8	2.4	0.4	7.1	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	4.5	1.6	3.0	2.5	0.5	7.6	6.2	1.3
2002	6.9	4.9	2.0	3.3	2.7	0.6	8.2	6.7	1.6
2003	6.6	4.7	1.9	3.4	2.7	0.6	8.4	6.8	1.6
2004	6.7	4.6	2.1	3.3	2.6	0.7	8.2	6.5	1.7
2005	7.4	5.3	2.1	3.6	2.9	0.7	8.9	7.2	1.7
2006	7.4	5.2	2.2	3.6	2.8	0.8	9.1	7.1	2.0
2007	7.8	5.4	2.4	3.8	3.0	0.8	9.5	7.4	2.1
2008	7.6	5.1	2.4	3.6	2.8	0.8	9.1	7.0	2.1
<b>Females <sup>1</sup></b>									
1998	7.0	5.4	1.6	3.9	3.3	0.6	9.7	8.3	1.4
1999	7.7	5.9	1.8	4.1	3.5	0.7	10.4	8.7	1.7
2000	8.0	6.1	1.9	4.0	3.4	0.6	10.1	8.5	1.6
2001	8.7	6.5	2.1	4.2	3.4	0.7	10.4	8.6	1.8
2002	9.7	7.1	2.6	4.5	3.7	0.8	11.3	9.3	2.0
2003	9.3	6.9	2.4	4.5	3.7	0.8	11.3	9.3	2.0
2004	9.3	6.9	2.3	4.5	3.8	0.7	11.3	9.5	1.8
2005	10.3	7.6	2.8	4.9	4.1	0.9	12.3	10.2	2.1
2006	9.9	7.2	2.7	4.8	3.8	0.9	11.9	9.6	2.4
2007	11.0	8.0	3.0	5.3	4.4	0.9	13.1	10.9	2.2
2008	10.8	7.8	3.0	5.1	4.2	0.9	12.8	10.5	2.3

1. Data from 1990 to 1996 include maternity leave.

**Table 9-6**  
**Absence rates for full-time employees by sex and education — University degree**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Both sexes <sup>1</sup></b>									
1998	4.6	3.2	1.4	2.2	1.6	0.5	5.4	4.1	1.3
1999	4.8	3.3	1.5	2.2	1.7	0.5	5.6	4.3	1.3
2000	5.3	3.7	1.6	2.2	1.7	0.5	5.5	4.2	1.3
2001	5.8	4.1	1.6	2.4	1.8	0.6	6.0	4.5	1.5
2002	6.7	4.6	2.1	2.7	2.0	0.7	6.7	4.9	1.8
2003	6.4	4.4	2.0	2.7	2.0	0.7	6.7	5.0	1.6
2004	6.7	4.6	2.0	2.8	2.1	0.7	6.9	5.2	1.7
2005	7.4	5.0	2.4	3.0	2.2	0.8	7.5	5.5	2.0
2006	7.3	4.8	2.5	3.0	2.1	0.9	7.6	5.3	2.3
2007	7.8	5.2	2.6	3.2	2.3	0.9	7.9	5.7	2.2
2008	7.7	5.1	2.6	3.1	2.2	0.9	7.7	5.5	2.2
<b>Males</b>									
1998	3.5	2.3	1.2	1.5	1.1	0.4	3.8	2.8	1.0
1999	4.0	2.7	1.4	1.8	1.4	0.4	4.5	3.4	1.1
2000	4.4	3.0	1.4	1.8	1.4	0.4	4.5	3.4	1.1
2001	4.7	3.3	1.4	1.9	1.4	0.4	4.6	3.5	1.1
2002	5.4	3.4	2.0	2.1	1.4	0.7	5.2	3.5	1.7
2003	5.2	3.3	1.9	2.1	1.4	0.7	5.2	3.5	1.6
2004	5.6	3.7	2.0	2.2	1.6	0.7	5.5	3.9	1.6
2005	6.4	4.1	2.3	2.5	1.8	0.8	6.4	4.4	2.0
2006	6.0	3.7	2.3	2.4	1.5	0.9	6.0	3.9	2.2
2007	6.4	3.7	2.6	2.5	1.5	1.0	6.2	3.7	2.4
2008	6.4	3.9	2.5	2.6	1.7	0.9	6.5	4.2	2.3
<b>Females <sup>1</sup></b>									
1998	5.9	4.3	1.6	3.0	2.4	0.7	7.6	5.9	1.7
1999	5.8	4.1	1.7	2.8	2.2	0.6	7.0	5.5	1.4
2000	6.3	4.5	1.8	2.7	2.1	0.7	6.9	5.2	1.7
2001	7.1	5.2	1.9	3.1	2.3	0.8	7.6	5.7	1.9
2002	8.2	5.9	2.3	3.4	2.7	0.7	8.6	6.7	1.9
2003	7.7	5.7	2.0	3.4	2.7	0.7	8.5	6.8	1.7
2004	7.8	5.7	2.1	3.5	2.7	0.7	8.6	6.8	1.9
2005	8.6	6.1	2.5	3.5	2.8	0.8	8.9	6.9	2.0
2006	8.8	6.1	2.7	3.8	2.8	1.0	9.4	6.9	2.5
2007	9.3	6.7	2.6	3.9	3.1	0.8	9.9	7.9	2.0
2008	9.1	6.4	2.7	3.7	2.8	0.8	9.2	7.1	2.1

