



Catalogue no. 71-211-XIE

# Work absence rates

2004



Statistics  
Canada

Statistique  
Canada

Canada

## How to obtain more information

Specific inquiries about this product and related statistics or services should be directed to: Labour and household surveys analysis division, Statistics Canada, Ottawa, Ontario, K1A 0T6 (telephone: 1 800 263-1136).

For information on the wide range of data available from Statistics Canada, you can contact us by calling one of our toll free numbers. You can also contact us by e-mail or by visiting our Web site.

National inquiries line **1 800 263-1136**

National telecommunications device for the hearing impaired **1 800 363-7629**

Depository Services Program inquiries **1 800 700-1033**

Fax line for Depository Services Program **1 800 889-9734**

E-mail inquiries ***infostats@statcan.ca***

Web site ***www.statcan.ca***

## Ordering and subscription information

This product, Catalogue no. 71-211-XIE, is published annually in electronic format on the Statistics Canada Internet site at a single price of CDN \$38.00 per issue and CDN \$38.00 for a one-year subscription. To obtain single issues or to subscribe, visit our Web site at ***www.statcan.ca***, and select Products and Services.

## Standards of service to the public

Statistics Canada is committed to serving its clients in a prompt, reliable and courteous manner and in the official language of their choice. To this end, the Agency has developed *standards of service* which its employees observe in serving its clients. To obtain a copy of these service standards, please contact Statistics Canada toll free at 1 800 263-1136.



Statistics Canada  
Labour and household surveys analysis division

# Work absence rates

2004

Published by authority of the Minister responsible for Statistics Canada

© Minister of Industry, 2005

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise without prior written permission from Licence Services, Marketing Division, Statistics Canada, Ottawa, Ontario, Canada K1A 0T6.

April 2005

Catalogue no. 71-211-XIE

ISSN 1710-3754

Frequency: Annual

Ottawa

La version française de cette publication est disponible sur demande (n° 71-211-XIF au catalogue).

---

#### **Note of appreciation**

*Canada owes the success of its statistical system to a long standing partnership between Statistics Canada, the citizens of Canada, its businesses, governments and other institutions. Accurate and timely statistical information could not be produced without their continued cooperation and goodwill.*

## 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

# Table of contents

---

<b>Highlights</b>	<b>7</b>
<b>Analysis</b>	<b>8</b>
Work absence	8
Recent trends—1997 to 2004	8
Variations in absence rates in 2004	8
Demographic differences	9
Industry and sector	9
Occupation	9
Union coverage, job status, workplace size and job tenure	10
Province and CMA	10
<b>Related products</b>	<b>11</b>
<b>Statistical tables</b>	
<b>Table 1</b> Absence rates for full-time employees	20
1-1 by sex and age, 2004	20
1-2 by sex and education attainment, 2004	21
1-3 by sex and presence of children, 2004	22
1-4 by sex and workplace size, 2004	22
1-5 by sex and job tenure, 2004	23
1-6 by sex, job status and union coverage, 2004	24
1-7 by sex, province and region, 2004	25
1-8 by sex and census metropolitan area (CMA), 2004	26
1-9 by sex, public sector	28
1-10 by sex, private sector	29
1-11 by sex and job status	30
1-12 by sex and union coverage	31
<b>Table 2</b> Absence rates for full-time employees by industry, sector and sex	32
2-1 Both sexes, 2004	32
2-2 Males, 2004	33
2-3 Females, 2004	34
<b>Table 3</b> Absence rates for full-time employees by occupation and sex	35
3-1 Both sexes, 2004	35
3-2 Males, 2004	36
3-3 Females, 2004	37

**Table of contents – continued**

<b>Table 4</b> Absence rates for full-time employees by sex and industry	38
4-1 Goods-producing industries	38
4-2 Primary	39
4-3 Agriculture	40
4-4 Other primary industries	41
4-5 Utilities	42
4-6 Construction	43
4-7 Manufacturing	44
4-8 Durable goods	45
4-9 Non-Durable goods	46
4-10 Service-producing	47
4-11 Trade	48
4-12 Wholesale trade	49
4-13 Retail trade	50
4-14 Transportation and warehousing	51
4-15 Finance, insurance, real estate and leasing	52
4-16 Finance and insurance	53
4-17 Real estate and leasing	54
4-18 Professional, scientific and technical services	55
4-19 Business, building and other support services	56
4-20 Educational services	57
4-21 Health care and social assistance	58
4-22 Information, culture and recreation	59
4-23 Accommodation and food services	60
4-24 Other services	61
4-25 Public administration	62
4-26 Federal administration	63
4-27 Provincial administration	64
4-28 Local and other administration	65
<b>Table 5</b> Absence rates for full-time employees by sex and occupation	66
5-1 Management	66
5-2 Business, finance and administrative	67
5-3 Business professionals	68
5-4 Administrative	69
5-5 Clerical	70
5-6 Natural and applied sciences	71
5-7 Health	72
5-8 Health professional	73
5-9 Nursing	74

**Table of contents – continued**

5-10 Technical occupations in health	75
5-11 Support staff in health	76
5-12 Social and public service	77
5-13 Legal, social and religious workers	78
5-14 Teachers and professors	79
5-15 Secondary and elementary teachers	80
5-16 Other teachers and professors	81
5-17 Culture and recreation	82
5-18 Sales and service	83
5-19 Wholesale	84
5-20 Retail	85
5-21 Food and beverage	86
5-22 Protective services	87
5-23 Childcare and home support	88
5-24 Travel and accommodation	89
5-25 Trades, transport and equipment operators	90
5-26 Contractors and supervisors	91
5-27 Construction trades	92
5-28 Other trades	93
5-29 Transportation equipment operators	94
5-30 Helpers and labourers	95
5-31 Occupations unique to primary industry	96
5-32 Occupations unique to production	97
5-33 Machine operators and assemblers	98
5-34 Labourers	99
<b>Table 6</b> Absence rates for full-time employees by sex and geography	100
6-1 Canada	100
6-2 Atlantic Provinces	101
6-3 Newfoundland and Labrador	102
6-4 Prince Edward Island	103
6-5 Nova Scotia	104
6-6 New Brunswick	105
6-7 Quebec	106
6-8 Ontario	107
6-9 Prairie Provinces	108
6-10 Manitoba	109
6-11 Saskatchewan	110
6-12 Alberta	111
6-13 British Columbia	112

## Table of contents – continued

<b>Table 7</b> Absence rates for full-time employees by sex and age group	113
7-1 15-19 years	113
7-2 20- 24 years	114
7-3 25-34 years	115
7-4 35-44 years	116
7-5 45-54 years	117
7-6 55-64 years	118
7-7 65 years and over	119
<b>Table 8</b> Absence rates for full-time employees by sex and presence of children	120
8-1 With children	120
8-2 Preschoolers, under 5 years	121
8-3 Children 5-12 years	122
8-4 Children 13 years and over	123
8-5 Without children	124
<b>Table 9</b> Absence rates for full-time employees by sex and education	125
9-1 Less than grade 9	125
9-2 Some secondary	126
9-3 High school graduation	127
9-4 Some postsecondary	128
9-5 Postsecondary certificate or diploma	129
9-6 University degree	130
<b>Table 10</b> Absence rates for full-time employees by sex and workplace size	131
10-1 Less than 100 employees	131
10-2 100 employees and over	132

## Data quality, concepts and methodology

Data Source	133
Definitions	134
What is absenteeism?	136
Reasons for absence	137
How absences are measured	138
Frequently asked questions	139
Industry and occupation classifications	140
Data quality	141

## Charts

1. The incidence of work absences due to personal reasons and the resulting days lost	10
---	----



## Highlights

---

- Estimates from the Labour Force Survey reveal a steady rising trend in both work absence incidence and time lost for personal reasons (own illness or disability, and other personal and family demands) between 1997 and 2002 and a stabilization thereafter. Several factors accounted for the rising trend: notably, the aging of the workforce; the growing share of women in the workforce, especially mothers with young children; high stress among workers, and the increasing prevalence of generous sick and family-related leave at the workplace.
- In an average week in 1997, excluding women on maternity leave, about 5.5% (480,000) of all full-time employees holding one job were absent from work for all or part of the week for personal reasons. By 2004, the figure had risen to 7.6% (801,000). Total work time missed for these reasons also rose steadily, from 2.9% of the weekly scheduled work time in 1997 to 3.7% in 2004. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.3 days per worker in 1997 to 9.2 days in 2004.
- Full-time employees in the public sector (more likely unionized or female) lost more work time in 2004 for personal reasons (about 12.0 days on average) than their private-sector counterparts (8.4 days).

# Analysis

---

## Work absence

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

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

Although absenteeism is widely acknowledged to be a problem, it is not easy to quantify. The dividing line between avoidable and unavoidable is difficult to draw, and absenteeism generally masquerades as legitimate absence. The Labour Force Survey (LFS) can provide measures of time lost because of 'personal reasons,' that is, illness or disability, and personal or family responsibilities. 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 and Data quality, concepts and methodology — Definitions).

## Recent trends—1997 to 2004

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

In an average week in 1997, excluding women on maternity leave, about 5.5% (480,000) of all full-time employees holding one job were absent from work for all or part of the week for personal reasons. By 2004, the figure had risen to 7.6% (801,000) (Table 6-1). Total work time missed for these reasons also rose steadily, from 2.9% of the weekly scheduled work time in 1997 to 3.7% in 2004. Extrapolated over the full year, work time lost for personal reasons increased from the equivalent of 7.3 days per worker in 1997 to 9.2 days in 2004.

## Variations in absence rates in 2004

Absence for personal reasons differs among various worker groups. Several factors are responsible; among the principal ones are working conditions (for example, the physical environment, degree of job stress, employer-employee relations, collective agreement provisions, work schedules); adequacy and affordability of community facilities such as child-care centres and public transportation; family circumstances, especially the presence of preschool children and other dependent family members; and physical health of the worker, a factor closely related to age. Measuring the effects of these and other contributing factors is not easy since many are

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

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

not captured by the LFS. However, some insight is gained by examining personal absences in 2004 by selected demographic characteristics, occupation and industry, and other attributes such as union and job status.

## Demographic differences

In 2004, excluding women on maternity leave, an estimated 7.6% (801,000) of full-time employees missed some work each week for personal reasons: 5.5% for own illness or disability, and 2.1% for personal or family responsibilities (Table 6-1). As a result, full-time employees lost about 3.7% of their work time each week.

On average, each full-time employee lost 9.2 days over the year for personal reasons (about 7.5 for own illness or disability, and 1.7 for personal or family demands). In total, full-time employees missed an estimated 96.5 million workdays for personal reasons in 2004.

On average, men working full time lost fewer days (8.0 or 6.4 for illness or disability plus 1.6 for personal or family demands) than women full-time employees (10.9 or 9.0 plus 1.9).

The presence of preschool-aged children exerts a strong influence on work absences for personal or family responsibilities. For example in 2004, full-time employees in families with at least one pre-school aged child lost on average 4.4 days, compared with only 1.3 days lost by workers in families with no pre-school age children.

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 in respect to work absences for personal or family responsibilities. In 1997, women with preschool-aged children and working full time lost 4.2 days for such reasons, compared with 1.8 days for men in similar circumstances. By 2004, the gap was virtually non-existent (4.5 days for women versus 4.3 for men).

Workdays missed because of illness or disability tended to rise with age, from an average of 5.2 days for youth (15 to 19) to 11.1 for full-time employees aged 55 to 64.

## Industry and sector

Work absence rates differ by sector (public or private) and industry, with almost all of the difference emanating from illness and disability absences (Table 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 or lack of paid sick/family leave entitlements.

Full-time employees in the public sector (more likely unionized or female) lost more work time in 2004 for personal reasons (about 12.0 days on average) than their private-sector counterparts (8.4 days).

At the major (2-digit) industry level, the most workdays missed were by employees in health care and social assistance (14.4 days), transportation and warehousing (11.1), and public administration (10.9).

The lowest averages were recorded by full-time workers in the professional, scientific and technical industry (5.6 days), and in construction (7.2).

## Occupation

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

The most days lost in 2004 were recorded for full-time employees in health occupations (15.0); and occupations unique to production (12.6).

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.

Workers in managerial jobs (5.3), natural and applied sciences (6.3), and culture and recreation (7.5) recorded the fewest days lost.

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

Full-time workers who belonged to unions or were covered by collective agreements missed almost 80% more workdays on average in 2004 for personal reasons than their non-unionized counterparts (13.1 versus 7.3) (Table 1-6).

Workers who considered their jobs to be permanent (and hence more likely to be unionized) lost more workdays (9.4) than those who said their jobs were not permanent (7.4).

Days lost tended to rise with workplace size, increasing from a low of 7.4 in workplaces with fewer than 20 employees (firms more likely to have low union rates) to over 10.0 in workplaces with 100 or more (firms likely to have high union rates).

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

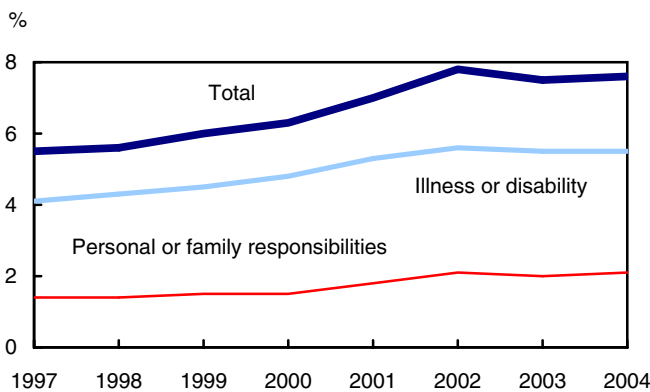
Full-time employees in Nova Scotia (11.0 days), Quebec (10.8) lost the most work time in 2004. Those in Prince Edward Island (7.6) and Alberta (7.5) lost the least.

Among the census metropolitan areas, workers in St. John's, Saguenay, Gatineau, Thunder Bay and Saskatoon lost the most workdays (an average of 10.5 days or higher per full-time worker). Those in Kingston, Toronto, Hamilton, Kitchener-Waterloo, Calgary, and Edmonton lost the least time (an average of less than 8.0 days per full-time worker).

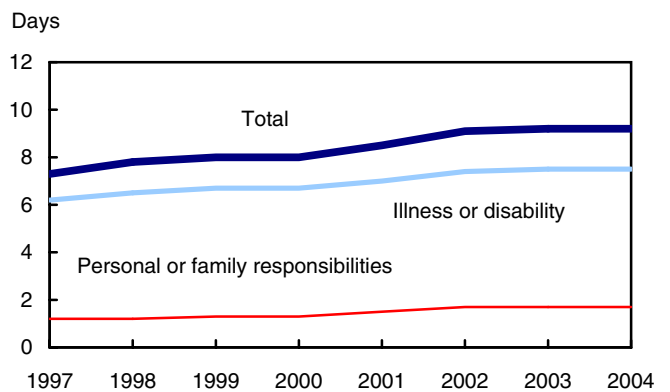
Chart 1

#### The incidence of work absences due to personal reasons and the resulting days lost

Weekly incidence



Days lost per worker in year



## Related products

---

### Selected publications from Statistics Canada

---

71-526-X	Methodology of the Canadian Labour Force Survey
71-543-G	Guide to the Labour Force Survey
71-544-X	Labour Force Survey products and services.
71F0004X	Labour force historical review
71M0001X	Labour Force Survey microdata file
75-001-X	Perspectives on labour and income

---

## Selected CANSIM tables from Statistics Canada

---

109-5204	Unemployment rate, by age group, Canada, provinces, health regions (June 2003 boundaries) and peer groups
279-0029	Absence rates of full-time employees, by sex for Canada, provinces and census metropolitan areas (CMA)
279-0030	Absence rates of full-time employees, by sex and North American Industry Classification System (NAICS), Canada
279-0031	Absence rates of full-time employees, by sex and National Occupational Classification for Statistics (NOC-S), Canada
279-0032	Absence rates of full-time employees, by sex and age group, Canada
279-0033	Absence rates of full-time employees, by sex and presence of children, Canada
279-0034	Absence rates of full-time employees, by sex and job tenure, Canada
279-0035	Absence rates of full-time employees, by sex and public and private sector, Canada
279-0036	Absence rates of full-time employees, by sex and education, Canada
279-0037	Absence rates of full-time employees, by sex and workplace size, Canada
279-0038	Absence rates of full-time employees, by sex and job status, Canada
279-0039	Absence rates of full-time employees, by sex and union coverage, Canada
282-0001	Labour force survey estimates (LFS), by sex and detailed age group
282-0002	Labour force survey estimates (LFS), by sex and detailed age group
282-0003	Labour force survey estimates (LFS), by educational attainment, sex and age group
282-0004	Labour force survey estimates (LFS), by educational attainment, sex and age group
282-0005	Labour force survey estimates (LFS), by full- and part-time students during school months, sex and age group
282-0006	Labour force survey estimates (LFS), by students during summer months, sex and age group
282-0007	Labour force survey estimates (LFS), by North American Industry Classification System (NAICS), sex and age group
282-0008	Labour force survey estimates (LFS), by North American Industry Classification System (NAICS), sex and age group
282-0009	Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex
282-0010	Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex
282-0011	Labour force survey estimates (LFS), employment by class of worker, North American Industry Classification System (NAICS) and sex

---

282-0012	Labour force survey estimates (LFS), employment by class of worker, North American Industry Classification System (NAICS) and sex
282-0013	Labour force survey estimates (LFS), part-time employment by reason for part-time work, sex and age group
282-0014	Labour force survey estimates (LFS), part-time employment by reason for part-time work, sex and age group
282-0015	Labour force survey estimates (LFS), by usual hours worked, main or all jobs, sex and age group
282-0016	Labour force survey estimates (LFS), by usual hours worked, main or all jobs, sex and age group
282-0017	Labour force survey estimates (LFS), by actual hours worked, main or all jobs, sex and age group
282-0018	Labour force survey estimates (LFS), by actual hours worked, main or all jobs, sex and age group
282-0019	Labour force survey estimates (LFS), by usual hours worked, class of worker, North American Industry Classification System (NAICS) and sex
282-0020	Labour force survey estimates (LFS), by usual hours worked, class of worker, North American Industry Classification System (NAICS) and sex
282-0021	Labour force survey estimates (LFS), by actual hours worked, class of worker, North American Industry Classification System (NAICS) and sex
282-0022	Labour force survey estimates (LFS), by actual hours worked, class of worker, North American Industry Classification System (NAICS) and sex
282-0023	Labour force survey estimates (LFS), by usual hours worked, class of worker, National Occupational Classification for Statistics (NOC-S) and sex
282-0024	Labour force survey estimates (LFS), by usual hours worked, class of worker, National Occupational Classification for Statistics (NOC-S) and sex
282-0025	Labour force survey estimates (LFS), by actual hours worked, class of worker, National Occupational Classification for Statistics (NOC-S) and sex
282-0026	Labour force survey estimates (LFS), by actual hours worked, class of worker, National Occupational Classification for Statistics (NOC-S) and sex
282-0027	Labour force survey estimates (LFS), by total and average usual and actual hours worked, main or all jobs, type of work, sex and age group
282-0028	Labour force survey estimates (LFS), by total and average usual and actual hours worked, main or all jobs, type of work, sex and age group
282-0029	Labour force survey estimates (LFS), average days lost for personal reasons per full-time employee by North American Industry Classification System (NAICS), sex and age group
282-0030	Labour force survey estimates (LFS), average days lost for personal reasons per full-time employee by National Occupational Classification for Statistics (NOC-S), sex and age group
282-0031	Labour force survey estimates (LFS), multiple jobholders by North American Industry Classification System (NAICS), sex and age group

282-0032	Labour force survey estimates (LFS), multiple jobholders by North American Industry Classification System (NAICS), sex and age group
282-0033	Labour force survey estimates (LFS), multiple jobholders by National Occupational Classification for Statistics (NOC-S), sex and age group
282-0034	Labour force survey estimates (LFS), multiple jobholders by National Occupational Classification for Statistics (NOC-S), sex and age group
282-0035	Labour force survey estimates (LFS), multiple jobholders by usual hours worked at main and all jobs
282-0036	Labour force survey estimates (LFS), multiple jobholders by usual hours worked at main and all jobs
282-0037	Labour force survey estimates (LFS), job tenure by type of work, sex and age group
282-0038	Labour force survey estimates (LFS), job tenure by type of work, sex and age group
282-0039	Labour force survey estimates (LFS), job tenure by National Occupational Classification for Statistics (NOC-S) and sex
282-0040	Labour force survey estimates (LFS), job tenure by National Occupational Classification for Statistics (NOC-S) and sex
282-0041	Labour force survey estimates (LFS), job tenure by North American Industry Classification System (NAICS) and sex
282-0042	Labour force survey estimates (LFS), job tenure by North American Industry Classification System (NAICS) and sex
282-0047	Labour force survey estimates (LFS), duration of unemployment by sex and age group
282-0048	Labour force survey estimates (LFS), duration of unemployment by sex and age group
282-0049	Labour force survey estimates (LFS), unemployment by type of work sought and search method, sex and age group
282-0050	Labour force survey estimates (LFS), unemployment by type of work sought and search method, sex and age group
282-0051	Labour force survey estimates (LFS), retirement age by class of worker and sex
282-0052	Labour force survey estimates (LFS), by census metropolitan area, sex and age group, 3-month moving average
282-0053	Labour force survey estimates (LFS), by census metropolitan area, sex and age group
282-0054	Labour force survey estimates (LFS), by economic region and Yukon Territory and Northwest Territories, 3-month moving average
282-0055	Labour force survey estimates (LFS), by economic region and Yukon Territory and Northwest Territories
282-0056	Labour force survey estimates (LFS), employment by census metropolitan area and North American Industry Classification System (NAICS), 3-month moving average
282-0057	Labour force survey estimates (LFS), employment by census metropolitan area and North American Industry Classification System (NAICS)