1. Data from 1990 to 1996 include maternity leave.

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

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>Under 20 employees</b>									
<b>Both sexes<sup>1</sup></b>									
1998	4.8	3.4	1.4	2.5	2.0	0.5	6.2	5.1	1.2
1999	5.3	3.7	1.5	2.7	2.2	0.5	6.7	5.4	1.3
2000	5.5	3.9	1.5	2.6	2.1	0.5	6.6	5.3	1.2
2001	6.3	4.4	1.8	2.9	2.3	0.6	7.3	5.8	1.5
2002	6.8	4.7	2.1	3.1	2.4	0.6	7.7	6.1	1.6
2003	6.4	4.5	1.9	3.0	2.4	0.6	7.5	6.0	1.5
2004	6.5	4.4	2.2	2.9	2.3	0.7	7.3	5.6	1.7
2005	7.3	5.0	2.3	3.2	2.5	0.7	8.1	6.3	1.8
2006	7.1	4.8	2.3	3.3	2.5	0.8	8.2	6.2	1.9
2007	7.7	5.2	2.4	3.5	2.7	0.8	8.8	6.8	2.0
2008	7.6	5.1	2.6	3.4	2.6	0.8	8.5	6.4	2.1
<b>Males</b>									
1998	4.2	3.0	1.2	2.3	1.9	0.4	5.7	4.7	1.0
1999	4.7	3.3	1.4	2.4	2.0	0.4	6.0	4.9	1.0
2000	4.9	3.5	1.4	2.4	2.0	0.4	6.1	5.0	1.1
2001	5.7	4.0	1.7	2.8	2.2	0.5	6.9	5.5	1.4
2002	6.0	4.2	1.8	2.9	2.3	0.6	7.2	5.7	1.5
2003	5.6	3.9	1.7	2.7	2.2	0.6	6.8	5.4	1.4
2004	5.9	3.8	2.1	2.6	2.0	0.6	6.6	5.0	1.6
2005	6.6	4.5	2.1	3.0	2.3	0.7	7.4	5.7	1.6
2006	6.2	4.3	2.0	3.0	2.3	0.7	7.4	5.7	1.7
2007	6.9	4.6	2.2	3.3	2.5	0.8	8.2	6.2	2.0
2008	6.7	4.4	2.3	3.1	2.3	0.8	7.7	5.8	1.9
<b>Females<sup>1</sup></b>									
1998	5.5	4.0	1.5	2.8	2.2	0.6	7.0	5.6	1.4
1999	6.0	4.2	1.8	3.1	2.4	0.7	7.7	6.1	1.6
2000	6.2	4.5	1.7	2.9	2.3	0.6	7.2	5.8	1.4
2001	6.9	4.9	2.0	3.1	2.5	0.7	7.8	6.1	1.7
2002	7.7	5.4	2.3	3.4	2.7	0.7	8.4	6.7	1.8
2003	7.5	5.3	2.1	3.4	2.7	0.7	8.5	6.8	1.7
2004	7.4	5.1	2.3	3.4	2.6	0.7	8.4	6.5	1.9
2005	8.2	5.7	2.5	3.6	2.8	0.8	9.1	7.1	1.9
2006	8.1	5.5	2.7	3.7	2.8	0.9	9.1	6.9	2.2
2007	8.6	5.9	2.7	3.8	3.0	0.8	9.5	7.6	2.0
2008	8.7	5.8	2.9	3.8	2.9	0.9	9.5	7.2	2.3
<b>20 to 99 employees</b>									
<b>Both sexes<sup>1</sup></b>									
1998	5.6	4.3	1.4	3.0	2.6	0.5	7.6	6.4	1.2
1999	6.0	4.5	1.5	3.1	2.6	0.5	7.9	6.6	1.3
2000	6.3	4.8	1.6	3.1	2.6	0.5	7.8	6.5	1.3
2001	7.0	5.2	1.8	3.3	2.8	0.6	8.3	6.9	1.4
2002	7.9	5.7	2.2	3.6	2.9	0.7	9.0	7.2	1.7
2003	7.6	5.6	2.0	3.7	3.0	0.7	9.2	7.5	1.7
2004	7.5	5.5	2.0	3.6	2.9	0.7	8.9	7.2	1.6
2005	8.1	5.8	2.3	3.7	3.0	0.7	9.2	7.4	1.8
2006	8.1	5.7	2.4	3.7	2.9	0.9	9.3	7.2	2.2
2007	8.9	6.2	2.7	4.0	3.1	0.9	10.0	7.8	2.2
2008	8.7	6.1	2.6	3.9	3.1	0.8	9.7	7.7	2.1
<b>Males</b>									
1998	4.8	3.6	1.2	2.7	2.2	0.4	6.6	5.6	1.0
1999	5.2	3.8	1.4	2.7	2.3	0.4	6.9	5.7	1.1
2000	5.4	4.0	1.4	2.7	2.2	0.4	6.7	5.6	1.1
2001	6.1	4.6	1.6	3.0	2.5	0.5	7.5	6.3	1.2
2002	6.8	4.8	1.9	3.1	2.5	0.6	7.8	6.3	1.5
2003	6.7	4.9	1.8	3.3	2.7	0.6	8.3	6.8	1.5
2004	6.4	4.6	1.9	3.1	2.5	0.6	7.7	6.2	1.5
2005	6.9	4.9	2.0	3.3	2.6	0.7	8.1	6.5	1.7
2006	7.2	5.0	2.1	3.4	2.6	0.8	8.5	6.6	1.9
2007	7.6	5.2	2.5	3.5	2.6	0.9	8.7	6.5	2.2
2008	7.5	5.0	2.4	3.4	2.6	0.8	8.4	6.4	2.0
<b>Females<sup>1</sup></b>									
1998	6.8	5.2	1.6	3.6	3.0	0.6	9.1	7.6	1.5
1999	7.1	5.4	1.7	3.7	3.1	0.6	9.3	7.8	1.5
2000	7.6	5.8	1.8	3.8	3.2	0.6	9.5	7.9	1.5
2001	8.2	6.2	2.1	3.8	3.1	0.7	9.5	7.7	1.8
2002	9.5	6.9	2.6	4.3	3.4	0.8	10.6	8.6	2.1
2003	8.9	6.6	2.3	4.2	3.5	0.8	10.6	8.6	1.9
2004	9.0	6.7	2.3	4.3	3.5	0.7	10.6	8.8	1.9
2005	9.6	6.9	2.6	4.3	3.5	0.8	10.7	8.7	2.1
2006	9.3	6.5	2.8	4.2	3.2	1.0	10.5	8.0	2.5
2007	10.6	7.6	2.9	4.7	3.8	0.9	11.8	9.5	2.3
2008	10.2	7.4	2.8	4.6	3.8	0.8	11.5	9.4	2.1