---

282-0058	Labour force survey estimates (LFS), employment by census metropolitan area and National Occupational Classification for Statistics (NOC-S), 3-month moving average
282-0059	Labour force survey estimates (LFS), employment by census metropolitan area and National Occupational Classification for Statistics (NOC-S)
282-0060	Labour force survey estimates (LFS), employment by economic region and North American Industry Classification System (NAICS), 3-month moving average
282-0061	Labour force survey estimates (LFS), employment by economic region and North American Industry Classification System (NAICS)
282-0062	Labour force survey estimates (LFS), employment by economic region and National Occupational Classification for Statistics (NOC-S), 3-month moving average
282-0063	Labour force survey estimates (LFS), employment by economic region and National Occupational Classification for Statistics (NOC-S)
282-0064	Labour force survey estimates (LFS), by selected medium-sized cities
282-0069	Labour force survey estimates (LFS), wages of employees by type of work, National Occupational Classification for Statistics (NOC-S), sex and age group
282-0070	Labour force survey estimates (LFS), wages of employees by type of work, National Occupational Classification for Statistics (NOC-S), sex and age group
282-0071	Labour force survey estimates (LFS), wages of employees by type of work, North American Industry Classification System (NAICS), sex and age group
282-0072	Labour force survey estimates (LFS), wages of employees by type of work, North American Industry Classification System (NAICS), sex and age group
282-0073	Labour force survey estimates (LFS), wages of employees by job permanence, union coverage, sex and age group
282-0074	Labour force survey estimates (LFS), wages of employees by job permanence, union coverage, sex and age group
282-0075	Labour force survey estimates (LFS), employees by establishment size, North American Industry Classification System (NAICS), sex and age group
282-0076	Labour force survey estimates (LFS), employees by establishment size, North American Industry Classification System (NAICS), sex and age group
282-0077	Labour force survey estimates (LFS), employees by union coverage, North American Industry Classification System (NAICS), sex and age group
282-0078	Labour force survey estimates (LFS), employees by union coverage, North American Industry Classification System (NAICS), sex and age group
282-0079	Labour force survey estimates (LFS), employees by job permanency, North American Industry Classification System (NAICS), sex and age group
282-0080	Labour force survey estimates (LFS), employees by job permanency, North American Industry Classification System (NAICS), sex and age group
282-0081	Labour force survey estimates (LFS), employees working overtime (weekly) by National Occupational Classification for Statistics (NOC-S), sex and age group

282-0082	Labour force survey estimates (LFS), employees working overtime (weekly) by National Occupational Classification for Statistics (NOC-S), sex and age group
282-0083	Labour force survey estimates (LFS), employees working overtime (weekly) by North American Industry Classification System (NAICS), sex and age group
282-0084	Labour force survey estimates (LFS), employees working overtime (weekly) by North American Industry Classification System (NAICS), sex and age group
282-0085	Labour force survey estimates (LFS), supplementary unemployment rates by sex and age group
282-0086	Labour force survey estimates (LFS), supplementary unemployment rates by sex and age group
282-0087	Labour force survey estimates (LFS), by sex and age group, seasonally adjusted and unadjusted
282-0088	Labour force survey estimates (LFS), employment by North American Industry Classification System (NAICS), seasonally adjusted and unadjusted
282-0089	Labour force survey estimates (LFS), employment by class of worker and sex, seasonally adjusted and unadjusted
282-0090	Labour force survey estimates (LFS), by census metropolitan area, 3-month moving average, seasonally adjusted and unadjusted
282-0091	Labour force survey estimates (LFS), by Montréal, Toronto and Vancouver census metropolitan areas, seasonally adjusted and unadjusted
282-0092	Labour force survey estimates (LFS), actual hours worked by North American Industry Classification System (NAICS), seasonally adjusted
282-0093	Labour force survey estimates (LFS), employment by National Occupational Classification for Statistics (NOC-S), seasonally adjusted
282-0094	Labour force survey estimates (LFS), by North American Industry Classification System (NAICS), Canada, seasonally adjusted
282-0095	Labour force survey estimates (LFS), by full- and part-time students during school months, sex and age group
282-0096	Labour force survey estimates (LFS), by urban and rural areas based on 2001 census boundaries, sex and age group
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)

---

### **Selected surveys from Statistics Canada**

---

3701	Labour Force Survey
------	---------------------

---

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

---

- *Canadian Statistics - Canada: Economic and financial data, International Monetary Fund (updated daily)*
- *Canadian Statistics - Labour force characteristics*
- *Canadian Statistics - Employment by industry*
- *Canadian Statistics - Selected economic indicators, Canada and United States (monthly and quarterly)*
- *Canadian Statistics - Days lost per worker due to illness or disability, by sex, by provinces*
- *Canadian Statistics - Economic indicators, by provinces and territories (monthly and quarterly)*
- *Canadian Statistics - Labour force and participation rates by sex and age group*
- *Canadian Statistics - Labour force, employed and unemployed, numbers and rates, by provinces*
- *Canadian Statistics - Employment by industry and sex*
- *Canadian Statistics - Full-time and part-time employment by sex and age group*
- *Canadian Statistics - Labour force characteristics by age and sex*
- *Canadian Statistics - Distribution of employed people, by industry, by provinces*
- *Canadian Statistics - Labour force characteristics, population 15 years and older, by census metropolitan areas*
- *Canadian Statistics - Labour force characteristics, population 15 years and older, by economic regions, by provinces*
- *Canadian Statistics - Days lost per worker by cause, by provinces*
- *Canadian Statistics - Days lost per worker by industry and sex*
- *Canadian Statistics - People employed, by educational attainment*
- *Canadian Statistics - Reasons for part-time work by sex and age group*
- *Canadian Statistics - Self-employment, historical summary*
- *Canadian Statistics - Employment by age, sex, type of work, class of worker and provinces (monthly)*
- *Canadian Statistics - Employment by major industry groups, seasonally adjusted, by provinces (monthly)*
- *Canadian Statistics - Actual hours worked per week by industry, seasonally adjusted (monthly)*
- *Canadian Statistics - Average hourly wages of employees by selected characteristics and profession, unadjusted data, by provinces (monthly)*
- *Canadian Statistics - Labour force characteristics, seasonally adjusted, by provinces (monthly)*
- *Canadian Statistics - Labour force characteristics, unadjusted, by provinces (monthly)*

- *Canadian Statistics - Labour force characteristics, seasonally adjusted, by census metropolitan areas (3 month moving average)*
- *Canadian Statistics - Labour force characteristics, unadjusted, by census metropolitan areas (3 month moving average)*
- *Canadian Statistics - Labour force characteristics, unadjusted, by economic regions (3 month moving average)*

# Statistical tables

---

---

Table 1-1

Absence rates for full-time employees — by sex and age, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
15-19 years	6.7	5.1	1.6	2.6	2.1	0.5	6.6	5.2	1.4
20- 24 years	6.6	4.5	2.1	2.6	1.9	0.7	6.4	4.7	1.7
25-34 years	7.8	5.3	2.5	3.2	2.4	0.8	8.1	6.1	2.0
35-44 years	7.9	5.5	2.4	3.8	3.0	0.8	9.4	7.5	1.9
45-54 years	7.5	5.7	1.8	4.0	3.4	0.6	9.9	8.5	1.4
55-64 years	8.2	6.6	1.6	5.0	4.4	0.6	12.5	11.1	1.4
65 years and over	5.8	4.6	F	3.5	2.9	F	8.7	7.3	F
<b>Males</b>									
15-19 years	6.3	4.8	1.5	2.5	2.0	0.5	6.3	5.1	1.2
20- 24 years	6.2	4.2	2.0	2.4	1.8	0.6	5.9	4.4	1.5
25-34 years	6.7	4.3	2.4	2.8	2.0	0.8	7.0	4.9	2.1
35-44 years	6.7	4.6	2.1	3.2	2.5	0.7	8.0	6.2	1.7
45-54 years	6.5	4.8	1.7	3.5	3.0	0.5	8.8	7.5	1.3
55-64 years	7.1	5.6	1.5	4.4	3.9	0.5	11.0	9.7	1.3
65 years and over	5.7	4.6	F	3.2	2.7	F	7.9	6.7	F
<b>Females</b>									
15-19 years	7.2	5.6	1.6	2.8	2.1	0.6	7.0	5.4	1.6
20- 24 years	7.2	5.0	2.2	2.8	2.1	0.8	7.1	5.2	1.9
25-34 years	9.2	6.6	2.5	3.9	3.1	0.8	9.7	7.8	1.9
35-44 years	9.4	6.7	2.7	4.6	3.7	0.8	11.4	9.3	2.1
45-54 years	8.7	6.7	2.0	4.5	3.9	0.7	11.4	9.7	1.7
55-64 years	9.8	8.0	1.7	5.9	5.3	0.6	14.8	13.2	1.6
65 years and over	F	F	F	F	F	F	F	F	F

1. Excluding maternity leave

Table 1-2

Absence rates for full-time employees — by sex and education attainment, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
Less than grade 9	8.7	6.7	2.0	5.1	4.5	0.6	12.7	11.1	1.6
Some secondary	8.6	6.6	2.0	4.6	3.9	0.7	11.6	9.9	1.7
High school graduation	7.5	5.5	2.0	3.7	3.1	0.6	9.3	7.7	1.6
Some postsecondary	8.0	5.6	2.5	3.7	2.9	0.8	9.3	7.4	1.9
Postsecondary certificate or diploma	7.9	5.7	2.2	3.8	3.1	0.7	9.5	7.8	1.8
University degree	6.7	4.6	2.1	2.8	2.1	0.7	7.0	5.2	1.7
<b>Males</b>									
Less than grade 9	7.7	5.7	2.0	4.4	3.8	0.6	11.0	9.5	1.6
Some secondary	7.9	6.1	1.8	4.3	3.7	0.6	10.7	9.1	1.5
High school graduation	6.4	4.6	1.8	3.2	2.6	0.6	8.0	6.5	1.5
Some postsecondary	7.1	4.8	2.3	3.3	2.6	0.7	8.4	6.5	1.8
Postsecondary certificate or diploma	6.7	4.6	2.1	3.3	2.6	0.7	8.2	6.6	1.7
University degree	5.6	3.7	2.0	2.2	1.6	0.7	5.5	3.9	1.6
<b>Females</b>									
Less than grade 9	10.5	8.5	2.0	6.4	5.7	0.7	16.1	14.3	1.7
Some secondary	9.9	7.4	2.5	5.4	4.6	0.8	13.5	11.4	2.1
High school graduation	8.9	6.7	2.2	4.5	3.7	0.7	11.2	9.4	1.8
Some postsecondary	9.3	6.6	2.7	4.2	3.4	0.8	10.5	8.5	2.0
Postsecondary certificate or diploma	9.3	6.9	2.3	4.5	3.8	0.7	11.3	9.5	1.8
University degree	7.8	5.7	2.1	3.5	2.7	0.7	8.7	6.8	1.9

1. Excluding maternity leave

Table 1-3

Absence rates for full-time employees — by sex and presence of children, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
With children	8.2	5.5	2.7	3.9	3.0	0.9	9.9	7.6	2.3
Preschoolers, under 5 years	9.3	5.2	4.2	4.1	2.4	1.7	10.4	6.0	4.4
Children 5-12 years	8.3	5.7	2.6	3.8	3.1	0.7	9.4	7.7	1.7
Children 13 years and over	7.4	5.6	1.8	4.0	3.4	0.6	9.9	8.5	1.4
Without children	7.2	5.5	1.7	3.5	3.0	0.5	8.7	7.4	1.3
<b>Males</b>									
With children	6.7	4.3	2.5	3.2	2.4	0.9	8.1	5.9	2.2
Preschoolers, under 5 years	7.9	4.1	3.8	3.5	1.7	1.7	8.6	4.4	4.3
Children 5-12 years	6.5	4.3	2.2	3.0	2.4	0.6	7.5	6.0	1.4
Children 13 years and over	5.9	4.4	1.5	3.3	2.8	0.5	8.2	7.1	1.2
Without children	6.6	4.9	1.7	3.2	2.7	0.5	8.0	6.7	1.2
<b>Females</b>									
With children	10.0	7.0	3.0	4.9	3.9	1.0	12.3	9.8	2.4
Preschoolers, under 5 years	12.0	7.2	4.8	5.6	3.7	1.8	13.9	9.3	4.5
Children 5-12 years	10.3	7.2	3.2	4.8	3.9	0.8	11.9	9.8	2.1
Children 13 years and over	8.9	6.8	2.1	4.7	4.0	0.7	11.8	10.1	1.7
Without children	8.1	6.4	1.7	3.9	3.3	0.6	9.8	8.4	1.5

1. Excluding maternity leave

Table 1-4

Absence rates for full-time employees — by sex and workplace size, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
Under 20 employees	6.5	4.4	2.2	2.9	2.3	0.7	7.4	5.6	1.7
20 to 99 employees	7.6	5.5	2.0	3.6	2.9	0.7	8.9	7.3	1.6
100 to 500 employees	8.2	6.1	2.1	4.2	3.5	0.7	10.4	8.7	1.8
Over 500 employees	9.2	7.0	2.2	4.8	4.0	0.8	12.0	10.0	1.9
<b>Males</b>									
Under 20 employees	5.9	3.8	2.1	2.6	2.0	0.6	6.6	5.0	1.6
20 to 99 employees	6.4	4.6	1.9	3.1	2.5	0.6	7.7	6.2	1.5
100 to 500 employees	7.0	5.1	1.9	3.6	2.9	0.7	9.0	7.3	1.7
Over 500 employees	8.1	5.8	2.3	4.1	3.3	0.8	10.4	8.3	2.0
<b>Females</b>									
Under 20 employees	7.4	5.1	2.3	3.4	2.6	0.7	8.4	6.5	1.9
20 to 99 employees	9.0	6.7	2.3	4.3	3.5	0.7	10.6	8.8	1.9
100 to 500 employees	9.9	7.5	2.4	5.0	4.2	0.7	12.5	10.6	1.9
Over 500 employees	10.6	8.4	2.2	5.7	4.9	0.7	14.1	12.3	1.8

1. Excluding maternity leave



Table 1-5

Absence rates for full-time employees — by sex and job tenure, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
1 to 12 months	6.6	4.4	2.2	2.6	2.0	0.7	6.6	4.9	1.6
Over 1 to 5 years	7.5	5.3	2.2	3.4	2.7	0.7	8.5	6.7	1.8
Over 5 to 9 years	7.9	5.6	2.3	3.9	3.1	0.8	9.7	7.7	2.0
Over 9 to 14 years	8.1	5.9	2.2	4.1	3.3	0.8	10.2	8.3	1.9
Over 14 years	8.2	6.4	1.9	4.6	4.0	0.6	11.6	10.1	1.5
<b>Males</b>									
1 to 12 months	5.9	3.9	2.0	2.4	1.8	0.6	6.0	4.5	1.5
Over 1 to 5 years	6.5	4.4	2.1	2.9	2.2	0.7	7.3	5.6	1.7
Over 5 to 9 years	6.7	4.5	2.2	3.3	2.5	0.8	8.3	6.3	2.0
Over 9 to 14 years	7.1	5.0	2.1	3.5	2.8	0.7	8.8	7.0	1.8
Over 14 years	7.2	5.4	1.7	4.0	3.5	0.5	10.1	8.8	1.3
<b>Females</b>									
1 to 12 months	7.5	5.1	2.4	3.0	2.2	0.7	7.4	5.6	1.8
Over 1 to 5 years	8.8	6.5	2.3	4.0	3.3	0.7	10.0	8.1	1.9
Over 5 to 9 years	9.4	7.0	2.5	4.7	3.8	0.8	11.6	9.6	2.0
Over 9 to 14 years	9.3	7.0	2.4	4.8	4.0	0.8	11.9	9.9	2.0
Over 14 years	9.7	7.7	2.0	5.5	4.8	0.7	13.7	12.0	1.7

1. Excluding maternity leave

Table 1-6

Absence rates for full-time employees — by sex, job status and union coverage, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Job status</b>									
<b>Both sexes</b>									
Permanent	7.8	5.6	2.1	3.8	3.1	0.7	9.4	7.7	1.7
Non-permanent	6.5	4.3	2.1	2.9	2.2	0.8	7.4	5.5	1.9
<b>Males</b>									
Permanent	6.7	4.7	2.0	3.3	2.6	0.7	8.1	6.5	1.6
Non-permanent	5.7	3.8	2.0	2.7	2.0	0.7	6.8	5.1	1.7
<b>Females</b>									
Permanent	9.1	6.8	2.3	4.5	3.7	0.7	11.1	9.3	1.8
Non-permanent	7.4	5.1	2.3	3.3	2.4	0.9	8.1	5.9	2.2
<b>Union coverage</b>									
<b>Both sexes</b>									
Unionized	9.5	7.4	2.1	5.2	4.5	0.8	13.1	11.1	1.9
Non-unionized	6.7	4.6	2.1	2.9	2.3	0.7	7.3	5.7	1.6
<b>Males</b>									
Unionized	8.2	6.2	2.0	4.6	3.8	0.7	11.4	9.6	1.8
Non-unionized	5.8	3.8	2.0	2.6	1.9	0.6	6.4	4.9	1.5
<b>Females</b>									
Unionized	11.1	8.8	2.3	6.1	5.3	0.8	15.3	13.3	2.0
Non-unionized	7.8	5.5	2.3	3.5	2.8	0.7	8.7	6.9	1.8

1. Excluding maternity leave

Table 1-7

Absence rates for full-time employees — by sex, province and region, 2004<sup>1</sup>

Province and region	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes</b>									
Atlantic Provinces	7.6	5.6	1.9	4.1	3.4	0.7	10.2	8.5	1.7
Newfoundland and Labrador	7.0	5.4	1.5	4.1	3.5	0.6	10.3	8.8	1.5
Prince Edward Island	6.4	4.4	2.0	3.0	2.4	0.6	7.6	6.0	1.6
Nova Scotia	8.0	5.9	2.1	4.4	3.6	0.7	11.0	9.1	1.9
New Brunswick	7.6	5.6	2.0	3.9	3.2	0.7	9.6	8.0	1.7
Quebec	8.2	6.2	2.0	4.3	3.8	0.6	10.8	9.4	1.4
Ontario	7.6	5.3	2.3	3.4	2.7	0.8	8.6	6.7	1.9
Prairie Provinces	7.5	5.2	2.3	3.4	2.6	0.8	8.4	6.5	1.9
Manitoba	8.6	6.2	2.4	3.9	3.2	0.7	9.8	8.0	1.8
Saskatchewan	8.4	6.0	2.5	4.1	3.2	0.9	10.3	8.0	2.2
Alberta	6.8	4.7	2.1	3.0	2.2	0.8	7.5	5.6	1.9
British Columbia	6.8	5.2	1.7	3.5	2.9	0.6	8.8	7.3	1.5
<b>Males</b>									
Atlantic Provinces	6.3	4.5	1.7	3.4	2.8	0.6	8.6	7.0	1.6
Newfoundland and Labrador	5.7	4.5	1.2	3.6	3.1	0.5	9.0	7.7	1.3
Prince Edward Island	5.3	3.7	1.6	2.7	2.2	0.5	6.7	5.4	1.3
Nova Scotia	6.7	4.8	2.0	3.6	2.9	0.7	9.1	7.3	1.8
New Brunswick	6.2	4.4	1.7	3.2	2.6	0.6	8.0	6.5	1.5
Quebec	7.2	5.3	1.8	3.9	3.3	0.6	9.7	8.3	1.4
Ontario	6.7	4.4	2.2	2.9	2.2	0.7	7.3	5.6	1.7
Prairie Provinces	6.4	4.3	2.1	2.9	2.2	0.7	7.3	5.5	1.9
Manitoba	7.5	5.3	2.2	3.5	2.8	0.7	8.7	7.1	1.6
Saskatchewan	7.2	5.0	2.3	3.6	2.7	0.9	9.0	6.8	2.1
Alberta	5.9	3.8	2.0	2.6	1.9	0.7	6.5	4.6	1.9
British Columbia	6.0	4.4	1.6	3.1	2.5	0.6	7.8	6.4	1.4
<b>Females</b>									
Atlantic Provinces	9.1	6.9	2.2	4.9	4.2	0.8	12.4	10.5	1.9
Newfoundland and Labrador	8.5	6.6	1.9	4.8	4.1	0.7	12.1	10.3	1.8
Prince Edward Island	7.6	5.2	2.4	3.4	2.7	0.7	8.6	6.7	1.9
Nova Scotia	9.6	7.3	2.3	5.4	4.6	0.8	13.5	11.6	1.9
New Brunswick	9.3	7.1	2.2	4.7	4.0	0.8	11.8	9.9	1.9
Quebec	9.6	7.4	2.2	4.9	4.4	0.6	12.3	11.0	1.4
Ontario	8.8	6.4	2.5	4.1	3.3	0.8	10.2	8.1	2.1
Prairie Provinces	8.9	6.4	2.5	4.0	3.2	0.8	10.0	8.0	2.0
Manitoba	10.0	7.2	2.8	4.5	3.7	0.8	11.3	9.3	2.0
Saskatchewan	10.0	7.3	2.7	4.9	3.9	0.9	12.1	9.8	2.4
Alberta	8.2	5.9	2.3	3.6	2.8	0.8	9.0	7.0	2.0
British Columbia	7.9	6.2	1.8	4.1	3.4	0.7	10.3	8.6	1.7

1. Excluding maternity leave

Table 1-8

Absence rates for full-time employees — by sex and census metropolitan area (CMA), 2004<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
	percentage						days		
<b>CMA</b>									
<b>Both sexes</b>									
ALL CMAs	7.6	5.5	2.1	3.5	2.9	0.7	8.8	7.1	1.7
St. John's	7.8	6.2	1.6	4.3	3.7	0.6	10.7	9.2	1.5
Halifax	7.7	5.8	2.0	4.0	3.3	0.7	10.0	8.3	1.7
Saint John	7.7	5.5	2.2	4.1	3.4	0.7	10.1	8.4	1.7
Gatineau	10.4	8.0	2.4	5.1	4.3	0.8	12.7	10.7	2.0
Montréal	8.4	6.3	2.1	4.1	3.6	0.6	10.3	8.9	1.4
Québec	7.9	6.3	1.6	4.0	3.6	0.4	10.1	9.0	1.1
Saguenay <sup>3</sup>	7.2	5.8	F	4.2	3.7	F	10.5	9.4	F
Sherbrooke	7.3	5.6	F	4.0	3.6	F	10.1	9.0	F
Trois-Rivières	6.8	5.3	F	3.5	3.1	F	8.8	7.6	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	7.7	5.9	F	4.1	3.4	F	10.2	8.5	F
Hamilton	7.1	5.1	2.0	3.1	2.4	0.7	7.8	6.0	1.8
Kingston	7.0	4.8	F	3.2	2.4	F	7.9	6.0	F
Kitchener	7.4	4.9	2.5	3.0	2.3	0.7	7.6	5.8	1.8
London	6.8	4.9	1.9	3.3	2.6	0.7	8.2	6.5	1.6
Oshawa	7.8	5.4	2.4	3.6	2.8	0.8	8.9	7.0	2.0
Ottawa	9.8	6.9	2.9	4.0	3.1	0.9	10.1	7.7	2.4
St. Catharines-Niagara	7.9	5.7	2.1	3.5	2.9	0.7	8.8	7.2	1.7
Thunder Bay	8.1	6.0	F	4.4	3.6	F	11.0	8.9	F
Toronto	7.0	4.8	2.2	3.0	2.3	0.7	7.6	5.8	1.7
Windsor	8.1	5.7	2.4	3.9	3.1	0.8	9.8	7.9	2.0
Winnipeg	8.8	6.4	2.4	3.8	3.1	0.7	9.4	7.8	1.7
Regina	8.4	6.2	2.2	4.0	3.1	0.9	9.9	7.7	2.2
Saskatoon	8.6	6.1	2.5	4.2	3.3	0.8	10.5	8.4	2.1
Calgary	6.9	4.7	2.2	3.0	2.2	0.8	7.5	5.5	2.0
Edmonton	6.9	5.0	1.9	2.9	2.4	0.6	7.4	5.9	1.5
Abbotsford	7.5	5.7	F	3.8	3.2	F	9.5	8.0	F
Vancouver	6.3	4.8	1.5	3.4	2.8	0.6	8.4	6.9	1.4
Victoria	7.6	5.7	1.9	3.6	2.9	0.7	9.0	7.3	1.7
Non-CMAs	7.8	5.5	2.3	4.1	3.3	0.8	10.2	8.2	2.0
Urban centres	7.9	5.8	2.1	4.0	3.3	0.6	9.9	8.3	1.6
<b>Males</b>									
ALL CMAs	6.5	4.6	2.0	3.0	2.4	0.6	7.5	6.0	1.5
St. John's	6.4	5.2	F	3.6	3.1	F	9.1	7.8	F
Halifax	6.8	4.6	2.2	3.3	2.5	0.8	8.2	6.2	2.0
Saint John	5.9	4.2	F	3.4	2.8	F	8.6	7.1	F
Gatineau	8.6	6.2	F	3.6	2.9	F	9.1	7.2	F
Montréal	7.5	5.5	2.0	3.8	3.2	0.6	9.4	8.0	1.4
Québec	6.1	4.9	1.2	3.1	2.7	0.4	7.8	6.8	0.9
Saguenay <sup>3</sup>	6.8	5.4	F	4.1	3.7	F	10.2	9.2	F
Sherbrooke	6.4	4.9	F	3.7	3.2	F	9.2	8.1	F
Trois-Rivières	F	F	F	F	F	F	F	F	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	6.2	F	F	3.5	F	F	8.8	F	F
Hamilton	6.2	4.1	2.1	2.7	1.9	0.7	6.7	4.8	1.9
Kingston	6.7	F	F	3.4	F	F	8.5	F	F
Kitchener	6.5	4.2	2.3	2.7	2.0	0.7	6.7	4.9	1.8
London	5.2	3.6	F	2.3	1.8	F	5.8	4.6	F
Oshawa	7.1	4.9	2.2	3.2	2.6	0.7	8.1	6.4	1.7
Ottawa	8.7	6.0	2.7	3.7	2.8	0.8	9.1	7.0	2.1
St. Catharines-Niagara	6.5	4.6	F	2.9	2.4	F	7.2	5.9	F
Thunder Bay	7.5	F	F	4.4	F	F	10.9	F	F
Toronto	6.0	3.9	2.1	2.4	1.8	0.6	6.0	4.5	1.5
Windsor	7.3	5.1	F	3.8	3.1	F	9.6	7.8	F
Winnipeg	7.6	5.4	2.1	3.3	2.7	0.6	8.3	6.8	1.5
Regina	6.8	4.9	1.9	3.3	2.4	0.9	8.2	6.0	2.2
Saskatoon	7.8	5.4	2.4	3.7	2.9	0.8	9.3	7.2	2.0
Calgary	6.2	3.9	2.2	2.6	1.8	0.8	6.6	4.6	2.0

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), 2004<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
Edmonton	5.8	4.1	1.8	2.5	2.0	0.5	6.3	4.9	1.3
Abbotsford	6.7	F	F	3.3	F	F	8.3	F	F
Vancouver	5.3	3.9	1.4	2.7	2.3	0.5	6.9	5.7	1.2
Victoria	7.0	5.2	F	3.2	2.5	F	8.0	6.3	F
Non-CMAs	7.0	4.8	2.1	3.7	3.0	0.8	9.4	7.4	2.0
Urban centres	6.6	4.7	1.9	3.4	2.8	0.6	8.5	7.0	1.6
<b>Females</b>									
ALL CMAs	8.8	6.6	2.2	4.2	3.5	0.7	10.5	8.7	1.8
St. John's	9.4	7.3	2.1	5.0	4.3	0.8	12.6	10.7	1.9
Halifax	8.9	7.1	1.8	4.9	4.4	0.5	12.3	11.0	1.2
Saint John	9.9	7.1	2.8	4.9	4.1	0.9	12.3	10.2	2.1
Gatineau	12.5	10.0	F	6.8	5.9	F	17.0	14.9	F
Montréal	9.5	7.2	2.3	4.6	4.0	0.6	11.4	10.0	1.4
Québec	10.1	8.1	2.0	5.3	4.8	0.5	13.2	11.9	1.3
Saguenay <sup>3</sup>	F	F	F	F	F	F	F	F	F
Sherbrooke	8.4	6.6	F	4.6	4.2	F	11.4	10.4	F
Trois-Rivières	8.3	F	F	4.2	F	F	10.5	F	F
Greater Sudbury / Grand Sudbury <sup>4</sup>	9.4	7.1	F	4.8	3.8	F	12.0	9.5	F
Hamilton	8.4	6.4	2.0	3.8	3.1	0.7	9.4	7.7	1.7
Kingston	7.3	F	F	2.9	F	F	7.3	F	F
Kitchener	8.5	5.9	2.6	3.6	2.9	0.7	9.0	7.2	1.9
London	8.7	6.5	2.3	4.5	3.6	0.9	11.2	9.0	2.2
Oshawa	8.8	6.0	F	4.1	3.1	F	10.2	7.8	F
Ottawa	11.1	7.9	3.3	4.5	3.4	1.1	11.3	8.6	2.7
St. Catharines-Niagara	9.6	7.2	F	4.4	3.5	F	11.1	8.9	F
Thunder Bay	F	F	F	F	F	F	F	F	F
Toronto	8.2	5.9	2.3	3.8	3.0	0.8	9.6	7.6	2.0
Windsor	9.1	6.4	F	4.1	3.2	F	10.2	8.0	F
Winnipeg	10.4	7.5	2.9	4.4	3.6	0.8	10.9	9.0	1.9
Regina	10.2	7.7	2.5	4.8	3.9	0.9	12.0	9.8	2.2
Saskatoon	9.7	7.1	2.6	4.9	4.0	0.9	12.2	10.0	2.1
Calgary	7.8	5.7	2.1	3.5	2.7	0.8	8.8	6.8	2.0
Edmonton	8.4	6.2	2.1	3.6	2.9	0.7	9.0	7.3	1.6
Abbotsford	8.8	F	F	4.5	F	F	11.2	F	F
Vancouver	7.5	5.9	1.7	4.1	3.4	0.7	10.3	8.6	1.7
Victoria	8.3	6.4	F	4.2	3.5	F	10.4	8.7	F
Non-CMAs	9.0	6.5	2.5	4.6	3.8	0.8	11.5	9.5	2.0
Urban centres	9.5	7.2	2.3	4.8	4.1	0.7	11.9	10.3	1.6

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
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1994	6.9	4.4	2.5	4.4	2.8	1.6	10.9	7.1	3.9
1995	6.8	4.4	2.4	4.4	2.8	1.5	10.9	7.1	3.8
1996	7.1	4.6	2.6	4.5	2.9	1.6	11.2	7.2	4.0
1997	6.9	5.4	1.5	3.9	3.3	0.6	9.8	8.4	1.4
1998	6.8	5.4	1.4	3.9	3.4	0.6	9.9	8.5	1.4
1999	7.4	5.8	1.6	4.2	3.6	0.6	10.5	9.0	1.5
2000	7.8	6.1	1.7	4.1	3.4	0.6	10.2	8.6	1.6
2001	8.3	6.5	1.8	4.3	3.6	0.7	10.8	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	4.7	3.9	0.8	11.6	9.7	2.0
2004	9.4	7.1	2.2	4.8	4.0	0.8	12.0	10.0	2.0
<b>Males</b>									
1994	5.0	3.7	1.3	2.8	2.3	0.4	6.9	5.8	1.1
1995	4.8	3.7	1.1	2.8	2.4	0.4	7.0	6.0	0.9
1996	5.0	3.8	1.2	2.9	2.4	0.4	7.1	6.1	1.1
1997	5.4	4.2	1.2	3.0	2.6	0.4	7.5	6.5	1.0
1998	5.7	4.5	1.2	3.3	2.9	0.4	8.3	7.1	1.1
1999	6.1	4.8	1.3	3.4	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	9.8	7.8	1.9
<b>Females <sup>2</sup></b>									
1994	8.7	5.1	3.6	6.0	3.3	2.7	14.9	8.3	6.6
1995	8.6	5.0	3.6	5.9	3.2	2.7	14.8	8.1	6.7
1996	9.1	5.3	3.8	6.0	3.3	2.7	15.1	8.3	6.8
1997	8.3	6.5	1.8	4.8	4.1	0.7	11.9	10.2	1.8
1998	7.8	6.3	1.5	4.5	3.9	0.7	11.3	9.7	1.7
1999	8.5	6.6	1.8	4.9	4.1	0.7	12.1	10.4	1.8
2000	8.9	7.0	1.9	4.8	4.0	0.8	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	13.2	11.0	2.2
2004	10.6	8.2	2.4	5.5	4.7	0.8	13.8	11.8	2.0

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	3.3	2.1	3.4	2.2	1.2	8.5	5.6	2.9
1995	5.5	3.3	2.2	3.4	2.2	1.2	8.6	5.5	3.1
1996	5.2	3.2	2.1	3.2	2.1	1.2	8.1	5.1	3.0
1997	5.1	3.7	1.4	2.7	2.2	0.5	6.7	5.6	1.1
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
<b>Males</b>									
1994	4.2	3.1	1.1	2.5	2.1	0.3	6.2	5.3	0.9
1995	4.2	3.1	1.2	2.5	2.1	0.4	6.1	5.2	0.9
1996	4.0	2.8	1.1	2.3	1.9	0.3	5.6	4.8	0.9
1997	4.4	3.2	1.2	2.4	2.0	0.4	6.0	5.0	0.9
1998	4.7	3.5	1.2	2.6	2.2	0.4	6.5	5.5	1.0
1999	5.0	3.7	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
<b>Females <sup>1</sup></b>									
1994	7.4	3.7	3.6	5.0	2.4	2.6	12.5	6.1	6.5
1995	7.5	3.8	3.7	5.1	2.4	2.7	12.8	6.0	6.7
1996	7.2	3.7	3.6	4.9	2.3	2.6	12.2	5.7	6.5
1997	6.1	4.4	1.6	3.2	2.6	0.6	8.0	6.5	1.5
1998	6.3	4.6	1.7	3.3	2.8	0.6	8.4	6.9	1.4
1999	6.6	4.8	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	7.7	5.7	2.0	3.5	2.9	0.7	8.8	7.1	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

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
	percentage						days		
<b>Job status</b>									
<b>Permanent</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.5	4.1	1.4	3.0	2.5	0.5	7.5	6.3	1.2
1998	5.7	4.3	1.4	3.2	2.7	0.5	7.9	6.7	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	9.4	7.7	1.7
2004	7.8	5.6	2.1	3.8	3.1	0.7	9.4	7.7	1.7
<b>Males</b>									
1997	4.6	3.4	1.2	2.5	2.2	0.4	6.4	5.4	0.9
1998	4.9	3.7	1.2	2.8	2.4	0.4	6.9	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	7.1	6.0	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	0.7	8.1	6.5	1.6
<b>Females <sup>1</sup></b>									
1997	6.8	5.1	1.7	3.7	3.1	0.6	9.3	7.8	1.5
1998	6.8	5.2	1.6	3.8	3.2	0.6	9.4	7.9	1.5
1999	7.2	5.5	1.8	3.9	3.3	0.6	9.7	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	9.0	6.7	2.3	4.4	3.6	0.8	10.9	9.0	1.9
2004	9.1	6.8	2.3	4.5	3.7	0.7	11.1	9.3	1.8
<b>Non-permanent</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.5	3.1	1.4	2.2	1.7	0.5	5.4	4.2	1.2
1998	4.9	3.4	1.4	2.4	1.9	0.5	6.0	4.8	1.2
1999	4.9	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
<b>Males</b>									
1997	4.0	2.8	1.2	2.0	1.6	0.4	5.0	4.0	1.0
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	6.0	4.2	1.8	3.0	2.3	0.6	7.4	5.8	1.5
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
<b>Females <sup>1</sup></b>									
1997	5.3	3.6	1.7	2.4	1.8	0.6	6.0	4.5	1.5
1998	5.5	3.9	1.6	2.6	2.0	0.6	6.4	5.0	1.4
1999	5.7	4.1	1.6	2.8	2.1	0.6	6.9	5.3	1.6
2000	6.3	4.6	1.7	2.7	2.2	0.6	6.8	5.4	1.4
2001	7.3	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

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
	percentage						days		
<b>Union coverage</b>									
<b>Unionized</b>									
<b>Both sexes <sup>1</sup></b>									
1997	7.0	5.6	1.4	4.3	3.7	0.5	10.7	9.4	1.3
1998	7.2	5.9	1.3	4.5	4.0	0.5	11.3	10.0	1.3
1999	7.7	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	13.0	11.0	1.9
2004	9.5	7.4	2.1	5.2	4.5	0.8	13.1	11.1	1.9
<b>Males</b>									
1997	5.7	4.6	1.2	3.5	3.1	0.4	8.8	7.8	1.0
1998	6.2	5.0	1.2	3.9	3.5	0.4	9.7	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	1.8	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
<b>Females <sup>1</sup></b>									
1997	9.0	7.2	1.8	5.5	4.8	0.7	13.7	11.9	1.8
1998	8.7	7.2	1.6	5.5	4.8	0.7	13.7	12.0	1.7
1999	9.3	7.5	1.8	5.5	4.8	0.7	13.8	12.0	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	8.9	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
<b>Non-unionized</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.6	3.2	1.4	2.2	1.8	0.4	5.6	4.5	1.1
1998	4.8	3.4	1.4	2.4	1.9	0.5	6.0	4.8	1.2
1999	5.1	3.6	1.5	2.5	2.0	0.5	6.3	5.1	1.2
2000	5.5	4.0	1.5	2.6	2.1	0.5	6.4	5.2	1.2
2001	6.3	4.4	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
<b>Males</b>									
1997	3.9	2.7	1.2	1.9	1.6	0.4	4.8	3.9	0.9
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	5.1	1.5
2004	5.8	3.8	2.0	2.6	1.9	0.6	6.4	4.9	1.5
<b>Females <sup>1</sup></b>									
1997	5.5	3.9	1.6	2.7	2.1	0.6	6.7	5.3	1.4
1998	5.7	4.1	1.7	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	2.8	0.7	8.7	6.9	1.8

1. Data beginning in 1997 exclude maternity leave.

Table 2-1

Absence rates for full-time employees by industry, sector and sex — Both sexes, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>9.4</b>	<b>7.1</b>	<b>2.2</b>	<b>4.8</b>	<b>4.0</b>	<b>0.8</b>	<b>12.0</b>	<b>10.0</b>	<b>2.0</b>
<b>Private sector</b> <sup>3</sup>	<b>7.1</b>	<b>5.0</b>	<b>2.1</b>	<b>3.4</b>	<b>2.7</b>	<b>0.7</b>	<b>8.4</b>	<b>6.8</b>	<b>1.7</b>
<b>Goods-producing industries</b>	<b>7.5</b>	<b>5.2</b>	<b>2.3</b>	<b>3.7</b>	<b>3.0</b>	<b>0.7</b>	<b>9.1</b>	<b>7.4</b>	<b>1.7</b>
Primary	5.8	3.9	1.9	3.2	2.4	0.7	7.9	6.1	1.8
Agriculture	6.4	4.0	2.4	2.7	2.0	0.7	6.8	5.1	1.8
Other primary industries	5.5	3.8	1.7	3.3	2.6	0.7	8.3	6.5	1.8
Utilities	7.9	5.8	2.1	4.1	3.5	0.6	10.2	8.8	1.5
Construction	6.2	3.9	2.3	2.9	2.1	0.8	7.2	5.3	1.9
Manufacturing	8.1	5.8	2.3	3.9	3.3	0.7	9.9	8.2	1.7
Durable goods <sup>4</sup>	8.3	5.8	2.5	3.9	3.2	0.7	9.9	8.1	1.8
Non-Durable goods <sup>5</sup>	7.8	5.8	2.0	4.0	3.3	0.6	9.9	8.3	1.6
<b>Service-producing</b>	<b>7.7</b>	<b>5.6</b>	<b>2.1</b>	<b>3.7</b>	<b>3.0</b>	<b>0.7</b>	<b>9.2</b>	<b>7.5</b>	<b>1.7</b>
Trade	6.7	4.7	2.0	3.0	2.4	0.6	7.6	6.0	1.6
Wholesale trade	6.5	4.2	2.3	2.8	2.0	0.7	6.9	5.1	1.8
Retail trade	6.7	4.9	1.8	3.2	2.6	0.6	8.0	6.4	1.5
Transportation and warehousing	7.6	5.7	2.0	4.4	3.7	0.7	11.1	9.3	1.8
Finance, insurance, real estate and leasing	6.9	5.1	1.8	3.1	2.6	0.5	7.8	6.5	1.3
Finance and insurance	7.3	5.5	1.8	3.3	2.8	0.6	8.3	6.9	1.4
Real estate and leasing	5.3	3.5	1.8	2.4	2.0	0.4	6.0	4.9	1.1
Professional, scientific and technical services	6.4	4.2	2.2	2.2	1.6	0.6	5.6	4.1	1.5
Business, building and other support services	8.5	6.3	2.2	3.8	3.2	0.7	9.6	7.9	1.7
Educational services	7.7	5.7	2.1	3.5	2.8	0.8	8.8	6.9	1.9
Health care and social assistance	10.1	8.2	1.9	5.8	5.0	0.8	14.4	12.5	1.9
Information, culture and recreation	6.8	4.8	2.0	3.1	2.5	0.7	7.8	6.1	1.7
Accommodation and food services	6.4	4.4	1.9	3.2	2.4	0.7	7.9	6.1	1.8
Other services	7.1	4.9	2.2	3.0	2.4	0.6	7.6	6.1	1.5
Public administration	9.5	6.8	2.6	4.3	3.5	0.9	10.9	8.6	2.2
Federal administration	11.6	8.2	3.4	5.2	4.0	1.2	13.1	10.1	3.0
Provincial administration	8.9	6.8	2.0	3.9	3.3	0.7	9.9	8.2	1.7
Local and other administration	7.3	5.1	2.2	3.6	2.9	0.7	9.0	7.2	1.8

1. Excluding maternity leave

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

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

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

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

Table 2-2

Absence rates for full-time employees by industry, sector and sex — Males, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>7.8</b>	<b>5.7</b>	<b>2.1</b>	<b>3.9</b>	<b>3.1</b>	<b>0.8</b>	<b>9.8</b>	<b>7.8</b>	<b>1.9</b>
<b>Private sector</b> <sup>3</sup>	<b>6.4</b>	<b>4.4</b>	<b>2.0</b>	<b>3.1</b>	<b>2.4</b>	<b>0.6</b>	<b>7.7</b>	<b>6.1</b>	<b>1.6</b>
<b>Goods-producing industries</b>	<b>6.9</b>	<b>4.8</b>	<b>2.1</b>	<b>3.4</b>	<b>2.8</b>	<b>0.7</b>	<b>8.6</b>	<b>6.9</b>	<b>1.7</b>
Primary	5.1	3.6	1.5	3.1	2.4	0.6	7.6	6.0	1.6
Agriculture	5.1	3.4	F	2.2	1.7	F	5.4	4.3	F
Other primary industries	5.1	3.7	1.4	3.3	2.6	0.7	8.3	6.6	1.7
Utilities	6.8	5.0	1.8	3.4	2.9	0.5	8.5	7.2	1.3
Construction	6.0	3.8	2.2	2.9	2.1	0.7	7.2	5.4	1.9
Manufacturing	7.5	5.3	2.2	3.7	3.0	0.7	9.2	7.6	1.7
Durable goods <sup>4</sup>	7.9	5.4	2.5	3.8	3.1	0.7	9.6	7.9	1.7
Non-Durable goods <sup>5</sup>	6.7	5.0	1.7	3.4	2.8	0.6	8.6	7.1	1.5
<b>Service-producing</b>	<b>6.5</b>	<b>4.6</b>	<b>1.9</b>	<b>3.1</b>	<b>2.4</b>	<b>0.6</b>	<b>7.7</b>	<b>6.1</b>	<b>1.6</b>
Trade	6.2	4.3	1.9	2.8	2.2	0.6	7.1	5.6	1.5
Wholesale trade	6.2	4.0	2.2	2.8	2.1	0.7	7.1	5.3	1.8
Retail trade	6.2	4.5	1.7	2.9	2.3	0.5	7.1	5.8	1.4
Transportation and warehousing	6.9	5.1	1.8	4.1	3.5	0.6	10.4	8.8	1.6
Finance, insurance, real estate and leasing	5.2	3.4	1.8	2.1	1.7	0.4	5.3	4.2	1.1
Finance and insurance	5.5	3.7	1.8	2.2	1.7	0.5	5.5	4.3	1.2
Real estate and leasing	4.5	2.8	F	1.9	1.6	F	4.8	3.9	F
Professional, scientific and technical services	5.8	3.7	2.2	2.0	1.5	0.6	5.1	3.7	1.4
Business, building and other support services	7.0	5.0	2.0	2.9	2.4	0.6	7.4	6.0	1.4
Educational services	6.5	4.7	1.8	2.9	2.2	0.7	7.3	5.5	1.8
Health care and social assistance	8.1	6.2	1.9	4.5	3.6	0.8	11.1	9.1	2.0
Information, culture and recreation	5.8	4.1	1.7	2.5	2.0	0.5	6.3	5.0	1.3
Accommodation and food services	4.8	3.2	1.6	2.5	1.8	0.7	6.3	4.5	1.8
Other services	6.5	4.4	2.1	2.8	2.3	0.6	7.0	5.6	1.4
Public administration	8.2	5.9	2.3	4.0	3.1	0.9	9.9	7.7	2.1
Federal administration	10.0	6.8	3.3	4.4	3.3	1.1	11.1	8.3	2.8
Provincial administration	7.7	5.9	1.8	3.5	2.8	0.7	8.8	7.0	1.8
Local and other administration	6.8	5.1	1.7	3.7	3.1	0.7	9.4	7.7	1.7