1. Data beginning in 1997 exclude maternity leave.

**Table 10-2**  
**Absence rates for full-time employees by sex and workplace size — 100 employees and over**

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percent						days		
<b>100 to 500 employees</b>									
<b>Both sexes 1</b>									
1998	6.5	5.1	1.4	3.8	3.3	0.5	9.4	8.2	1.2
1999	6.7	5.2	1.5	3.8	3.3	0.5	9.4	8.1	1.3
2000	7.2	5.6	1.6	3.8	3.2	0.6	9.5	8.1	1.4
2001	7.6	5.9	1.8	3.9	3.2	0.6	9.6	8.1	1.6
2002	8.3	6.1	2.2	4.0	3.2	0.8	9.9	8.0	1.9
2003	8.2	6.1	2.1	4.1	3.4	0.7	10.3	8.5	1.9
2004	8.2	6.1	2.1	4.2	3.5	0.7	10.4	8.7	1.8
2005	9.0	6.7	2.3	4.3	3.6	0.7	10.9	9.0	1.9
2006	9.0	6.6	2.4	4.4	3.5	0.9	11.0	8.7	2.3
2007	9.4	6.8	2.6	4.5	3.6	0.8	11.2	9.1	2.1
2008	9.5	6.9	2.6	4.6	3.6	0.9	11.4	9.1	2.3
<b>Males</b>									
1998	5.5	4.3	1.2	3.2	2.8	0.4	8.1	7.1	1.0
1999	5.6	4.3	1.3	3.2	2.7	0.4	7.9	6.8	1.1
2000	6.1	4.8	1.3	3.3	2.9	0.5	8.3	7.2	1.2
2001	6.4	4.9	1.5	3.3	2.8	0.5	8.3	7.0	1.3
2002	7.2	5.2	2.0	3.5	2.8	0.7	8.8	6.9	1.8
2003	7.0	5.0	1.9	3.6	2.8	0.7	8.9	7.1	1.8
2004	7.0	5.1	1.9	3.6	2.9	0.7	9.0	7.3	1.7
2005	7.7	5.6	2.0	3.7	3.0	0.7	9.3	7.6	1.7
2006	7.7	5.5	2.2	3.8	2.9	0.8	9.4	7.3	2.1
2007	8.0	5.6	2.4	3.8	3.0	0.8	9.6	7.6	2.0
2008	8.2	5.7	2.5	4.0	3.0	0.9	9.9	7.5	2.4
<b>Females 1</b>									
1998	7.9	6.2	1.7	4.6	4.0	0.6	11.4	9.9	1.5
1999	8.3	6.6	1.8	4.7	4.0	0.6	11.7	10.1	1.6
2000	8.6	6.7	1.9	4.5	3.8	0.7	11.3	9.4	1.8
2001	9.5	7.3	2.1	4.6	3.9	0.8	11.6	9.7	1.9
2002	9.8	7.4	2.4	4.7	3.9	0.8	11.7	9.8	1.9
2003	9.9	7.6	2.4	5.0	4.2	0.8	12.5	10.5	1.9
2004	9.9	7.5	2.4	5.0	4.2	0.8	12.4	10.6	1.9
2005	10.8	8.1	2.7	5.2	4.4	0.8	13.1	11.0	2.1
2006	10.8	8.1	2.7	5.3	4.3	1.0	13.3	10.7	2.5
2007	11.4	8.5	2.9	5.4	4.5	0.9	13.6	11.3	2.3
2008	11.3	8.5	2.8	5.4	4.6	0.9	13.6	11.4	2.2
<b>Over 500 employees</b>									
<b>Both sexes 1</b>									
1998	6.5	5.1	1.4	3.8	3.3	0.5	9.5	8.1	1.4
1999	6.6	5.2	1.4	3.7	3.3	0.5	9.4	8.1	1.2
2000	7.0	5.6	1.4	3.7	3.3	0.5	9.3	8.1	1.2
2001	7.8	6.1	1.7	3.9	3.3	0.6	9.8	8.3	1.5
2002	8.8	6.7	2.1	4.5	3.8	0.6	11.1	9.6	1.6
2003	8.6	6.6	2.0	4.4	3.7	0.7	11.0	9.3	1.7
2004	9.2	7.0	2.2	4.8	4.0	0.8	11.9	10.0	1.9
2005	9.6	7.3	2.3	4.8	4.0	0.8	12.0	10.0	2.0
2006	9.4	7.0	2.4	4.8	3.9	0.9	12.0	9.7	2.3
2007	9.6	7.2	2.4	4.7	3.9	0.9	11.8	9.7	2.1
2008	9.5	7.0	2.5	4.8	3.9	0.9	11.9	9.7	2.2
<b>Males</b>									
1998	5.6	4.4	1.2	3.2	2.8	0.5	8.1	6.9	1.1
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	5.2	1.5	3.3	2.8	0.5	8.3	7.0	1.3
2002	7.3	5.4	1.8	3.6	3.0	0.6	9.1	7.6	1.5