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, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Public sector</b> <sup>2</sup>	<b>10.6</b>	<b>8.2</b>	<b>2.4</b>	<b>5.5</b>	<b>4.7</b>	<b>0.8</b>	<b>13.8</b>	<b>11.8</b>	<b>2.0</b>
<b>Private sector</b> <sup>3</sup>	<b>8.2</b>	<b>6.0</b>	<b>2.3</b>	<b>3.8</b>	<b>3.1</b>	<b>0.7</b>	<b>9.6</b>	<b>7.8</b>	<b>1.8</b>
<b>Goods-producing industries</b>	<b>9.5</b>	<b>6.7</b>	<b>2.8</b>	<b>4.5</b>	<b>3.7</b>	<b>0.7</b>	<b>11.1</b>	<b>9.3</b>	<b>1.9</b>
Primary	8.4	4.9	3.5	3.7	2.6	1.1	9.2	6.4	2.8
Agriculture	9.0	F	F	4.1	F	F	10.2	F	F
Other primary industries	7.9	4.6	F	3.3	2.4	F	8.4	5.9	F
Utilities	11.0	8.2	F	6.1	5.4	F	15.4	13.5	F
Construction	8.2	4.6	3.5	2.7	1.8	0.9	6.8	4.4	2.4
Manufacturing	9.7	7.1	2.6	4.6	4.0	0.7	11.6	9.9	1.7
Durable goods <sup>4</sup>	9.7	7.0	2.7	4.3	3.6	0.7	10.8	9.0	1.8
Non-Durable goods <sup>5</sup>	9.7	7.1	2.6	4.9	4.3	0.7	12.3	10.6	1.6
<b>Service-producing</b>	<b>8.8</b>	<b>6.6</b>	<b>2.2</b>	<b>4.3</b>	<b>3.6</b>	<b>0.7</b>	<b>10.8</b>	<b>8.9</b>	<b>1.9</b>
Trade	7.3	5.2	2.1	3.3	2.7	0.7	8.4	6.7	1.7
Wholesale trade	7.2	4.6	2.5	2.5	1.9	0.6	6.3	4.7	1.6
Retail trade	7.3	5.4	2.0	3.6	2.9	0.7	8.9	7.2	1.7
Transportation and warehousing	9.9	7.4	2.5	5.5	4.5	1.0	13.7	11.3	2.4
Finance, insurance, real estate and leasing	8.0	6.2	1.9	3.8	3.2	0.6	9.6	8.1	1.5
Finance and insurance	8.3	6.5	1.8	4.0	3.4	0.6	9.9	8.4	1.5
Real estate and leasing	6.4	4.4	F	3.0	2.5	F	7.6	6.3	F
Professional, scientific and technical services	7.1	5.0	2.2	2.5	1.9	0.6	6.3	4.7	1.5
Business, building and other support services	10.3	7.9	2.5	5.0	4.2	0.8	12.6	10.5	2.1
Educational services	8.5	6.2	2.3	3.9	3.1	0.8	9.8	7.8	1.9
Health care and social assistance	10.6	8.6	1.9	6.1	5.3	0.7	15.2	13.3	1.8
Information, culture and recreation	7.9	5.5	2.4	3.9	3.0	0.9	9.6	7.4	2.2
Accommodation and food services	7.5	5.3	2.1	3.7	2.9	0.7	9.1	7.3	1.8
Other services	7.8	5.4	2.4	3.3	2.6	0.7	8.2	6.6	1.6
Public administration	10.9	7.9	3.1	4.8	3.9	0.9	12.1	9.7	2.4
Federal administration	13.1	9.5	3.6	6.0	4.8	1.2	15.0	11.9	3.1
Provincial administration	10.0	7.6	2.3	4.3	3.7	0.6	10.8	9.3	1.6
Local and other administration	8.3	5.1	3.2	3.3	2.5	0.8	8.2	6.1	2.1

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, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
Management	5.3	3.3	1.9	2.1	1.5	0.6	5.3	3.8	1.5
Business, finance and administrative	8.4	6.0	2.4	3.6	2.9	0.7	9.0	7.3	1.7
Business professionals	6.5	4.5	2.0	2.6	2.0	0.6	6.6	5.0	1.5
Administrative	8.3	5.7	2.6	3.2	2.6	0.7	8.1	6.4	1.7
Clerical	8.9	6.5	2.4	4.0	3.3	0.7	10.0	8.3	1.8
Natural and applied sciences	6.7	4.6	2.2	2.5	1.9	0.6	6.3	4.8	1.5
Health	9.8	8.2	1.7	6.0	5.3	0.7	15.0	13.2	1.8
Health professional	7.8	6.1	F	3.7	3.3	F	9.3	8.2	F
Nursing	11.6	9.7	1.9	7.5	6.6	0.9	18.7	16.5	2.3
Technical occupations in health	7.8	6.6	1.2	4.9	4.3	0.5	12.1	10.8	1.4
Support staff in health	10.4	8.6	1.8	6.2	5.5	0.7	15.6	13.8	1.8
Social and public service	8.4	6.2	2.2	3.9	3.0	0.8	9.7	7.6	2.1
Legal, social and religious workers	9.6	7.1	2.5	4.5	3.5	0.9	11.2	8.9	2.3
Teachers and professors	7.2	5.4	1.8	3.3	2.6	0.7	8.3	6.4	1.9
Secondary and elementary teachers	8.1	6.2	1.9	3.7	2.9	0.8	9.2	7.1	2.1
Other teachers and professors	5.2	3.6	1.6	2.6	2.0	0.6	6.4	4.9	1.4
Culture and recreation	7.0	4.9	2.1	3.0	2.2	0.7	7.5	5.6	1.9
Sales and service	6.9	5.1	1.8	3.5	2.9	0.7	8.8	7.2	1.6
Wholesale	5.5	3.5	2.0	2.2	1.6	0.6	5.5	4.0	1.5
Retail	6.5	4.7	1.8	3.1	2.5	0.7	7.8	6.1	1.7
Food and beverage	5.8	4.2	1.7	3.0	2.4	0.7	7.5	5.9	1.7
Protective services	6.6	4.9	1.7	3.8	2.9	0.8	9.4	7.4	2.0
Childcare and home support	9.2	7.2	2.0	4.5	3.7	0.8	11.3	9.3	2.0
Travel and accommodation	8.3	6.5	1.8	4.5	3.9	0.6	11.3	9.7	1.6
Trades, transport and equipment operators	7.4	5.2	2.2	3.9	3.2	0.7	9.7	8.0	1.7
Contractors and supervisors	5.6	3.6	2.0	2.5	1.8	0.7	6.3	4.5	1.8
Construction trades	6.9	4.7	2.2	3.7	2.9	0.8	9.4	7.3	2.1
Other trades	7.4	5.2	2.2	3.6	3.0	0.6	9.1	7.6	1.5
Transportation equipment operators	7.3	5.4	1.9	4.4	3.8	0.7	11.1	9.4	1.7
Helpers and labourers	8.6	6.2	2.3	4.3	3.6	0.7	10.8	8.9	1.9
Occupations unique to primary industry	6.2	4.2	2.0	3.2	2.6	0.6	8.0	6.4	1.6
Occupations unique to production	9.5	6.9	2.6	5.0	4.2	0.8	12.6	10.5	2.1
Machine operators and assemblers	9.3	6.7	2.6	4.8	4.0	0.8	12.1	10.1	2.0
Labourers	10.5	8.1	2.4	6.1	5.0	1.0	15.1	12.5	2.6

1. Excluding maternity leave

Table 3-2

Absence rates for full-time employees by occupation and sex — Males, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
Management	4.5	2.7	1.8	1.6	1.2	0.5	4.1	3.0	1.1
Business, finance and administrative	7.1	5.1	2.0	3.2	2.6	0.6	8.0	6.4	1.6
Business professionals	5.4	3.5	1.9	2.3	1.6	0.7	5.7	3.9	1.8
Administrative	6.1	3.9	2.2	2.4	1.8	0.7	6.1	4.4	1.7
Clerical	7.9	5.9	1.9	3.7	3.1	0.6	9.2	7.8	1.5
Natural and applied sciences	6.4	4.3	2.1	2.4	1.8	0.6	6.0	4.5	1.5
Health	7.2	5.3	1.9	4.1	3.2	0.8	10.2	8.1	2.1
Health professional	F	F	F	F	F	F	F	F	F
Nursing	F	F	F	F	F	F	F	F	F
Technical occupations in health	6.9	5.5	F	4.0	3.3	F	10.1	8.2	F
Support staff in health	11.3	8.9	F	7.2	6.1	F	18.0	15.3	F
Social and public service	6.3	4.4	1.9	2.8	2.0	0.8	7.0	5.1	1.9
Legal, social and religious workers	7.0	5.0	2.0	3.3	2.5	0.8	8.3	6.3	2.0
Teachers and professors	5.7	3.9	1.8	2.4	1.7	0.7	6.1	4.2	1.8
Secondary and elementary teachers	6.3	4.4	1.9	2.5	1.7	0.8	6.2	4.2	2.0
Other teachers and professors	4.9	3.3	F	2.4	1.7	F	5.9	4.3	F
Culture and recreation	5.9	3.8	2.1	2.4	1.7	0.7	6.1	4.2	1.8
Sales and service	5.7	4.1	1.6	2.8	2.2	0.6	7.1	5.6	1.5
Wholesale	4.5	2.7	1.8	1.8	1.3	0.5	4.4	3.2	1.3
Retail	5.4	3.6	1.7	2.4	1.8	0.6	6.1	4.5	1.6
Food and beverage	4.8	3.0	1.8	2.3	1.5	0.8	5.8	3.8	2.0
Protective services	5.6	3.9	1.7	3.2	2.4	0.8	8.0	5.9	2.1
Childcare and home support	F	F	F	F	F	F	F	F	F
Travel and accommodation	6.9	5.5	1.4	3.7	3.3	0.5	9.3	8.2	1.2
Trades, transport and equipment operators	7.1	5.0	2.1	3.8	3.1	0.7	9.4	7.7	1.7
Contractors and supervisors	5.4	3.4	2.0	2.5	1.8	0.7	6.3	4.5	1.8
Construction trades	6.8	4.6	2.2	3.7	2.9	0.8	9.3	7.3	2.1
Other trades	7.2	5.0	2.2	3.5	2.9	0.6	8.7	7.2	1.5
Transportation equipment operators	7.1	5.2	1.9	4.3	3.6	0.7	10.8	9.0	1.7
Helpers and labourers	8.2	5.9	2.3	4.1	3.4	0.7	10.2	8.4	1.9
Occupations unique to primary industry	5.8	4.1	1.7	3.1	2.6	0.5	7.8	6.4	1.3
Occupations unique to production	8.7	6.3	2.5	4.6	3.8	0.8	11.6	9.4	2.1
Machine operators and assemblers	8.6	6.1	2.5	4.4	3.6	0.8	11.1	9.1	2.0
Labourers	9.5	7.2	2.3	5.6	4.5	1.1	13.9	11.3	2.6

1. Excluding maternity leave

Table 3-3

Absence rates for full-time employees by occupation and sex — Females, 2004<sup>1</sup>

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage			percentage			days		
Management	6.6	4.4	2.2	2.9	2.1	0.8	7.3	5.3	2.0
Business, finance and administrative	8.9	6.4	2.5	3.8	3.1	0.7	9.5	7.7	1.8
Business professionals	7.2	5.2	2.1	2.9	2.4	0.5	7.3	5.9	1.4
Administrative	8.8	6.1	2.7	3.4	2.7	0.7	8.6	6.9	1.7
Clerical	9.3	6.7	2.6	4.2	3.4	0.8	10.4	8.5	1.9
Natural and applied sciences	8.0	5.5	2.5	3.1	2.4	0.7	7.7	6.0	1.7
Health	10.4	8.8	1.6	6.4	5.7	0.7	16.0	14.3	1.7
Health professional	10.2	8.2	F	5.0	4.6	F	12.6	11.4	F
Nursing	12.0	10.2	1.8	7.9	7.0	0.9	19.6	17.5	2.2
Technical occupations in health	8.1	6.9	F	5.1	4.7	F	12.8	11.7	F
Support staff in health	10.2	8.5	1.7	6.1	5.4	0.7	15.2	13.6	1.7
Social and public service	9.5	7.1	2.3	4.5	3.6	0.9	11.1	9.0	2.2
Legal, social and religious workers	10.8	8.0	2.8	5.0	4.0	1.0	12.6	10.1	2.5
Teachers and professors	8.2	6.3	1.9	3.9	3.1	0.8	9.7	7.8	1.9
Secondary and elementary teachers	8.9	7.0	1.9	4.2	3.4	0.8	10.5	8.5	2.1
Other teachers and professors	5.6	4.0	F	2.8	2.3	F	7.0	5.8	F
Culture and recreation	8.0	5.8	2.2	3.5	2.8	0.8	8.8	6.9	1.9
Sales and service	8.2	6.2	2.0	4.3	3.6	0.7	10.7	8.9	1.8
Wholesale	7.2	4.9	2.4	3.0	2.3	0.8	7.6	5.7	1.9
Retail	7.4	5.5	1.9	3.7	3.0	0.7	9.2	7.4	1.8
Food and beverage	6.6	5.0	1.6	3.6	3.0	0.5	8.9	7.6	1.4
Protective services	11.2	9.6	F	6.6	5.8	F	16.4	14.6	F
Childcare and home support	9.2	7.1	2.1	4.6	3.7	0.8	11.5	9.4	2.1
Travel and accommodation	9.7	7.5	2.2	5.3	4.5	0.8	13.2	11.2	2.0
Trades, transport and equipment operators	11.6	9.0	2.6	6.2	5.5	0.7	15.6	13.9	1.8
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	13.2	10.3	F	6.8	6.2	F	17.0	15.4	F
Transportation equipment operators	10.0	8.1	F	7.1	6.5	F	17.8	16.2	F
Helpers and labourers	11.7	9.1	F	6.0	5.3	F	15.0	13.1	F
Occupations unique to primary industry	8.3	4.6	F	3.7	2.5	F	9.3	6.3	F
Occupations unique to production	11.1	8.4	2.8	6.0	5.2	0.8	15.0	12.9	2.1
Machine operators and assemblers	10.9	8.0	2.8	5.7	5.0	0.8	14.4	12.4	2.0
Labourers	12.2	9.7	2.5	6.9	5.9	1.0	17.3	14.7	2.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	3.7	1.7	3.4	2.6	0.8	8.5	6.5	2.0
1995	5.5	3.7	1.8	3.4	2.5	0.9	8.5	6.3	2.2
1996	5.3	3.5	1.8	3.3	2.4	0.9	8.3	6.1	2.2
1997	5.2	3.8	1.4	2.9	2.5	0.4	7.3	6.2	1.0
1998	5.7	4.2	1.5	3.2	2.8	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	1.8	3.4	2.9	0.6	8.5	7.1	1.4
2002	7.6	5.4	2.1	3.7	3.0	0.7	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
<b>Males</b>									
1994	4.8	3.6	1.2	2.9	2.6	0.4	7.4	6.4	0.9
1995	4.7	3.5	1.3	2.8	2.4	0.4	7.1	6.1	1.0
1996	4.6	3.3	1.2	2.7	2.3	0.4	6.8	5.8	0.9
1997	4.7	3.5	1.3	2.6	2.3	0.4	6.6	5.6	0.9
1998	5.2	3.9	1.3	3.0	2.6	0.4	7.5	6.4	1.1
1999	5.7	4.3	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
<b>Females <sup>1</sup></b>									
1994	7.5	4.1	3.5	5.1	2.8	2.3	12.7	6.9	5.8
1995	8.1	4.3	3.8	5.5	2.8	2.7	13.7	7.0	6.7
1996	7.9	4.2	3.7	5.5	2.8	2.7	13.8	7.1	6.8
1997	6.8	5.0	1.8	3.9	3.3	0.6	9.7	8.3	1.4
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	1.2
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	9.5	7.9	1.6
2002	9.2	6.6	2.6	4.2	3.5	0.7	10.6	8.7	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	4.5	3.7	0.7	11.1	9.3	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.2	3.0	1.3	2.5	2.0	0.5	6.2	5.0	1.2
1995	4.7	3.2	1.5	2.9	2.2	0.6	7.1	5.5	1.6
1996	4.3	3.0	1.3	2.7	2.1	0.6	6.7	5.2	1.5
1997	4.4	3.1	1.3	2.5	2.1	0.4	6.4	5.3	1.1
1998	4.7	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	1.9	3.3	2.5	0.8	8.2	6.3	2.0
2003	5.9	4.0	1.9	3.2	2.5	0.7	8.0	6.3	1.6
2004	5.8	3.9	1.9	3.2	2.4	0.7	7.9	6.1	1.8
<b>Males</b>									
1994	4.0	2.9	1.1	2.5	2.1	0.4	6.3	5.3	1.0
1995	4.4	3.3	1.1	2.6	2.3	0.4	6.6	5.6	1.0
1996	3.8	2.8	1.0	2.4	2.0	0.3	6.0	5.1	0.9
1997	4.0	2.9	1.1	2.4	2.0	0.4	5.9	5.0	0.9
1998	4.4	3.3	1.1	2.5	2.2	0.4	6.4	5.4	1.0
1999	4.8	3.7	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	5.7	4.0	1.6	3.4	2.7	0.7	8.6	6.9	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
<b>Females <sup>1</sup></b>									
1994	5.0	3.0	F	2.5	1.5	F	6.2	3.8	F
1995	6.0	3.0	3.1	3.9	1.9	2.0	9.7	4.8	4.9
1996	6.3	3.7	2.6	4.0	2.2	1.8	10.0	5.4	4.5
1997	6.0	4.1	F	3.5	2.7	F	8.8	6.7	F
1998	6.1	4.2	F	3.3	2.6	F	8.2	6.6	F
1999	6.0	4.3	F	2.8	2.3	F	6.9	5.7	F
2000	6.4	4.0	2.4	2.6	1.9	0.8	6.6	4.7	2.0
2001	7.5	5.1	F	3.2	2.6	F	8.1	6.5	F
2002	7.3	5.0	F	3.3	2.6	F	8.3	6.5	F
2003	8.0	5.3	2.7	3.1	2.3	0.8	7.7	5.8	1.9
2004	8.4	4.9	3.5	3.7	2.6	1.1	9.2	6.4	2.8

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
	percentage						days		
<b>Both sexes 1</b>									
1994	3.7	2.2	F	1.9	1.4	F	4.9	3.5	F
1995	4.6	3.0	F	2.6	1.9	F	6.5	4.6	F
1996	3.6	2.1	F	1.9	1.3	F	4.9	3.2	F
1997	4.3	2.8	F	2.3	1.8	F	5.7	4.6	F
1998	4.6	3.1	F	2.3	1.9	F	5.9	4.7	F
1999	4.6	3.1	F	2.2	1.8	F	5.5	4.4	F
2000	5.6	3.6	2.1	2.6	1.9	0.7	6.5	4.8	1.8
2001	6.3	4.1	2.1	2.9	2.2	0.7	7.2	5.5	1.7
2002	6.4	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	6.3	4.6	1.7
2004	6.4	4.0	2.4	2.7	2.0	0.7	6.8	5.1	1.8
<b>Males</b>									
1994	3.4	F	F	1.7	F	F	4.2	F	F
1995	3.5	2.6	F	1.8	1.5	F	4.6	3.7	F
1996	2.7	F	F	1.4	F	F	3.5	F	F
1997	3.8	F	F	1.8	F	F	4.6	F	F
1998	3.9	2.6	F	1.9	1.5	F	4.6	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	5.3	3.4	F	2.5	1.9	F	6.3	4.6	F
2002	5.4	3.5	F	2.6	1.8	F	6.4	4.5	F
2003	5.4	3.1	F	2.4	1.8	F	6.1	4.4	F
2004	5.1	3.4	F	2.2	1.7	F	5.4	4.3	F
<b>Females 1</b>									
1994	F	F	F	F	F	F	F	F	F
1995	7.1	F	F	4.8	F	F	11.9	F	F
1996	6.0	F	F	3.5	F	F	8.7	F	F
1997	F	F	F	F	F	F	F	F	F
1998	6.2	F	F	3.6	F	F	9.1	F	F
1999	5.5	F	F	2.6	F	F	6.4	F	F
2000	7.1	F	F	3.0	F	F	7.5	F	F
2001	8.3	5.5	F	3.7	3.0	F	9.3	7.5	F
2002	8.4	5.9	F	4.4	3.5	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.4	3.3	1.2	2.7	2.3	0.5	6.9	5.7	1.2
1995	4.7	3.3	1.5	3.0	2.3	0.6	7.4	5.9	1.5
1996	4.6	3.3	1.3	3.0	2.4	0.6	7.4	6.0	1.4
1997	4.4	3.2	1.2	2.7	2.2	0.5	6.6	5.5	1.1
1998	4.8	3.7	1.2	2.8	2.4	0.4	7.1	6.0	1.1
1999	5.2	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	6.4	2.0
2003	5.8	4.1	1.7	3.5	2.8	0.7	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
<b>Males</b>									
1994	4.3	3.3	1.0	2.8	2.4	0.4	7.0	6.1	0.9
1995	4.7	3.5	1.2	2.9	2.5	0.4	7.3	6.3	1.0
1996	4.2	3.2	1.0	2.8	2.4	0.4	6.9	6.0	0.9
1997	4.1	3.0	1.0	2.5	2.1	0.4	6.3	5.4	1.0
1998	4.6	3.5	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	9.3	7.6	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
<b>Females <sup>1</sup></b>									
1994	5.6	F	F	2.4	F	F	5.9	F	F
1995	5.1	F	F	3.1	F	F	7.7	F	F
1996	6.6	F	F	4.4	F	F	11.0	F	F
1997	6.5	F	F	3.6	F	F	9.0	F	F
1998	6.1	F	F	3.0	F	F	7.5	F	F
1999	6.5	F	F	3.0	F	F	7.5	F	F
2000	5.7	F	F	2.3	F	F	5.8	F	F
2001	6.8	F	F	2.8	F	F	7.0	F	F
2002	6.3	F	F	2.3	F	F	5.8	F	F
2003	8.2	5.5	F	3.3	2.5	F	8.3	6.3	F
2004	7.9	4.6	F	3.3	2.4	F	8.4	5.9	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	3.7	1.6	2.9	2.0	0.8	7.2	5.1	2.1
1995	5.1	3.4	1.7	3.0	2.1	0.9	7.4	5.2	2.2
1996	5.5	3.3	2.2	3.0	1.8	1.2	7.4	4.5	2.9
1997	4.9	3.4	1.5	2.6	2.1	0.5	6.4	5.2	1.2
1998	5.5	4.0	1.6	2.7	2.2	0.4	6.7	5.6	1.1
1999	6.5	5.3	F	3.9	3.5	F	9.8	8.7	F
2000	6.7	4.8	2.0	3.2	2.5	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	2.6	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	8.8	1.5
<b>Males</b>									
1994	5.1	4.0	F	2.6	2.2	F	6.5	5.4	F
1995	4.5	3.4	F	2.3	2.1	F	5.9	5.2	F
1996	4.5	3.3	F	2.2	1.8	F	5.5	4.4	F
1997	4.3	2.9	F	2.3	2.0	F	5.7	4.9	F
1998	5.3	3.9	F	2.7	2.4	F	6.8	6.0	F
1999	6.8	5.4	F	4.0	3.5	F	10.0	8.8	F
2000	6.5	4.5	2.0	3.2	2.5	0.7	7.9	6.2	1.8
2001	6.0	4.6	F	3.1	2.6	F	7.8	6.5	F
2002	6.2	4.3	2.0	2.6	2.0	0.7	6.6	4.9	1.7
2003	7.4	5.6	1.8	3.7	3.1	0.6	9.4	7.8	1.6
2004	6.8	5.0	1.8	3.4	2.9	0.5	8.5	7.2	1.3
<b>Females <sup>1</sup></b>									
1994	5.9	F	F	3.6	F	F	9.0	F	F
1995	7.2	F	F	5.0	F	F	12.5	F	F
1996	8.4	F	F	5.5	F	F	13.7	F	F
1997	6.6	F	F	3.4	F	F	8.4	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	7.7	F	F	3.4	F	F	8.6	F	F
2001	7.5	6.1	F	3.2	2.9	F	8.1	7.2	F
2002	9.2	7.0	F	5.7	5.0	F	14.3	12.5	F
2003	11.4	8.9	F	5.1	4.4	F	12.7	11.0	F
2004	11.0	8.2	F	6.1	5.4	F	15.4	13.5	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.4	3.2	1.2	2.8	2.3	0.5	7.0	5.8	1.2
1995	4.8	3.2	1.6	3.1	2.4	0.7	7.7	5.9	1.8
1996	5.1	3.6	1.5	3.4	2.8	0.6	8.4	7.0	1.5
1997	4.4	3.1	1.3	2.5	2.1	0.4	6.2	5.2	1.1
1998	5.4	3.9	1.5	3.1	2.6	0.5	7.7	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	6.7	1.8
2004	6.2	3.9	2.3	2.9	2.1	0.8	7.2	5.3	1.9
<b>Males</b>									
1994	4.3	3.3	1.0	2.8	2.4	0.3	6.9	6.1	0.8
1995	4.5	3.3	1.2	2.9	2.5	0.4	7.1	6.1	1.0
1996	4.8	3.7	1.2	3.2	2.9	0.4	8.1	7.2	0.9
1997	4.4	3.1	1.2	2.5	2.1	0.4	6.3	5.3	1.0
1998	5.3	3.9	1.4	3.1	2.6	0.4	7.7	6.6	1.1
1999	5.6	4.0	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	8.5	7.0	1.5
2002	6.9	4.9	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
<b>Females <sup>1</sup></b>									
1994	5.3	F	F	3.1	F	F	7.8	F	F
1995	7.7	F	5.0	5.2	F	3.6	12.9	F	9.1
1996	7.4	F	4.6	5.0	F	3.2	12.4	F	8.0
1997	5.3	F	F	2.3	F	F	5.8	F	F
1998	6.2	3.8	F	3.1	2.4	F	7.7	6.1	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	7.0	5.3	F
2002	8.4	5.1	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	8.2	4.6	3.5	2.7	1.8	0.9	6.8	4.4	2.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.9	4.0	1.9	3.8	2.9	0.9	9.5	7.2	2.3
1995	5.8	3.9	2.0	3.7	2.7	1.0	9.1	6.7	2.5
1996	5.5	3.6	1.9	3.5	2.5	1.0	8.6	6.2	2.5
1997	5.5	4.1	1.4	3.1	2.7	0.4	7.7	6.7	1.0
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
<b>Males</b>									
1994	5.1	3.8	1.3	3.1	2.8	0.4	7.8	6.9	0.9
1995	4.9	3.6	1.3	2.9	2.5	0.4	7.3	6.3	1.0
1996	4.6	3.4	1.3	2.7	2.3	0.4	6.6	5.7	0.9
1997	5.0	3.7	1.3	2.7	2.4	0.4	6.9	5.9	0.9
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
<b>Females <sup>1</sup></b>									
1994	8.2	4.5	3.7	5.8	3.2	2.6	14.4	7.9	6.5
1995	8.4	4.6	3.8	5.7	3.1	2.6	14.4	7.7	6.6
1996	8.1	4.4	3.7	5.8	3.0	2.7	14.5	7.6	6.9
1997	7.0	5.3	1.7	4.1	3.6	0.5	10.2	8.9	1.3
1998	7.6	5.6	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	10.4	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	9.6	1.8
2004	9.7	7.1	2.6	4.6	4.0	0.7	11.6	9.9	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

	Incidence			Inactivity rate			Days lost per worker in year		
	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities	Total	Illness or disability	Personal or family responsibilities
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1994	5.8	4.0	1.8	3.6	2.8	0.7	8.9	7.1	1.8
1995	5.5	3.8	1.8	3.4	2.6	0.8	8.5	6.5	2.0
1996	5.5	3.7	1.8	3.3	2.5	0.8	8.4	6.3	2.1
1997	5.6	4.1	1.5	3.0	2.6	0.4	7.5	6.5	1.0
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	7.7	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	1.8
<b>Males</b>									
1994	5.2	4.0	1.3	3.2	2.9	0.4	8.1	7.2	0.9
1995	4.9	3.6	1.3	2.8	2.5	0.4	7.1	6.2	1.0
1996	4.8	3.5	1.3	2.8	2.4	0.4	6.9	5.9	1.0
1997	5.1	3.7	1.4	2.7	2.3	0.3	6.6	5.8	0.9
1998	5.6	4.1	1.5	3.1	2.7	0.5	7.8	6.7	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	2.5	3.8	3.1	0.7	9.6	7.9	1.7
<b>Females <sup>2</sup></b>									
1994	8.1	4.1	4.0	5.0	2.6	2.4	12.5	6.6	6.0
1995	8.2	4.6	3.5	5.6	3.2	2.4	14.1	8.0	6.1
1996	8.1	4.6	3.5	5.8	3.2	2.6	14.4	7.9	6.5
1997	7.6	5.6	2.0	4.4	3.8	0.6	10.9	9.5	1.4
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	10.1	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

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
	percentage						days		
<b>Both sexes <sup>2</sup></b>									
1994	6.1	4.0	2.1	4.1	2.9	1.2	10.3	7.3	3.0
1995	6.2	4.0	2.2	4.0	2.8	1.2	10.0	6.9	3.1
1996	5.6	3.5	2.1	3.6	2.4	1.2	9.0	6.0	3.0
1997	5.4	4.2	1.3	3.2	2.8	0.4	8.1	7.0	1.0
1998	6.0	4.5	1.5	3.5	3.1	0.5	8.8	7.6	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	7.6	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
<b>Males</b>									
1994	4.9	3.6	1.3	3.0	2.6	0.4	7.4	6.5	0.9
1995	4.9	3.6	1.3	3.0	2.6	0.4	7.5	6.5	1.0
1996	4.3	3.2	1.2	2.5	2.1	0.4	6.2	5.3	0.9
1997	4.9	3.7	1.2	2.9	2.5	0.4	7.3	6.3	1.0
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	8.0	7.1	0.9
2000	6.0	4.9	1.0	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
<b>Females <sup>2</sup></b>									
1994	8.3	4.7	3.6	6.3	3.5	2.7	15.7	8.9	6.8
1995	8.5	4.6	3.9	5.8	3.0	2.8	14.6	7.6	7.0
1996	8.0	4.2	3.8	5.8	2.9	2.9	14.5	7.4	7.1
1997	6.5	5.0	1.5	3.8	3.4	0.5	9.6	8.5	1.1
1998	7.6	5.7	1.9	4.3	3.7	0.6	10.7	9.3	1.4
1999	7.6	6.0	1.6	4.3	3.9	0.5	10.9	9.7	1.2
2000	8.1	6.2	1.9	4.3	3.7	0.6	10.6	9.2	1.5
2001	8.5	6.5	2.1	4.1	3.6	0.5	10.3	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	10.4	1.5
2004	9.7	7.1	2.6	4.9	4.3	0.7	12.3	10.6	1.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.0	3.6	2.4	3.8	2.3	1.5	9.4	5.7	3.7
1995	5.9	3.6	2.4	3.8	2.3	1.5	9.4	5.7	3.7
1996	5.8	3.5	2.4	3.6	2.1	1.5	9.0	5.4	3.6
1997	5.6	4.2	1.4	3.0	2.5	0.5	7.4	6.1	1.2
1998	5.6	4.3	1.3	3.0	2.6	0.5	7.6	6.4	1.2
1999	6.0	4.5	1.5	3.2	2.6	0.5	7.9	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
<b>Males</b>									
1994	4.1	2.9	1.1	2.3	1.9	0.4	5.7	4.8	0.9
1995	4.1	3.0	1.1	2.3	1.9	0.4	5.8	4.9	0.9
1996	3.9	2.8	1.1	2.1	1.8	0.4	5.3	4.4	0.9
1997	4.5	3.3	1.2	2.4	2.0	0.4	6.0	5.0	1.0
1998	4.6	3.5	1.1	2.5	2.1	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	1.8	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	7.7	6.1	1.6
<b>Females <sup>1</sup></b>									
1994	7.8	4.2	3.6	5.3	2.7	2.7	13.3	6.7	6.6
1995	7.7	4.1	3.6	5.3	2.6	2.7	13.3	6.6	6.7
1996	7.7	4.1	3.6	5.2	2.5	2.6	12.9	6.3	6.6
1997	6.7	5.0	1.7	3.6	2.9	0.6	8.9	7.3	1.6
1998	6.6	5.0	1.5	3.6	3.0	0.6	9.0	7.5	1.5
1999	7.1	5.3	1.8	3.8	3.2	0.7	9.6	7.9	1.6
2000	7.5	5.7	1.7	3.8	3.1	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.8	2.8	2.0	2.9	1.8	1.1	7.2	4.4	2.8
1995	5.3	3.1	2.3	3.3	1.9	1.4	8.3	4.9	3.4
1996	5.0	3.0	2.1	3.0	1.8	1.2	7.4	4.4	3.0
1997	4.8	3.4	1.4	2.4	2.0	0.4	5.9	4.9	1.0
1998	4.9	3.7	1.3	2.6	2.1	0.4	6.4	5.4	1.1
1999	5.2	3.8	1.5	2.7	2.2	0.5	6.6	5.4	1.2
2000	5.4	4.1	1.3	2.6	2.2	0.4	6.4	5.4	1.0
2001	6.4	4.8	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	4.9	1.8	3.2	2.7	0.6	8.1	6.6	1.4
2004	6.7	4.7	2.0	3.0	2.4	0.6	7.6	6.0	1.6
<b>Males</b>									
1994	3.6	2.6	1.1	1.8	1.6	0.3	4.6	3.9	0.7
1995	3.9	2.7	1.1	2.1	1.7	0.4	5.2	4.3	0.9
1996	3.5	2.5	1.0	1.8	1.5	0.3	4.4	3.7	0.8
1997	4.4	3.0	1.3	2.2	1.8	0.4	5.4	4.5	0.9
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	6.0	4.2	1.8	2.6	2.1	0.5	6.5	5.2	1.3
2003	6.1	4.5	1.7	2.9	2.4	0.5	7.3	6.0	1.3
2004	6.2	4.3	1.9	2.8	2.2	0.6	7.1	5.6	1.5
<b>Females <sup>1</sup></b>									
1994	6.4	3.2	3.2	4.3	2.0	2.3	10.9	5.1	5.8
1995	7.3	3.5	3.8	5.1	2.3	2.8	12.7	5.7	7.1
1996	7.2	3.6	3.6	4.8	2.2	2.6	12.1	5.5	6.6
1997	5.5	4.0	1.4	2.7	2.2	0.5	6.7	5.5	1.2
1998	6.0	4.5	1.5	3.2	2.6	0.5	7.9	6.6	1.4
1999	6.2	4.4	1.8	3.2	2.5	0.7	8.1	6.3	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	7.6	5.6	2.1	3.7	3.0	0.7	9.2	7.5	1.6
2004	7.3	5.2	2.1	3.3	2.7	0.7	8.4	6.7	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.6	2.6	2.0	2.4	1.5	1.0	6.1	3.7	2.4
1995	5.1	2.9	2.2	2.9	1.7	1.2	7.3	4.4	3.0
1996	4.8	2.9	1.9	2.6	1.6	1.0	6.5	4.0	2.5
1997	4.9	3.2	1.6	2.1	1.7	0.4	5.2	4.2	0.9
1998	5.0	3.6	1.3	2.4	2.0	0.4	6.1	5.1	1.0
1999	5.3	3.8	1.6	2.4	2.0	0.4	6.1	5.0	1.1
2000	5.3	3.8	1.5	2.3	1.9	0.4	5.7	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	2.4	1.9	0.6	6.1	4.6	1.5
2003	6.8	4.7	2.1	3.1	2.5	0.6	7.7	6.1	1.5
2004	6.5	4.2	2.3	2.8	2.0	0.7	6.9	5.1	1.8
<b>Males</b>									
1994	3.7	2.5	1.2	1.8	1.5	0.3	4.4	3.6	0.7
1995	3.8	2.5	1.2	1.9	1.5	0.3	4.6	3.8	0.9
1996	3.7	2.6	1.2	1.8	1.4	0.4	4.4	3.5	0.9
1997	4.2	2.7	1.5	1.9	1.5	0.4	4.6	3.7	0.9
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	4.4	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
<b>Females <sup>1</sup></b>									
1994	6.9	2.9	4.0	4.2	1.5	2.7	10.4	3.8	6.7
1995	7.8	3.6	4.3	5.4	2.3	3.2	13.6	5.7	7.9
1996	7.4	3.8	3.6	4.7	2.1	2.6	11.8	5.2	6.6
1997	6.4	4.6	1.8	2.6	2.2	0.4	6.5	5.5	1.1
1998	6.6	4.7	1.9	2.7	2.3	0.5	6.8	5.6	1.2
1999	6.8	4.7	2.1	3.0	2.4	0.5	7.4	6.1	1.3
2000	6.0	4.5	1.6	2.2	1.7	0.4	5.4	4.4	1.0
2001	8.0	5.3	2.6	3.1	2.3	0.8	7.7	5.7	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	8.1	6.3	1.7
2004	7.2	4.6	2.5	2.5	1.9	0.6	6.3	4.7	1.6

1. Data from 1987 to 1996 include maternity leave.

Table 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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	2.9	2.0	3.0	1.9	1.2	7.6	4.7	2.9
1995	5.4	3.2	2.3	3.5	2.0	1.4	8.6	5.1	3.6
1996	5.1	3.0	2.2	3.1	1.8	1.3	7.8	4.5	3.2
1997	4.8	3.5	1.3	2.5	2.1	0.4	6.2	5.1	1.1
1998	4.9	3.7	1.2	2.6	2.2	0.4	6.6	5.5	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	6.8	5.7	1.0
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	2.7	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
<b>Males</b>									
1994	3.6	2.6	1.0	1.9	1.6	0.3	4.7	4.0	0.7
1995	3.9	2.8	1.1	2.2	1.8	0.4	5.5	4.6	0.9
1996	3.4	2.5	0.9	1.8	1.5	0.3	4.5	3.8	0.7
1997	4.4	3.2	1.3	2.3	1.9	0.4	5.8	4.9	1.0
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	4.8	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	7.2	6.0	1.2
2004	6.2	4.5	1.7	2.9	2.3	0.5	7.1	5.8	1.4
<b>Females <sup>1</sup></b>									
1994	6.4	3.3	3.1	4.4	2.2	2.2	10.9	5.4	5.5
1995	7.2	3.5	3.6	5.0	2.3	2.7	12.5	5.6	6.9
1996	7.2	3.5	3.6	4.9	2.2	2.6	12.1	5.5	6.6
1997	5.3	3.9	1.3	2.7	2.2	0.5	6.7	5.5	1.2
1998	5.9	4.5	1.4	3.3	2.7	0.6	8.2	6.8	1.4
1999	6.0	4.3	1.7	3.3	2.6	0.7	8.2	6.4	1.8
2000	6.1	4.7	1.4	3.1	2.6	0.5	7.9	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	3.1	0.6	9.5	7.9	1.6
2004	7.3	5.4	2.0	3.6	2.9	0.7	8.9	7.2	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	3.8	1.6	3.9	3.0	0.9	9.7	7.4	2.3
1995	5.9	4.1	1.8	4.0	3.0	1.0	9.9	7.4	2.4
1996	5.1	3.5	1.6	3.4	2.6	0.8	8.5	6.4	2.1
1997	6.0	4.7	1.3	3.9	3.4	0.5	9.9	8.5	1.4
1998	5.7	4.4	1.3	3.8	3.2	0.5	9.4	8.1	1.3
1999	5.9	4.6	1.3	3.8	3.2	0.5	9.4	8.1	1.3
2000	6.7	5.2	1.4	4.1	3.6	0.5	10.3	9.0	1.3
2001	7.0	5.4	1.6	4.0	3.5	0.5	10.1	8.7	1.3
2002	7.2	5.4	1.7	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	5.7	2.0	4.4	3.7	0.7	11.1	9.3	1.8
<b>Males</b>									
1994	4.6	3.7	0.9	3.3	2.9	0.4	8.3	7.3	1.0
1995	4.8	3.8	1.1	3.2	2.8	0.4	7.9	7.0	0.9
1996	4.5	3.5	1.1	3.0	2.6	0.4	7.5	6.4	1.1
1997	5.5	4.4	1.1	3.8	3.3	0.5	9.4	8.2	1.2
1998	5.5	4.3	1.2	3.7	3.3	0.5	9.4	8.2	1.2
1999	5.6	4.5	1.2	3.8	3.3	0.5	9.4	8.2	1.2
2000	6.3	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	4.7	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
<b>Females <sup>1</sup></b>									
1994	8.9	4.5	4.3	6.4	3.2	3.2	15.9	7.9	8.0
1995	10.2	5.2	5.0	7.5	3.7	3.8	18.9	9.3	9.5
1996	7.5	3.8	3.7	5.2	2.5	2.7	13.0	6.3	6.7
1997	7.8	5.8	2.0	4.8	3.9	0.9	12.0	9.7	2.3
1998	6.4	4.8	1.6	3.9	3.2	0.7	9.6	7.9	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	3.6	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	13.7	11.3	2.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.0	3.2	2.8	3.9	2.0	1.8	9.7	5.1	4.6
1995	6.0	3.2	2.8	3.6	1.8	1.8	9.0	4.5	4.5
1996	5.8	3.0	2.7	3.5	1.8	1.7	8.8	4.4	4.4
1997	4.8	3.3	1.5	2.3	1.8	0.5	5.9	4.6	1.3
1998	5.1	3.8	1.3	2.5	2.1	0.4	6.2	5.2	1.1
1999	5.6	4.0	1.6	2.8	2.3	0.5	6.9	5.7	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	6.5	1.3
<b>Males</b>									
1994	3.7	2.5	1.3	2.1	1.7	0.4	5.3	4.4	0.9
1995	3.5	2.3	1.2	1.6	1.2	0.4	4.1	3.1	1.0
1996	2.6	1.7	0.8	1.3	1.0	0.3	3.1	2.5	0.7
1997	3.1	2.1	1.1	1.5	1.1	0.3	3.7	2.9	0.8
1998	4.0	2.8	1.2	1.8	1.4	0.4	4.5	3.5	1.1
1999	4.0	2.7	1.3	1.8	1.4	0.4	4.5	3.5	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	6.3	4.5	1.9
2003	5.4	3.5	1.9	2.0	1.5	0.5	5.0	3.7	1.2
2004	5.2	3.4	1.8	2.1	1.7	0.4	5.3	4.2	1.1
<b>Females <sup>1</sup></b>									
1994	7.4	3.6	3.8	5.1	2.2	2.8	12.7	5.6	7.1
1995	7.6	3.7	3.8	5.0	2.2	2.8	12.5	5.5	7.0
1996	7.6	3.8	3.8	5.0	2.3	2.7	12.4	5.7	6.7
1997	5.7	4.0	1.7	2.9	2.3	0.6	7.2	5.6	1.6
1998	5.8	4.4	1.4	3.0	2.5	0.4	7.4	6.3	1.1
1999	6.5	4.8	1.7	3.4	2.9	0.5	8.5	7.2	1.3
2000	7.0	5.1	1.9	3.3	2.7	0.6	8.3	6.8	1.5
2001	7.8	5.8	2.1	3.6	2.9	0.7	8.9	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	9.6	8.1	1.5