2003	7.3	5.6	1.7	3.8	3.2	0.6	9.5	8.1	1.4
2004	8.1	5.8	2.2	4.1	3.3	0.8	10.3	8.3	2.0
2005	8.4	6.3	2.1	4.3	3.5	0.7	10.7	8.8	1.8
2006	8.1	5.9	2.2	4.2	3.3	0.8	10.4	8.3	2.1
2007	7.8	5.4	2.4	3.6	2.8	0.9	9.1	6.9	2.2
2008	7.9	5.6	2.3	4.0	3.1	0.9	9.9	7.7	2.2
<b>Females 1</b>									
1998	7.8	6.2	1.6	4.7	4.0	0.7	11.7	10.0	1.7
1999	7.9	6.3	1.7	4.5	3.9	0.6	11.3	9.9	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	12.1	10.2	1.8
2002	10.8	8.4	2.4	5.6	4.9	0.7	14.1	12.3	1.8
2003	10.2	7.9	2.3	5.2	4.4	0.8	13.1	11.0	2.1
2004	10.6	8.4	2.2	5.6	4.9	0.7	14.1	12.3	1.8
2005	11.0	8.6	2.5	5.5	4.6	0.9	13.7	11.6	2.2
2006	11.1	8.5	2.6	5.7	4.7	1.0	14.2	11.7	2.5
2007	11.7	9.3	2.4	6.1	5.3	0.8	15.3	13.3	2.0
2008	11.4	8.7	2.7	5.8	4.9	0.9	14.5	12.3	2.2

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.)

Tables 1 to 3 provide absence rates for 2008 by a variety of factors; maternity leave is excluded from the personal or family responsibilities code. Tables 4 to 10 provide time series for the period 1998 to 2008.

For a fuller description of the LFS objectives, coverage, sampling techniques, concepts, definitions, and data quality, see the *Labour Force Historical Review* (Statistics Canada Catalogue no. 71F0004XCB), or the *Guide to the Labour Force Survey* at <http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?catno=71-543-GWE&lang=eng#olcinfo>.

## 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 2002 North American Industry Classification System and the 2001 National Occupational Classification for Statistics.

**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 absence. Some, such as annual vacation, 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. 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.

This publication presents absence rates due to personal reasons, which accounted for 30% of all time lost by full-time paid workers each week in 2008. Vacations, which accounted for 41% of total time away from work, are not counted in this study, nor are statutory holidays, which represented 12%. Maternity leave accounted for 11% and other reasons, 6%.

## 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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The industry and occupation work absence data presented in this report are based on NAICS 2002 and 2001 NOC-S, and as such differ from those contained in earlier reports and studies. 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.