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.4	3.4	3.1	4.3	2.2	2.1	10.7	5.5	5.2
1995	6.5	3.4	3.1	4.1	2.0	2.1	10.2	5.0	5.2
1996	6.2	3.2	3.0	3.9	1.9	2.0	9.7	4.7	5.0
1997	5.0	3.4	1.6	2.4	1.9	0.6	6.1	4.7	1.4
1998	5.2	3.8	1.3	2.6	2.2	0.4	6.5	5.4	1.1
1999	5.8	4.3	1.5	2.9	2.4	0.5	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	2.2	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	7.7	1.5
2004	7.3	5.5	1.8	3.3	2.8	0.6	8.3	6.9	1.4
<b>Males</b>									
1994	3.8	2.5	1.3	2.1	1.8	0.3	5.3	4.4	0.8
1995	3.5	2.3	1.2	1.6	1.2	0.4	4.1	3.0	1.1
1996	2.5	1.6	F	1.1	0.8	F	2.8	2.1	F
1997	3.2	2.0	1.2	1.5	1.1	0.4	3.7	2.7	1.0
1998	3.9	2.8	1.1	1.7	1.3	0.4	4.3	3.3	1.0
1999	3.6	2.5	1.0	1.5	1.2	0.3	3.8	3.0	0.8
2000	4.0	2.6	1.3	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
<b>Females <sup>1</sup></b>									
1994	7.7	3.8	4.0	5.5	2.4	3.1	13.7	6.1	7.7
1995	8.1	4.0	4.1	5.5	2.4	3.1	13.7	6.1	7.7
1996	7.9	3.9	4.0	5.3	2.4	2.9	13.2	6.0	7.1
1997	5.8	4.0	1.7	2.9	2.3	0.6	7.4	5.8	1.6
1998	5.8	4.4	1.4	3.1	2.6	0.5	7.7	6.5	1.2
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	7.2	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	3.5	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.7	2.6	2.0	2.7	1.6	1.1	6.7	3.9	2.7
1995	4.2	2.2	2.0	2.0	1.2	0.8	5.0	3.0	2.0
1996	4.2	2.4	1.7	2.3	1.4	0.9	5.7	3.5	2.2
1997	4.1	3.1	F	1.9	1.5	F	4.9	3.9	F
1998	4.8	3.4	1.4	2.1	1.8	0.4	5.4	4.4	1.0
1999	4.8	3.0	1.8	2.3	1.8	0.6	5.9	4.5	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	4.5	2.1	3.0	2.2	0.8	7.5	5.6	1.9
2004	5.3	3.5	1.8	2.4	2.0	0.4	6.0	4.9	1.1
<b>Males</b>									
1994	3.6	2.4	F	2.1	1.7	F	5.3	4.2	F
1995	3.6	2.3	F	1.6	1.3	F	4.1	3.3	F
1996	2.8	F	F	1.6	F	F	3.9	F	F
1997	2.9	F	F	1.5	F	F	3.7	F	F
1998	4.3	2.7	F	2.0	1.5	F	5.0	3.8	F
1999	5.1	3.1	F	2.4	1.8	F	6.0	4.4	F
2000	4.2	2.8	F	1.7	1.2	F	4.2	3.1	F
2001	6.4	4.7	F	3.1	2.5	F	7.6	6.4	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	4.5	2.8	F	1.9	1.6	F	4.8	3.9	F
<b>Females <sup>1</sup></b>									
1994	5.9	2.9	3.0	3.3	1.5	1.8	8.3	3.7	4.6
1995	5.0	F	2.8	2.5	F	1.4	6.3	F	3.6
1996	5.8	3.0	2.8	3.3	1.5	1.8	8.2	3.7	4.4
1997	5.6	4.1	F	2.6	1.9	F	6.5	4.8	F
1998	5.6	4.3	F	2.4	2.1	F	5.9	5.2	F
1999	4.5	2.9	F	2.3	1.8	F	5.7	4.6	F
2000	6.5	4.6	F	2.8	2.1	F	7.0	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	1.7	F	5.8	4.1	F
2003	8.3	5.9	F	4.3	3.1	F	10.7	7.8	F
2004	6.4	4.4	F	3.0	2.5	F	7.6	6.3	F

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.3	2.3	3.0	2.9	1.1	1.7	7.2	2.8	4.3
1995	5.0	2.2	2.8	2.6	1.0	1.6	6.6	2.6	4.0
1996	4.8	2.2	2.6	2.2	0.8	1.4	5.5	2.1	3.4
1997	4.3	2.8	1.6	1.6	1.1	0.5	4.0	2.7	1.3
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	0.5	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	1.6	0.6	5.6	4.1	1.5
<b>Males</b>									
1994	3.3	1.8	1.5	1.3	0.8	0.4	3.2	2.1	1.1
1995	2.7	1.7	1.0	1.0	0.8	0.2	2.5	1.9	0.6
1996	3.0	1.7	1.3	1.0	0.6	0.3	2.4	1.6	0.9
1997	3.4	2.0	1.4	1.2	0.7	0.5	3.0	1.7	1.3
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	1.5	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
<b>Females <sup>1</sup></b>									
1994	7.3	2.9	4.4	4.6	1.4	3.2	11.6	3.6	8.0
1995	7.4	2.8	4.6	4.5	1.3	3.2	11.2	3.3	7.9
1996	6.8	2.8	4.0	3.7	1.1	2.6	9.2	2.7	6.5
1997	5.4	3.7	1.7	2.1	1.6	0.5	5.3	4.0	1.3
1998	6.2	4.2	2.0	2.6	2.0	0.6	6.4	4.9	1.5
1999	5.9	3.8	2.0	2.5	1.9	0.6	6.3	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	0.7	6.4	4.8	1.6
2004	7.1	5.0	2.2	2.5	1.9	0.6	6.3	4.7	1.5

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	3.4	1.5	2.8	2.0	0.8	7.0	4.9	2.1
1995	5.0	3.2	1.8	3.1	2.0	1.1	7.7	5.0	2.7
1996	4.6	3.0	1.6	2.9	2.0	0.9	7.4	5.0	2.4
1997	5.3	4.2	1.1	2.6	2.3	0.3	6.5	5.7	0.8
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	5.0	1.5	3.2	2.7	0.5	7.9	6.8	1.1
2001	6.9	5.2	1.8	3.3	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	7.0	1.8
2004	8.5	6.3	2.2	3.8	3.2	0.7	9.6	7.9	1.7
<b>Males</b>									
1994	4.0	3.3	F	2.1	1.9	F	5.3	4.7	F
1995	3.7	2.9	F	2.2	1.9	F	5.4	4.7	F
1996	3.7	2.7	F	2.2	1.9	F	5.5	4.8	F
1997	4.6	3.7	F	2.5	2.2	F	6.1	5.5	F
1998	4.7	3.5	1.2	2.8	2.3	0.5	7.1	5.8	1.3
1999	4.4	3.4	1.0	2.3	1.9	0.3	5.7	4.8	0.8
2000	4.9	3.7	1.2	2.6	2.1	0.4	6.5	5.4	1.1
2001	6.1	4.5	1.5	3.1	2.5	0.6	7.6	6.2	1.5
2002	7.2	5.2	2.0	3.4	2.5	0.9	8.5	6.4	2.1
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	7.4	6.0	1.4
<b>Females <sup>1</sup></b>									
1994	6.3	3.5	2.8	4.0	2.1	1.9	10.0	5.4	4.7
1995	6.8	3.7	3.1	4.4	2.2	2.2	11.1	5.6	5.5
1996	5.8	3.3	2.5	4.0	2.1	1.9	10.1	5.3	4.7
1997	6.2	4.9	F	2.8	2.4	F	7.1	6.0	F
1998	6.4	4.5	1.8	3.1	2.5	0.6	7.8	6.2	1.6
1999	6.7	4.8	1.9	3.1	2.3	0.9	7.9	5.7	2.2
2000	8.3	6.6	1.7	4.0	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	7.1	2.7	4.2	3.3	0.9	10.5	8.2	2.3
2004	10.3	7.9	2.5	5.0	4.2	0.8	12.6	10.5	2.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.7	3.6	2.1	3.6	2.2	1.4	9.0	5.6	3.4
1995	5.3	3.2	2.2	3.5	2.0	1.5	8.8	4.9	3.8
1996	6.4	3.9	2.5	4.0	2.4	1.6	10.0	5.9	4.1
1997	6.1	4.8	1.3	3.2	2.7	0.5	8.1	6.8	1.3
1998	5.5	4.3	1.2	3.0	2.5	0.6	7.6	6.2	1.4
1999	6.1	4.7	1.4	3.3	2.8	0.6	8.3	6.9	1.4
2000	6.6	5.1	1.6	3.4	2.7	0.7	8.4	6.7	1.7
2001	7.2	5.5	1.7	3.5	2.8	0.7	8.6	7.0	1.7
2002	8.5	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
<b>Males</b>									
1994	4.1	3.1	1.0	2.3	2.0	0.3	5.8	5.0	0.8
1995	3.7	2.7	0.9	2.1	1.7	0.3	5.2	4.4	0.8
1996	4.2	3.2	1.0	2.3	1.9	0.4	5.8	4.9	1.0
1997	5.2	4.2	1.1	2.9	2.6	0.4	7.3	6.4	1.0
1998	4.4	3.3	1.1	2.5	2.0	0.5	6.1	5.0	1.1
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	6.4	4.7	1.7	3.1	2.5	0.6	7.7	6.1	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
<b>Females <sup>1</sup></b>									
1994	6.9	3.9	3.0	4.6	2.4	2.2	11.5	6.1	5.4
1995	6.6	3.5	3.1	4.6	2.2	2.5	11.6	5.4	6.2
1996	8.1	4.4	3.6	5.3	2.7	2.6	13.2	6.7	6.5
1997	6.7	5.2	1.5	3.5	2.9	0.6	8.7	7.1	1.5
1998	6.2	4.9	1.2	3.4	2.8	0.6	8.6	7.0	1.6
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	8.0	6.0	1.9	3.8	3.0	0.8	9.4	7.4	2.0
2002	9.8	7.1	2.7	4.4	3.4	1.0	11.1	8.5	2.6
2003	9.1	7.0	2.0	4.3	3.5	0.8	10.6	8.7	2.0
2004	8.5	6.2	2.3	3.9	3.1	0.8	9.8	7.8	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	8.8	5.4	3.4	6.3	3.8	2.5	15.6	9.4	6.2
1995	8.2	5.0	3.2	5.9	3.5	2.4	14.8	8.7	6.1
1996	8.6	5.1	3.4	6.1	3.6	2.5	15.2	8.9	6.3
1997	7.8	6.2	1.6	4.8	4.1	0.7	11.9	10.3	1.6
1998	8.0	6.6	1.5	5.0	4.4	0.6	12.5	10.9	1.6
1999	8.3	6.7	1.6	5.0	4.4	0.6	12.6	11.0	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	13.6	11.6	2.0
2003	9.4	7.4	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
<b>Males</b>									
1994	5.0	4.0	1.1	3.0	2.7	0.3	7.4	6.7	0.8
1995	5.2	3.9	1.3	3.3	2.6	0.6	8.2	6.6	1.6
1996	5.8	4.6	1.2	3.6	3.2	0.4	8.9	7.9	1.0
1997	5.7	4.7	1.1	3.4	3.0	0.4	8.5	7.6	0.9
1998	7.4	6.4	F	4.6	4.2	F	11.6	10.6	F
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	7.7	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
<b>Females <sup>1</sup></b>									
1994	9.7	5.7	4.0	7.1	4.0	3.1	17.8	10.1	7.7
1995	9.0	5.3	3.7	6.6	3.7	2.9	16.6	9.3	7.3
1996	9.2	5.2	4.0	6.7	3.7	3.1	16.9	9.2	7.7
1997	8.2	6.5	1.7	5.1	4.4	0.7	12.8	10.9	1.8
1998	8.2	6.6	1.6	5.1	4.4	0.7	12.7	11.0	1.7
1999	8.7	7.0	1.7	5.3	4.6	0.7	13.3	11.5	1.8
2000	9.1	7.5	1.5	5.4	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	10.6	8.6	1.9	6.1	5.3	0.7	15.2	13.3	1.8

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	3.0	1.9	2.9	1.8	1.1	7.4	4.5	2.8
1995	5.3	3.4	1.9	3.2	2.1	1.1	8.0	5.3	2.7
1996	5.1	2.9	2.1	3.1	1.7	1.4	7.8	4.4	3.4
1997	4.7	3.5	1.2	2.4	2.0	0.4	6.0	4.9	1.0
1998	4.9	3.5	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	6.5	5.4	1.1
2000	5.4	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	7.4	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	2.4	0.6	7.6	6.1	1.5
2004	6.8	4.8	2.0	3.1	2.5	0.7	7.8	6.1	1.7
<b>Males</b>									
1994	3.2	2.2	1.0	1.6	1.4	0.3	4.1	3.4	0.7
1995	3.8	2.8	1.0	2.0	1.7	0.3	5.0	4.3	0.7
1996	3.3	2.3	1.0	1.8	1.4	0.4	4.5	3.5	1.0
1997	3.4	2.5	0.8	1.7	1.4	0.3	4.1	3.4	0.7
1998	3.7	2.5	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	1.7	2.7	2.1	0.6	6.7	5.2	1.5
2003	5.4	3.8	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
<b>Females <sup>1</sup></b>									
1994	7.1	4.0	3.1	4.7	2.5	2.3	11.8	6.1	5.7
1995	7.2	4.2	3.0	4.7	2.6	2.1	11.8	6.5	5.3
1996	7.1	3.7	3.4	4.7	2.2	2.6	11.8	5.4	6.4
1997	6.4	4.7	1.6	3.3	2.7	0.6	8.3	6.8	1.4
1998	6.2	4.7	1.5	3.2	2.7	0.5	8.0	6.8	1.2
1999	7.1	5.5	1.6	3.8	3.2	0.6	9.5	8.1	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	3.5	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	8.2	6.3	1.9	3.8	3.3	0.5	9.5	8.2	1.3
2004	7.9	5.5	2.4	3.9	3.0	0.9	9.6	7.4	2.2

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	2.9	2.2	3.6	2.1	1.5	8.9	5.1	3.7
1995	5.0	2.8	2.2	3.5	1.9	1.7	8.8	4.7	4.1
1996	4.7	2.6	2.2	3.1	1.6	1.5	7.8	4.1	3.7
1997	4.9	3.6	1.3	2.8	2.3	0.5	7.0	5.8	1.2
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	7.4	5.8	1.5
2002	6.3	4.6	1.7	3.1	2.3	0.8	7.7	5.8	1.9
2003	6.1	4.4	1.7	3.1	2.4	0.7	7.8	6.1	1.8
2004	6.4	4.4	1.9	3.2	2.4	0.7	7.9	6.1	1.8
<b>Males</b>									
1994	2.6	1.9	F	1.8	1.5	F	4.4	3.8	F
1995	2.8	2.0	F	1.6	1.3	F	4.1	3.2	F
1996	2.6	1.9	F	1.5	1.2	F	3.7	3.1	F
1997	3.4	2.5	1.0	1.7	1.4	0.4	4.3	3.4	0.9
1998	3.2	2.6	F	1.8	1.5	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	2.6	1.9	0.7	6.4	4.7	1.7
2004	4.8	3.2	1.6	2.5	1.8	0.7	6.3	4.5	1.8
<b>Females <sup>1</sup></b>									
1994	7.1	3.6	3.5	5.1	2.5	2.6	12.8	6.3	6.5
1995	6.7	3.4	3.3	5.1	2.4	2.7	12.7	5.9	6.8
1996	6.4	3.1	3.3	4.5	2.0	2.5	11.3	4.9	6.3
1997	6.0	4.6	1.5	3.7	3.1	0.6	9.2	7.7	1.5
1998	5.1	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	7.4	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	7.5	5.3	2.1	3.7	2.9	0.7	9.1	7.3	1.8

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.3	3.1	2.2	3.2	2.0	1.2	8.1	5.1	3.0
1995	5.5	3.6	1.9	3.4	2.4	1.0	8.5	6.0	2.5
1996	4.5	2.6	1.9	2.4	1.4	1.0	5.9	3.5	2.4
1997	4.3	3.0	1.3	1.9	1.5	0.4	4.9	3.8	1.1
1998	5.1	3.7	1.4	2.7	2.2	0.5	6.8	5.4	1.4
1999	5.1	3.6	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	1.4
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	4.9	2.2	3.0	2.4	0.6	7.6	6.1	1.5
<b>Males</b>									
1994	3.9	2.8	1.1	2.2	1.9	0.3	5.4	4.7	0.8
1995	5.0	3.6	1.4	2.8	2.4	0.4	7.1	6.0	1.1
1996	3.4	2.2	1.2	1.7	1.3	0.3	4.1	3.3	0.9
1997	4.0	2.8	1.2	1.9	1.5	0.4	4.7	3.8	1.0
1998	5.2	3.9	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	0.3	4.9	4.1	0.9
2000	5.0	3.3	1.6	2.2	1.7	0.6	5.6	4.2	1.4
2001	5.4	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	1.3
2004	6.5	4.4	2.1	2.8	2.3	0.6	7.0	5.6	1.4
<b>Females <sup>1</sup></b>									
1994	6.9	3.4	3.5	4.7	2.2	2.4	11.7	5.6	6.1
1995	6.2	3.6	2.6	4.1	2.4	1.8	10.3	5.9	4.4
1996	5.7	3.0	2.8	3.3	1.5	1.8	8.3	3.8	4.5
1997	4.8	3.2	1.5	2.0	1.5	0.5	5.1	3.8	1.3
1998	5.1	3.4	1.6	2.3	1.7	0.6	5.8	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	5.9	1.3
2001	7.0	4.7	2.3	3.0	2.2	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	5.1	2.3	3.0	2.3	0.7	7.5	5.6	1.8
2004	7.8	5.4	2.4	3.3	2.6	0.7	8.2	6.6	1.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.3	4.5	2.7	4.1	2.6	1.5	10.3	6.5	3.9
1995	6.9	4.6	2.3	3.9	2.8	1.2	9.9	6.9	3.0
1996	6.9	4.6	2.3	4.1	2.8	1.3	10.2	7.0	3.1
1997	6.9	5.2	1.7	3.6	3.0	0.6	9.0	7.6	1.4
1998	6.8	5.3	1.5	3.7	3.2	0.5	9.3	7.9	1.4
1999	7.5	5.8	1.7	4.0	3.3	0.6	9.9	8.3	1.6
2000	8.2	6.0	2.2	3.8	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	8.5	1.6
2002	9.5	6.9	2.6	4.4	3.6	0.8	11.0	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	2.6	4.3	3.5	0.9	10.9	8.6	2.2
<b>Males</b>									
1994	5.5	3.8	1.6	2.8	2.2	0.5	7.0	5.6	1.4
1995	5.2	4.0	1.2	2.9	2.5	0.4	7.2	6.4	0.9
1996	5.3	3.9	1.3	3.0	2.6	0.5	7.6	6.4	1.2
1997	5.5	4.3	1.2	3.0	2.6	0.4	7.4	6.4	1.0
1998	5.6	4.4	1.2	3.1	2.6	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	3.2	2.5	0.6	7.9	6.3	1.6
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
<b>Females <sup>1</sup></b>									
1994	9.6	5.4	4.2	5.9	3.1	2.9	14.9	7.6	7.2
1995	9.2	5.4	3.8	5.4	3.1	2.3	13.5	7.6	5.9
1996	9.0	5.4	3.6	5.5	3.1	2.4	13.7	7.8	5.9
1997	8.9	6.5	2.4	4.5	3.7	0.8	11.4	9.3	2.1
1998	8.5	6.5	2.0	4.7	3.9	0.7	11.6	9.8	1.8
1999	9.4	7.2	2.2	5.0	4.2	0.9	12.6	10.4	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	2.0
2002	11.9	8.5	3.4	5.3	4.3	1.0	13.3	10.7	2.5
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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.8	4.8	3.0	4.1	2.4	1.6	10.2	6.1	4.1
1995	8.4	5.7	2.7	4.5	3.3	1.2	11.3	8.2	3.1
1996	8.2	5.6	2.6	4.6	3.3	1.3	11.5	8.4	3.1
1997	8.3	6.0	2.3	4.0	3.3	0.8	10.0	8.1	1.9
1998	7.9	6.0	2.0	4.1	3.4	0.7	10.2	8.5	1.6
1999	8.8	6.6	2.2	4.3	3.6	0.7	10.7	9.0	1.8
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	7.8	3.4	5.0	3.9	1.1	12.5	9.7	2.8
2003	11.1	7.8	3.4	4.7	3.4	1.3	11.7	8.5	3.3
2004	11.6	8.2	3.4	5.2	4.0	1.2	13.1	10.1	3.0
<b>Males</b>									
1994	6.2	4.1	2.0	2.9	2.1	0.7	7.2	5.4	1.9
1995	6.4	5.0	1.4	3.5	3.1	0.4	8.8	7.8	1.0
1996	6.1	4.5	1.6	3.4	2.9	0.5	8.5	7.2	1.3
1997	6.9	5.2	1.8	3.3	2.8	0.5	8.3	7.0	1.3
1998	6.7	5.3	1.4	3.3	2.9	0.5	8.3	7.1	1.2
1999	6.9	5.3	1.7	3.2	2.7	0.5	8.1	6.8	1.2
2000	8.7	6.0	2.8	3.6	2.7	0.9	9.0	6.7	2.2
2001	9.0	6.7	2.3	4.1	3.4	0.7	10.2	8.4	1.7
2002	9.3	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
<b>Females <sup>1</sup></b>									
1994	9.8	5.6	4.2	5.5	2.8	2.7	13.6	6.9	6.7
1995	10.7	6.4	4.3	5.8	3.5	2.3	14.5	8.8	5.7
1996	10.6	6.9	3.7	6.0	3.9	2.1	15.0	9.7	5.3
1997	9.9	6.9	3.0	4.8	3.8	1.0	12.1	9.5	2.5
1998	9.3	6.7	2.6	4.9	4.1	0.9	12.3	10.1	2.2
1999	11.0	8.2	2.8	5.5	4.6	0.9	13.9	11.5	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	10.3	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	15.0	11.9	3.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.8	4.7	3.1	4.5	2.6	1.9	11.2	6.5	4.7
1995	6.8	4.3	2.4	3.9	2.6	1.4	9.8	6.4	3.4
1996	6.9	4.4	2.5	4.1	2.5	1.6	10.2	6.3	3.9
1997	6.6	5.2	1.4	3.6	3.1	0.5	8.9	7.7	1.2
1998	7.0	5.7	1.3	3.9	3.5	0.5	9.8	8.7	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	3.6	3.1	0.5	9.1	7.9	1.3
2002	8.6	6.2	2.4	3.9	3.1	0.8	9.7	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	2.0	3.9	3.3	0.7	9.9	8.2	1.7
<b>Males</b>									
1994	5.4	3.6	1.8	2.6	1.9	0.6	6.4	4.9	1.5
1995	4.8	3.5	F	2.6	2.2	F	6.4	5.5	F
1996	4.8	3.4	F	2.5	1.9	F	6.2	4.8	F
1997	4.8	3.8	F	2.7	2.3	F	6.7	5.7	F
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	7.5	6.4	F
2001	7.0	5.4	1.6	3.2	2.7	0.5	8.0	6.8	1.2
2002	6.5	4.7	1.8	3.0	2.4	0.6	7.5	6.0	1.5
2003	6.9	5.4	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
<b>Females <sup>1</sup></b>									
1994	10.0	5.6	4.4	6.4	3.3	3.1	15.9	8.2	7.8
1995	8.7	5.1	3.6	5.3	3.0	2.3	13.2	7.4	5.8
1996	8.9	5.3	3.6	5.7	3.1	2.6	14.3	7.8	6.5
1997	8.3	6.6	1.8	4.5	3.9	0.5	11.1	9.8	1.4
1998	8.9	7.5	F	5.1	4.6	F	12.7	11.5	F
1999	9.0	7.0	2.0	5.0	4.1	0.9	12.5	10.3	2.2
2000	9.6	6.9	2.6	4.4	3.5	0.9	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	3.8	0.9	11.9	9.6	2.3
2003	9.6	7.6	2.0	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	9.3	1.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.0	4.1	2.0	3.8	2.7	1.1	9.6	6.8	2.8
1995	5.4	3.6	1.8	3.3	2.3	1.0	8.2	5.8	2.4
1996	5.5	3.7	1.8	3.5	2.5	1.0	8.7	6.2	2.5
1997	5.9	4.5	1.4	3.3	2.8	0.5	8.2	7.0	1.2
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	8.3	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	7.3	5.1	2.2	3.6	2.9	0.7	9.0	7.2	1.8
<b>Males</b>									
1994	4.9	3.7	1.1	2.9	2.5	0.3	7.2	6.3	0.8
1995	4.3	3.4	F	2.6	2.3	F	6.4	5.7	F
1996	4.8	3.8	1.0	3.0	2.7	0.3	7.6	6.7	0.9
1997	4.9	3.9	1.0	2.9	2.6	0.3	7.2	6.4	0.8
1998	5.1	4.0	1.1	3.0	2.7	0.4	7.5	6.6	0.9
1999	5.6	4.4	1.3	3.3	2.9	0.5	8.4	7.2	1.2
2000	5.4	4.2	1.2	2.9	2.4	0.5	7.2	5.9	1.2
2001	6.1	4.8	1.3	3.5	3.1	0.4	8.9	7.7	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	3.5	0.5	9.9	8.6	1.3
2004	6.8	5.1	1.7	3.7	3.1	0.7	9.4	7.7	1.7
<b>Females <sup>1</sup></b>									
1994	8.6	4.8	3.8	6.1	3.2	2.9	15.1	7.9	7.2
1995	7.7	4.1	3.6	4.9	2.4	2.5	12.3	6.1	6.3
1996	6.8	3.4	3.5	4.4	2.0	2.4	11.0	5.0	6.0
1997	8.1	5.9	2.2	4.2	3.3	0.9	10.6	8.4	2.2
1998	6.9	5.0	F	3.8	2.9	F	9.4	7.2	F
1999	7.6	5.9	F	4.3	3.5	F	10.8	8.8	F
2000	8.7	6.5	2.2	4.2	3.5	0.7	10.5	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	9.8	7.3	2.6	5.0	4.3	0.7	12.5	10.7	1.8
2004	8.3	5.1	3.2	3.3	2.5	0.8	8.2	6.1	2.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.2	2.3	1.9	2.5	1.4	1.1	6.1	3.5	2.7
1995	4.5	2.5	2.0	2.6	1.4	1.1	6.4	3.6	2.8
1996	4.1	2.3	1.8	2.2	1.3	1.0	5.6	3.2	2.4
1997	4.3	3.0	1.3	2.0	1.6	0.4	5.0	4.0	1.0
1998	4.3	3.0	1.3	1.9	1.5	0.4	4.7	3.7	1.0
1999	4.3	2.9	1.4	2.1	1.6	0.5	5.3	3.9	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	3.7	1.2
2002	5.7	3.8	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
<b>Males</b>									
1994	2.8	1.8	1.0	1.4	1.2	0.3	3.6	2.9	0.7
1995	3.2	2.0	1.2	1.5	1.2	0.4	3.9	2.9	0.9
1996	2.6	1.6	1.0	1.1	0.8	0.3	2.8	2.1	0.7
1997	3.6	2.5	1.1	1.7	1.3	0.3	4.2	3.4	0.8
1998	3.4	2.3	1.2	1.6	1.2	0.4	3.9	3.0	0.9
1999	3.4	2.1	1.4	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	4.0	2.8	1.1
2002	4.9	3.2	1.7	1.9	1.3	0.6	4.8	3.3	1.5
2003	4.4	2.7	1.6	1.8	1.2	0.6	4.4	3.0	1.4
2004	4.5	2.7	1.8	1.6	1.2	0.5	4.1	3.0	1.1
<b>Females <sup>1</sup></b>									
1994	6.5	3.0	3.5	4.3	1.8	2.5	10.7	4.6	6.2
1995	6.8	3.3	3.5	4.5	2.0	2.5	11.1	4.9	6.2
1996	6.5	3.4	3.2	4.2	2.1	2.2	10.6	5.2	5.4
1997	5.5	3.8	1.6	2.6	2.0	0.6	6.5	5.1	1.4
1998	5.6	4.0	1.6	2.5	2.0	0.5	6.1	5.0	1.1
1999	5.9	4.3	1.6	3.1	2.5	0.6	7.7	6.2	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	5.2	2.2	3.1	2.4	0.6	7.7	6.1	1.6
2003	6.4	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.7	3.6	3.0	4.0	2.1	1.9	10.0	5.1	4.8
1995	6.6	3.6	3.0	4.1	2.1	2.0	10.2	5.3	4.9
1996	6.6	3.6	3.0	4.0	2.1	1.9	10.0	5.3	4.7
1997	5.9	4.2	1.7	2.8	2.2	0.5	7.0	5.6	1.4
1998	6.0	4.4	1.6	3.1	2.6	0.5	7.7	6.4	1.3
1999	6.3	4.7	1.7	3.0	2.5	0.5	7.6	6.3	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	3.8	3.0	0.7	9.4	7.6	1.8
2004	8.4	6.0	2.4	3.6	2.9	0.7	9.0	7.3	1.7
<b>Males</b>									
1994	4.2	2.9	1.2	2.1	1.7	0.3	5.2	4.4	0.8
1995	4.0	2.8	1.2	2.1	1.7	0.4	5.1	4.2	0.9
1996	4.1	2.9	1.2	2.0	1.6	0.4	5.1	4.1	1.0
1997	4.3	3.0	1.3	2.0	1.6	0.3	4.9	4.0	0.9
1998	5.1	3.8	1.3	2.8	2.3	0.4	6.9	5.8	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	7.1	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	2.6	0.6	8.0	6.4	1.6
<b>Females <sup>1</sup></b>									
1994	7.7	3.9	3.8	4.9	2.2	2.7	12.1	5.5	6.6
1995	7.7	3.9	3.7	4.9	2.3	2.7	12.4	5.7	6.7
1996	7.7	4.0	3.7	4.8	2.3	2.5	12.1	5.8	6.3
1997	6.6	4.6	1.9	3.1	2.5	0.6	7.9	6.3	1.6
1998	6.5	4.7	1.7	3.3	2.7	0.6	8.1	6.7	1.4
1999	6.9	5.1	1.9	3.4	2.8	0.6	8.4	6.9	1.5
2000	7.4	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.2	2.8	2.4	2.5	1.3	1.2	6.3	3.3	3.0
1995	5.5	2.6	2.9	3.0	1.2	1.8	7.6	3.0	4.6
1996	5.0	2.2	2.8	2.8	1.1	1.7	7.0	2.7	4.3
1997	5.0	3.2	1.8	2.3	1.7	0.6	5.7	4.1	1.5
1998	5.0	3.3	1.7	2.3	1.7	0.6	5.7	4.2	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	6.7	4.7	2.0	2.7	2.0	0.7	6.8	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	7.0	5.5	1.5
2004	6.5	4.5	2.0	2.6	2.0	0.6	6.6	5.0	1.5
<b>Males</b>									
1994	4.5	2.9	1.6	1.8	1.3	0.5	4.5	3.3	1.2
1995	3.1	1.6	1.5	1.2	0.7	0.4	2.9	1.8	1.1
1996	2.9	1.6	1.3	1.2	0.8	0.5	3.0	1.9	1.1
1997	4.2	2.8	1.4	1.8	1.4	0.4	4.4	3.5	0.9
1998	3.5	2.4	F	1.6	1.2	F	4.0	3.0	F
1999	4.0	2.9	F	1.8	1.5	F	4.5	3.8	F
2000	3.9	2.5	1.4	1.4	1.0	0.4	3.5	2.5	1.0
2001	4.8	3.2	1.6	1.6	1.1	0.5	3.9	2.7	1.2
2002	6.0	3.8	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
<b>Females <sup>1</sup></b>									
1994	6.0	2.7	3.3	3.4	1.3	2.0	8.4	3.4	5.0
1995	7.8	3.5	4.3	4.8	1.7	3.2	12.1	4.1	8.0
1996	6.9	2.8	4.2	4.3	1.4	2.9	10.8	3.5	7.4
1997	5.7	3.6	2.1	2.8	1.9	0.9	6.9	4.7	2.2
1998	6.3	4.2	2.1	2.9	2.2	0.7	7.3	5.4	1.8
1999	5.4	3.4	2.0	1.9	1.4	0.5	4.9	3.5	1.3
2000	5.5	3.6	1.9	2.0	1.5	0.5	5.1	3.9	1.2
2001	8.4	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	2.3	3.6	3.1	0.6	9.1	7.6	1.4
2004	7.2	5.2	2.1	2.9	2.4	0.5	7.3	5.9	1.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.6	3.3	3.3	4.0	1.7	2.2	9.9	4.3	5.6
1995	6.3	3.2	3.1	3.9	1.8	2.0	9.7	4.6	5.1
1996	7.0	3.6	3.4	4.2	2.1	2.2	10.6	5.2	5.4
1997	6.0	4.1	1.9	2.7	2.1	0.6	6.8	5.3	1.5
1998	5.8	4.1	1.6	2.8	2.3	0.5	7.1	5.8	1.3
1999	6.0	4.3	1.7	2.9	2.4	0.5	7.3	6.1	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	6.7	5.1	1.7
2002	8.0	5.3	2.7	3.2	2.5	0.7	8.1	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	2.6	0.7	8.1	6.4	1.7
<b>Males</b>									
1994	3.0	1.8	F	1.3	1.0	F	3.3	2.6	F
1995	3.3	2.4	F	1.8	1.4	F	4.5	3.6	F
1996	3.7	2.4	F	1.9	1.5	F	4.7	3.7	F
1997	3.2	2.2	F	1.2	0.9	F	3.0	2.3	F
1998	4.0	2.5	1.4	1.6	1.1	0.5	4.1	2.7	1.3
1999	4.4	3.2	F	1.8	1.5	F	4.4	3.6	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	2.5	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	6.8	4.8	2.0
2004	6.1	3.9	2.2	2.4	1.8	0.7	6.1	4.4	1.7
<b>Females <sup>1</sup></b>									
1994	7.3	3.6	3.8	4.5	1.9	2.7	11.4	4.7	6.7
1995	6.9	3.4	3.5	4.3	1.9	2.4	10.7	4.8	6.0
1996	7.6	3.8	3.8	4.7	2.2	2.5	11.8	5.5	6.3
1997	6.5	4.5	2.1	3.0	2.4	0.6	7.5	5.9	1.6
1998	6.2	4.5	1.7	3.1	2.6	0.5	7.8	6.5	1.3
1999	6.3	4.6	1.8	3.2	2.6	0.6	7.9	6.5	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	3.4	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	8.8	6.1	2.7	3.4	2.7	0.7	8.6	6.9	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.0	4.1	3.0	4.4	2.5	1.9	11.0	6.2	4.8
1995	7.1	4.1	3.0	4.5	2.6	2.0	11.3	6.4	4.9
1996	6.8	4.0	2.8	4.2	2.4	1.8	10.4	6.0	4.4
1997	6.1	4.5	1.6	3.0	2.5	0.5	7.5	6.2	1.3
1998	6.5	5.0	1.5	3.5	3.0	0.5	8.8	7.5	1.3
1999	7.0	5.3	1.7	3.4	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
<b>Males</b>									
1994	4.4	3.3	1.1	2.4	2.2	0.3	6.1	5.4	0.7
1995	4.6	3.4	1.2	2.5	2.2	0.3	6.3	5.5	0.8
1996	4.6	3.5	1.1	2.4	2.0	0.4	6.1	5.1	1.0
1997	4.7	3.4	1.3	2.3	1.9	0.4	5.7	4.8	0.9
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	3.0	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
<b>Females <sup>1</sup></b>									
1994	8.3	4.4	3.9	5.4	2.6	2.8	13.5	6.6	6.9
1995	8.3	4.5	3.9	5.5	2.7	2.8	13.8	6.8	7.0
1996	7.8	4.3	3.5	5.0	2.6	2.4	12.6	6.4	6.1
1997	6.8	5.0	1.7	3.3	2.8	0.6	8.3	6.9	1.5
1998	6.8	5.1	1.7	3.5	2.9	0.6	8.6	7.2	1.4
1999	7.7	5.8	1.9	3.8	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	2.9	2.1	2.5	1.5	1.0	6.2	3.8	2.4
1995	4.7	2.7	2.0	2.2	1.4	0.8	5.6	3.6	2.0
1996	4.6	2.6	2.0	2.2	1.3	0.9	5.6	3.2	2.3
1997	4.4	2.9	1.4	1.8	1.4	0.5	4.6	3.4	1.2
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	1.6	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
<b>Males</b>									
1994	4.0	2.5	1.5	1.8	1.3	0.5	4.4	3.3	1.2
1995	4.0	2.6	1.4	1.8	1.4	0.4	4.5	3.6	0.9
1996	3.7	2.4	1.4	1.6	1.2	0.4	4.0	3.0	1.0
1997	3.7	2.4	1.3	1.5	1.1	0.4	3.8	2.8	1.0
1998	4.2	2.7	1.5	1.8	1.3	0.4	4.4	3.3	1.1
1999	4.5	2.9	1.6	1.7	1.3	0.4	4.3	3.2	1.1
2000	4.8	3.3	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	0.5	5.1	3.9	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
<b>Females <sup>1</sup></b>									
1994	8.8	4.4	4.4	5.7	2.4	3.3	14.3	6.1	8.2
1995	7.5	3.1	4.4	4.2	1.4	2.7	10.4	3.6	6.8
1996	8.2	3.5	4.7	5.0	1.7	3.3	12.4	4.1	8.2
1997	7.1	5.0	2.1	3.1	2.4	0.7	7.8	6.1	1.7
1998	5.9	3.9	2.0	2.4	1.7	0.7	5.9	4.2	1.8
1999	6.3	4.3	2.0	2.4	1.9	0.5	5.9	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	2.7	0.7	8.5	6.9	1.6
2004	8.0	5.5	2.5	3.1	2.4	0.7	7.7	6.0	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	8.7	5.5	3.2	6.5	4.0	2.5	16.3	10.1	6.2
1995	8.8	5.3	3.5	6.7	3.9	2.8	16.6	9.7	6.9
1996	8.4	5.0	3.4	6.1	3.5	2.6	15.3	8.8	6.5
1997	7.9	6.5	1.4	5.2	4.5	0.7	13.0	11.3	1.7
1998	8.2	6.7	1.4	5.3	4.6	0.7	13.1	11.5	1.6
1999	8.2	6.6	1.6	5.3	4.6	0.7	13.2	11.4	1.8
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	11.1	2.0
2004	9.8	8.2	1.7	6.0	5.3	0.7	15.0	13.2	1.8
<b>Males</b>									
1994	4.4	3.6	F	2.8	2.5	F	7.0	6.2	F
1995	4.9	3.6	F	3.2	2.4	F	7.9	5.9	F
1996	4.3	3.5	F	2.6	2.3	F	6.5	5.8	F
1997	6.2	5.0	F	3.9	3.4	F	9.7	8.5	F
1998	6.5	5.4	F	3.6	3.2	F	9.1	8.1	F
1999	5.0	4.0	F	2.9	2.5	F	7.2	6.2	F
2000	5.6	4.5	F	3.5	2.8	F	8.6	7.1	F
2001	7.0	5.9	F	4.3	3.6	F	10.7	8.9	F
2002	7.1	5.3	F	3.5	2.9	F	8.8	7.2	F
2003	7.2	5.5	F	3.7	3.0	F	9.1	7.5	F
2004	7.2	5.3	1.9	4.1	3.2	0.8	10.2	8.1	2.1
<b>Females <sup>1</sup></b>									
1994	9.7	6.0	3.8	7.5	4.4	3.0	18.6	11.1	7.6
1995	9.6	5.6	4.0	7.5	4.3	3.3	18.8	10.6	8.2
1996	9.3	5.3	4.0	7.0	3.8	3.2	17.4	9.5	7.9
1997	8.3	6.8	1.5	5.5	4.8	0.7	13.8	12.0	1.8
1998	8.5	7.0	1.5	5.6	4.9	0.7	14.1	12.3	1.8
1999	9.0	7.2	1.7	5.9	5.1	0.8	14.6	12.7	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	8.8	1.6	6.4	5.7	0.7	16.0	14.3	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.5	3.0	F	3.2	1.6	F	7.9	4.0	F
1995	5.2	F	3.2	3.2	F	2.1	8.0	F	5.4
1996	5.2	F	3.6	3.3	F	2.6	8.3	F	6.5
1997	4.5	3.0	F	2.1	1.4	F	5.4	3.6	F
1998	5.1	3.5	F	2.8	2.1	F	6.9	5.2	F
1999	4.9	3.1	F	2.7	1.9	F	6.7	4.9	F
2000	5.6	3.8	F	2.3	1.8	F	5.7	4.5	F
2001	5.0	3.2	F	2.3	1.3	F	5.9	3.2	F
2002	5.8	4.4	F	2.4	1.8	F	6.0	4.4	F
2003	5.7	3.6	F	2.7	1.8	F	6.6	4.5	F
2004	7.8	6.1	F	3.7	3.3	F	9.3	8.2	F
<b>Males</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1994	7.6	F	F	4.8	F	F	12.0	F	F
1995	6.4	F	4.5	4.3	F	3.5	10.8	F	8.8
1996	7.9	F	5.8	5.8	F	4.7	14.4	F	11.6
1997	5.0	F	F	2.4	F	F	6.0	F	F
1998	6.4	F	F	3.6	F	F	9.1	F	F
1999	6.9	F	F	4.3	F	F	10.8	F	F
2000	6.7	4.4	F	2.8	2.2	F	6.9	5.6	F
2001	5.7	F	F	2.4	F	F	5.9	F	F
2002	6.0	5.0	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	10.2	8.2	F	5.0	4.6	F	12.6	11.4	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	9.6	5.8	3.9	7.8	4.5	3.3	19.4	11.3	8.2
1995	10.2	6.1	4.2	8.2	4.7	3.6	20.6	11.7	8.9
1996	10.3	6.1	4.1	7.9	4.5	3.4	19.7	11.3	8.4
1997	8.9	7.4	1.4	6.4	5.6	0.8	16.0	13.9	2.1
1998	8.7	7.6	F	5.9	5.3	F	14.7	13.2	F
1999	9.0	7.5	1.5	5.9	5.2	0.8	14.8	12.9	1.9
2000	8.9	7.6	1.3	5.8	5.1	0.7	14.6	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	9.1	2.1	6.8	5.7	1.1	17.0	14.4	2.7
2003	10.1	8.3	1.8	6.3	5.4	0.9	15.8	13.5	2.3
2004	11.6	9.7	1.9	7.5	6.6	0.9	18.7	16.5	2.3
<b>Males</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1994	10.1	5.9	4.1	8.2	4.7	3.5	20.5	11.7	8.8
1995	10.5	6.2	4.3	8.5	4.8	3.7	21.2	12.0	9.1
1996	10.5	6.1	4.4	8.2	4.6	3.6	20.5	11.5	9.0
1997	9.2	7.7	1.5	6.7	5.8	0.9	16.6	14.4	2.2
1998	8.7	7.6	F	6.0	5.4	F	15.1	13.5	F
1999	9.2	7.6	1.6	6.1	5.3	0.8	15.3	13.3	2.0
2000	9.1	7.8	1.3	5.9	5.2	0.7	14.6	12.9	1.7
2001	9.6	8.0	1.6	6.1	5.2	0.9	15.2	13.0	2.2
2002	11.4	9.2	2.2	7.0	5.9	1.1	17.5	14.7	2.8
2003	10.1	8.3	1.8	6.3	5.4	0.9	15.8	13.5	2.3
2004	12.0	10.2	1.8	7.9	7.0	0.9	19.6	17.5	2.2

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	8.6	5.2	3.3	6.3	3.7	2.6	15.9	9.4	6.5
1995	8.1	5.0	3.1	6.2	3.8	2.4	15.5	9.4	6.1
1996	7.8	5.3	2.6	5.7	4.0	1.7	14.3	9.9	4.4
1997	7.7	6.1	1.6	4.8	4.2	0.6	12.1	10.5	1.5
1998	7.6	6.0	1.6	4.8	4.1	0.7	12.1	10.2	1.9
1999	6.9	5.7	F	4.2	3.7	F	10.4	9.2	F
2000	8.2	7.1	F	5.2	4.7	F	13.0	11.7	F
2001	8.4	6.9	1.5	5.1	4.5	0.6	12.9	11.3	1.5
2002	9.1	7.1	2.0	5.1	4.4	0.7	12.8	11.0	1.9
2003	8.0	6.1	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	12.1	10.8	1.4
<b>Males</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	8.7	6.9	F	5.5	5.1	F	13.8	12.6	F
1998	7.2	F	F	3.4	F	F	8.5	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	6.9	6.3	F	4.9	4.5	F	12.3	11.4	F
2002	6.4	F	F	3.4	F	F	8.6	F	F
2003	7.0	5.1	F	3.6	3.1	F	8.9	7.6	F
2004	6.9	5.5	F	4.0	3.3	F	10.1	8.2	F
<b>Females <sup>1</sup></b>									
1994	9.8	5.7	4.1	7.5	4.1	3.4	18.6	10.3	8.4
1995	9.3	5.7	3.7	7.4	4.4	3.0	18.6	11.1	7.5
1996	8.5	5.4	3.0	6.2	4.0	2.2	15.4	10.0	5.4
1997	7.3	5.8	F	4.6	3.9	F	11.5	9.8	F
1998	7.8	6.2	F	5.2	4.4	F	13.1	11.1	F
1999	7.7	6.3	F	4.6	4.1	F	11.5	10.2	F
2000	9.3	8.1	F	5.9	5.5	F	14.8	13.6	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	2.0	5.8	5.0	0.8	14.4	12.4	1.9
2003	8.3	6.4	2.0	4.5	3.7	0.8	11.1	9.1	2.0
2004	8.1	6.9	F	5.1	4.7	F	12.8	11.7	F

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	9.4	7.0	2.5	7.1	5.3	1.8	17.7	13.3	4.5
1995	9.5	6.3	3.2	7.2	4.7	2.5	18.1	11.8	6.3
1996	8.7	5.3	3.5	6.4	3.7	2.8	16.0	9.2	6.9
1997	8.9	7.6	F	5.9	5.3	F	14.7	13.3	F
1998	9.4	7.9	1.6	6.2	5.5	0.6	15.4	13.8	1.6
1999	9.9	8.1	1.9	6.7	5.9	0.8	16.8	14.8	2.1
2000	9.8	8.5	1.3	6.3	5.7	0.6	15.8	14.1	1.6
2001	9.4	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	17.4	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
<b>Males</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	8.6	F	F	6.2	F	F	15.5	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	9.0	7.9	F	4.5	4.1	F	11.4	10.3	F
2002	9.1	F	F	3.9	F	F	9.7	F	F
2003	7.3	F	F	3.6	F	F	9.0	F	F
2004	11.3	8.9	F	7.2	6.1	F	18.0	15.3	F
<b>Females <sup>1</sup></b>									
1994	9.9	7.2	2.8	7.4	5.4	2.0	18.5	13.4	5.1
1995	10.0	6.3	3.7	7.6	4.8	2.8	19.0	11.9	7.1
1996	9.2	5.3	3.8	6.9	3.7	3.1	17.1	9.3	7.9
1997	9.2	7.9	F	6.1	5.4	F	15.1	13.6	F
1998	9.6	7.8	1.8	6.2	5.4	0.7	15.4	13.6	1.8
1999	10.2	8.2	2.0	7.0	6.1	0.9	17.4	15.2	2.2
2000	10.1	8.8	F	6.5	5.9	F	16.3	14.6	F
2001	9.5	8.0	1.5	5.6	5.0	0.6	14.1	12.6	1.5
2002	12.0	9.9	2.2	7.4	6.5	0.8	18.5	16.4	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	13.6	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.0	3.2	2.8	3.7	1.9	1.8	9.3	4.8	4.5
1995	5.5	3.0	2.5	3.5	1.7	1.8	8.8	4.3	4.4
1996	6.6	3.6	3.0	4.1	2.0	2.0	10.2	5.1	5.1
1997	5.9	4.5	1.4	3.1	2.6	0.6	7.8	6.4	1.4
1998	5.6	4.2	1.3	2.9	2.3	0.6	7.2	5.7	1.5
1999	6.2	4.7	1.5	3.3	2.7	0.6	8.2	6.7	1.4
2000	6.8	5.1	1.7	3.2	2.5	0.7	7.9	6.2	1.7
2001	7.6	5.7	1.9	3.5	2.8	0.8	8.8	6.9	2.0
2002	8.6	6.2	2.4	3.9	3.0	0.9	9.6	7.4	2.2
2003	8.1	5.9	2.2	3.8	2.9	0.8	9.4	7.3	2.1
2004	8.4	6.2	2.2	3.9	3.0	0.8	9.7	7.6	2.1
<b>Males</b>									
1994	3.6	2.5	1.1	1.8	1.5	0.4	4.6	3.7	0.9
1995	2.7	2.0	0.7	1.4	1.1	0.3	3.4	2.6	0.8
1996	3.5	2.5	1.0	1.8	1.4	0.4	4.4	3.4	1.0
1997	4.8	3.7	1.1	2.6	2.1	0.4	6.4	5.4	1.0
1998	3.8	2.7	1.1	1.8	1.4	0.5	4.6	3.4	1.2
1999	4.9	3.7	1.2	2.6	2.1	0.5	6.5	5.3	1.2
2000	5.1	3.7	1.3	2.2	1.7	0.5	5.6	4.3	1.3
2001	5.5	4.0	1.5	2.5	2.0	0.6	6.3	4.9	1.4
2002	5.9	4.1	1.8	2.7	2.0	0.7	6.7	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	2.0	0.8	7.0	5.1	1.9
<b>Females <sup>1</sup></b>									
1994	7.6	3.7	4.0	5.1	2.2	2.9	12.7	5.6	7.2
1995	7.3	3.7	3.6	5.0	2.2	2.8	12.5	5.5	7.0
1996	8.6	4.3	4.2	5.6	2.5	3.1	14.1	6.3	7.8
1997	6.7	5.1	1.6	3.5	2.9	0.7	8.8	7.1	1.7
1998	6.6	5.2	1.5	3.5	2.9	0.7	8.8	7.2	1.7
1999	7.0	5.3	1.8	3.7	3.1	0.6	9.2	7.6	1.6
2000	7.7	5.9	1.8	3.8	3.0	0.8	9.4	7.4	2.0
2001	8.7	6.6	2.1	4.1	3.2	0.9	10.3	8.0	2.3
2002	10.0	7.3	2.7	4.5	3.5	1.0	11.3	8.9	2.4
2003	9.4	7.0	2.4	4.3	3.4	0.9	10.8	8.6	2.2
2004	9.5	7.1	2.3	4.5	3.6	0.9	11.1	9.0	2.2

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.4	3.5	3.9	4.4	2.0	2.4	11.0	5.1	5.9
1995	6.0	3.3	2.7	3.6	1.7	1.8	8.9	4.3	4.6
1996	7.2	3.8	3.4	4.4	2.1	2.3	10.9	5.2	5.7
1997	6.2	4.6	1.6	3.2	2.6	0.6	7.9	6.5	1.4
1998	6.2	4.6	1.6	3.2	2.6	0.6	8.0	6.5	1.5
1999	7.2	5.4	1.9	3.6	3.0	0.6	9.0	7.5	1.5
2000	7.7	5.9	1.8	3.6	2.9	0.7	9.0	7.3	1.6
2001	8.5	6.3	2.2	3.9	3.1	0.8	9.8	7.7	2.1
2002	8.9	6.3	2.6	4.0	3.2	0.8	9.9	7.9	2.0
2003	8.9	6.4	2.5	4.1	3.2	0.9	10.3	8.1	2.2
2004	9.6	7.1	2.5	4.5	3.5	0.9	11.2	8.9	2.3
<b>Males</b>									
1994	3.9	2.5	1.4	2.0	1.5	0.5	5.0	3.8	1.1
1995	2.9	2.1	F	1.3	1.0	F	3.4	2.4	F
1996	3.9	2.6	F	1.9	1.2	F	4.6	3.1	F
1997	4.2	2.9	F	1.9	1.5	F	4.8	3.7	F
1998	3.7	2.5	F	1.8	1.3	F	4.4	3.3	F
1999	5.3	4.0	1.4	2.6	2.2	0.5	6.6	5.4	1.2
2000	5.2	3.6	1.6	2.2	1.7	0.6	5.6	4.2	1.4
2001	6.1	4.3	1.9	2.7	2.1	0.6	6.7	5.1	1.5
2002	5.8	3.8	2.0	2.6	1.8	0.7	6.4	4.6	1.8
2003	6.0	4.2	1.8	2.9	2.3	0.6	7.3	5.6	1.6
2004	7.0	5.0	2.0	3.3	2.5	0.8	8.3	6.3	2.0
<b>Females <sup>1</sup></b>									
1994	9.5	4.1	5.4	6.0	2.3	3.7	15.0	5.9	9.1
1995	7.8	3.9	3.9	5.0	2.2	2.8	12.5	5.5	7.0
1996	9.0	4.4	4.5	5.9	2.6	3.3	14.8	6.6	8.3
1997	7.4	5.5	1.9	4.0	3.3	0.7	9.9	8.3	1.7
1998	7.5	5.8	1.8	4.0	3.4	0.7	10.1	8.4	1.7
1999	8.2	6.1	2.1	4.2	3.5	0.7	10.4	8.7	1.7
2000	9.0	7.0	2.0	4.3	3.6	0.7	10.8	9.1	1.8
2001	9.5	7.1	2.3	4.5	3.6	1.0	11.3	8.9	2.4
2002	10.3	7.4	2.8	4.7	3.8	0.8	11.6	9.6	2.1
2003	10.1	7.3	2.8	4.7	3.7	1.0	11.7	9.2	2.5
2004	10.8	8.0	2.8	5.0	4.0	1.0	12.6	10.1	2.5

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	2.9	2.0	3.2	1.8	1.4	8.1	4.6	3.5
1995	5.2	2.9	2.3	3.5	1.7	1.7	8.6	4.4	4.3
1996	6.1	3.5	2.6	3.8	2.0	1.8	9.6	5.0	4.6
1997	5.7	4.4	1.2	3.1	2.5	0.6	7.8	6.3	1.4
1998	5.0	3.9	1.2	2.6	2.0	0.6	6.5	5.1	1.5
1999	5.4	4.1	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	6.0	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
<b>Males</b>									
1994	3.3	2.4	0.9	1.7	1.5	0.3	4.3	3.6	0.7
1995	2.6	2.0	F	1.4	1.1	F	3.4	2.8	F
1996	3.3	2.5	F	1.7	1.4	F	4.3	3.6	F
1997	5.2	4.1	1.0	3.0	2.6	0.4	7.5	6.5	1.0
1998	3.9	2.8	1.1	1.9	1.4	0.5	4.8	3.5	1.2
1999	4.6	3.5	1.1	2.6	2.1	0.5	6.4	5.2	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	6.1	4.2	1.8
<b>Females <sup>1</sup></b>									
1994	6.1	3.3	2.8	4.4	2.1	2.2	11.0	5.3	5.6
1995	7.0	3.5	3.4	5.0	2.2	2.8	12.5	5.5	7.0
1996	8.2	4.3	4.0	5.4	2.4	3.0	13.4	6.0	7.4
1997	6.0	4.7	1.4	3.2	2.5	0.7	7.9	6.2	1.7
1998	5.8	4.6	1.2	3.1	2.4	0.7	7.7	6.1	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	8.1	2.7
2003	8.6	6.7	1.9	3.9	3.2	0.8	9.9	7.9	2.0
2004	8.2	6.3	1.9	3.9	3.1	0.8	9.7	7.8	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.2	3.1	2.1	3.5	1.9	1.6	8.8	4.9	3.9
1995	5.9	3.4	2.5	4.0	2.1	2.0	10.1	5.2	4.9
1996	6.6	3.8	2.8	4.3	2.3	2.0	10.7	5.7	5.0
1997	6.1	4.9	1.2	3.4	2.8	0.6	8.5	7.1	1.4
1998	5.3	4.2	1.1	2.7	2.1	0.6	6.8	5.2	1.6
1999	6.1	4.7	1.4	3.4	2.8	0.6	8.5	7.0	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	8.9	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
<b>Males</b>									
1994	3.6	2.9	F	2.0	1.9	F	5.1	4.7	F
1995	3.1	2.4	F	1.5	1.3	F	3.8	3.3	F
1996	3.8	3.0	F	2.0	1.7	F	5.1	4.3	F
1997	5.9	4.8	F	3.6	3.1	F	8.9	7.7	F
1998	4.5	3.5	F	2.4	1.8	F	5.9	4.6	F
1999	5.7	4.5	F	3.3	2.7	F	8.3	6.8	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
<b>Females <sup>1</sup></b>									
1994	6.1	3.1	2.9	4.4	2.0	2.4	10.9	4.9	6.0
1995	7.3	4.0	3.4	5.4	2.5	2.9	13.4	6.3	7.2
1996	8.1	4.3	3.8	5.5	2.6	2.9	13.7	6.4	7.4
1997	6.3	5.0	1.3	3.3	2.7	0.6	8.2	6.7	1.5
1998	5.7	4.6	1.1	2.9	2.2	0.7	7.3	5.5	1.8
1999	6.3	4.9	1.4	3.4	2.9	0.6	8.6	7.1	1.5
2000	6.9	5.2	1.8	3.4	2.5	0.9	8.6	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	9.4	7.5	1.9	4.4	3.6	0.8	11.1	9.0	2.1
2004	8.9	7.0	1.9	4.2	3.4	0.8	10.5	8.5	2.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.3	2.7	1.6	2.5	1.6	0.9	6.2	3.9	2.3
1995	3.4	1.6	1.8	2.0	0.9	1.1	5.0	2.2	2.8
1996	4.9	2.6	2.3	2.6	1.2	1.4	6.5	3.1	3.4
1997	4.4	3.2	F	2.3	1.8	F	5.9	4.4	F
1998	4.4	3.0	F	2.3	1.9	F	5.8	4.7	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	6.0	4.4	1.5
2002	5.9	4.0	1.8	2.9	2.2	0.7	7.2	5.6	1.6
2003	4.5	2.8	1.6	1.9	1.3	0.6	4.6	3.2	1.4
2004	5.2	3.6	1.6	2.6	2.0	0.6	6.4	4.9	1.4
<b>Males</b>									
1994	2.9	F	F	1.3	F	F	3.1	F	F
1995	F	F	F	F	F	F	F	F	F
1996	2.4	F	F	1.3	F	F	3.2	F	F
1997	4.0	3.0	F	2.2	1.9	F	5.4	4.7	F
1998	3.0	F	F	1.2	F	F	3.1	F	F
1999	3.1	2.2	F	1.6	1.3	F	3.9	3.2	F
2000	4.0	2.8	F	1.9	1.3	F	4.6	3.3	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	4.0	F
2003	3.9	2.3	F	1.7	1.1	F	4.3	2.9	F
2004	4.9	3.3	F	2.4	1.7	F	5.9	4.3	F
<b>Females <sup>1</sup></b>									
1994	6.5	4.1	F	4.5	2.8	F	11.2	7.1	F
1995	5.5	F	3.6	3.4	F	2.5	8.5	F	6.2
1996	8.7	4.2	4.5	4.8	1.7	3.1	12.1	4.2	7.8
1997	4.9	F	F	2.6	F	F	6.6	F	F
1998	6.3	4.8	F	3.8	3.3	F	9.5	8.3	F
1999	4.6	F	F	2.5	F	F	6.3	F	F
2000	5.1	3.4	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	7.2	5.4	F	3.7	3.1	F	9.3	7.9	F
2003	5.2	3.5	F	2.1	1.5	F	5.2	3.8	F
2004	5.6	4.0	F	2.8	2.3	F	7.0	5.8	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.3	2.4	1.9	2.2	1.2	0.9	5.4	3.1	2.4
1995	4.9	2.7	2.3	2.7	1.4	1.3	6.8	3.5	3.3
1996	4.5	2.9	1.6	2.5	1.6	0.9	6.3	4.0	2.2
1997	4.9	3.4	1.5	2.1	1.6	0.5	5.2	4.0	1.1
1998	5.2	3.8	1.4	2.5	2.2	0.3	6.2	5.4	0.8
1999	5.5	3.7	1.9	2.3	1.8	0.5	5.9	4.5	1.3
2000	5.0	3.8	1.2	2.0	1.7	0.3	5.0	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	0.6	7.4	5.8	1.6
2003	7.2	5.4	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
<b>Males</b>									
1994	3.1	F	F	1.4	F	F	3.4	F	F
1995	2.9	F	F	1.4	F	F	3.5	F	F
1996	3.0	2.1	F	1.6	1.3	F	4.0	3.2	F
1997	3.2	2.2	F	1.4	1.1	F	3.5	2.8	F
1998	4.9	3.8	F	2.7	2.4	F	6.7	6.0	F
1999	4.3	2.7	F	1.7	1.3	F	4.3	3.2	F
2000	4.3	3.3	F	1.7	1.4	F	4.3	3.6	F
2001	5.4	3.8	F	2.1	1.6	F	5.2	4.0	F
2002	6.5	4.6	1.9	2.6	2.1	0.5	6.6	5.2	1.3
2003	7.0	5.0	1.9	2.7	2.1	0.6	6.7	5.2	1.6
2004	5.9	3.8	2.1	2.4	1.7	0.7	6.1	4.2	1.8
<b>Females <sup>1</sup></b>									
1994	5.4	2.8	2.6	3.0	1.4	1.6	7.5	3.5	4.0
1995	6.8	3.3	3.5	4.0	1.8	2.3	10.1	4.4	5.7
1996	5.9	3.6	2.3	3.4	1.9	1.4	8.4	4.8	3.6
1997	6.6	4.6	2.1	2.8	2.1	0.6	6.9	5.4	1.6
1998	5.5	3.9	F	2.3	1.9	F	5.8	4.8	F
1999	6.7	4.6	2.1	3.0	2.3	0.6	7.4	5.8	1.6
2000	5.5	4.3	F	2.3	2.0	F	5.6	4.9	F
2001	7.5	5.5	2.0	2.8	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	5.8	1.7	3.0	2.6	0.4	7.4	6.4	1.0
2004	8.0	5.8	2.2	3.5	2.8	0.8	8.8	6.9	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.6	3.6	2.1	3.8	2.5	1.3	9.6	6.3	3.3
1995	5.5	3.4	2.1	3.7	2.3	1.4	9.3	5.9	3.4
1996	5.4	3.3	2.0	3.6	2.2	1.4	8.9	5.5	3.4
1997	5.1	3.9	1.2	2.9	2.5	0.4	7.2	6.1	1.1
1998	5.2	4.0	1.1	3.0	2.5	0.5	7.4	6.2	1.2
1999	5.5	4.3	1.3	3.1	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
<b>Males</b>									
1994	3.8	2.9	0.9	2.3	2.0	0.4	5.8	4.9	0.9
1995	3.9	2.9	0.9	2.4	2.0	0.4	5.9	5.0	0.9
1996	3.7	2.8	0.8	2.2	1.9	0.3	5.5	4.7	0.7
1997	4.1	3.0	1.0	2.2	1.9	0.3	5.5	4.7	0.8
1998	4.0	3.1	0.9	2.2	1.8	0.3	5.5	4.6	0.9
1999	4.4	3.4	1.0	2.4	2.0	0.4	6.0	5.1	0.9
2000	4.9	3.8	1.1	2.5	2.1	0.4	6.3	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	4.1	1.6	2.8	2.2	0.6	7.1	5.6	1.5
<b>Females <sup>1</sup></b>									
1994	7.5	4.3	3.3	5.5	3.1	2.4	13.8	7.8	6.0
1995	7.2	3.9	3.3	5.2	2.7	2.5	13.0	6.8	6.2
1996	7.2	3.9	3.3	5.1	2.5	2.6	12.8	6.4	6.5
1997	6.1	4.8	1.4	3.7	3.1	0.6	9.2	7.8	1.4
1998	6.4	5.0	1.4	3.8	3.2	0.6	9.5	8.1	1.5
1999	6.7	5.2	1.6	3.9	3.3	0.7	9.8	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	8.8	1.9
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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.6	2.8	2.8	3.6	1.8	1.8	9.1	4.6	4.5
1995	4.5	2.2	2.3	2.7	1.3	1.4	6.7	3.2	3.4
1996	4.4	2.3	2.2	2.7	1.2	1.5	6.8	3.1	3.7
1997	4.1	2.8	1.3	1.8	1.5	0.3	4.5	3.7	0.8
1998	4.2	3.0	1.3	2.0	1.6	0.4	5.0	3.9	1.1
1999	4.3	2.8	1.5	2.0	1.4	0.5	4.9	3.6	1.3
2000	4.6	3.3	1.3	2.2	1.8	0.4	5.4	4.5	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	4.4	1.6
2003	5.7	3.8	1.9	2.4	1.8	0.6	6.1	4.6	1.5
2004	5.5	3.5	2.0	2.2	1.6	0.6	5.5	4.0	1.5
<b>Males</b>									
1994	3.2	2.1	1.2	1.7	1.3	0.4	4.2	3.3	0.9
1995	2.8	1.7	F	1.2	0.9	F	3.1	2.3	F
1996	2.2	1.4	F	1.0	0.7	F	2.6	1.8	F
1997	3.2	2.0	1.2	1.4	1.1	0.3	3.5	2.8	0.6
1998	3.3	2.2	1.2	1.4	1.0	0.4	3.4	2.4	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	1.2	0.5	4.3	3.1	1.1
2004	4.5	2.7	1.8	1.8	1.3	0.5	4.4	3.2	1.3
<b>Females <sup>1</sup></b>									
1994	9.9	4.1	5.8	7.4	2.8	4.5	18.4	7.1	11.3
1995	7.8	3.2	4.6	5.6	2.0	3.6	14.0	5.0	9.0
1996	8.5	3.9	4.6	6.1	2.3	3.8	15.2	5.7	9.5
1997	5.6	4.1	F	2.6	2.1	F	6.5	5.3	F
1998	5.9	4.4	F	3.3	2.8	F	8.2	6.9	F
1999	6.2	4.2	2.0	3.2	2.5	0.7	8.0	6.3	1.6
2000	6.3	4.8	F	3.3	2.9	F	8.2	7.2	F
2001	7.3	5.1	2.2	2.7	2.3	0.5	6.8	5.7	1.1
2002	8.4	5.8	2.5	3.6	2.8	0.8	8.9	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	0.8	7.6	5.7	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.0	3.0	2.0	3.2	1.9	1.3	7.9	4.7	3.2
1995	5.4	3.0	2.4	3.5	1.9	1.6	8.8	4.8	4.0
1996	5.5	3.2	2.3	3.5	1.9	1.6	8.8	4.7	4.1
1997	4.7	3.3	1.3	2.5	1.9	0.5	6.1	4.9	1.3
1998	5.0	3.7	1.4	2.6	2.1	0.5	6.5	5.2	1.4
1999	5.4	3.9	1.6	2.9	2.3	0.6	7.3	5.7	1.6
2000	5.6	4.3	1.3	2.7	2.2	0.5	6.6	5.5	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	1.6	3.4	2.9	0.5	8.5	7.1	1.3
2004	6.5	4.7	1.8	3.1	2.5	0.7	7.8	6.1	1.7
<b>Males</b>									
1994	3.0	2.2	F	1.6	1.4	F	4.0	3.5	F
1995	3.3	2.3	F	1.8	1.4	F	4.6	3.6	F
1996	3.4	2.6	F	1.7	1.4	F	4.2	3.6	F
1997	3.6	2.3	1.3	1.7	1.3	0.4	4.4	3.3	1.1
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	5.4	1.3
2004	5.4	3.6	1.7	2.4	1.8	0.6	6.1	4.5	1.6
<b>Females <sup>1</sup></b>									
1994	6.2	3.4	2.8	4.2	2.2	2.0	10.5	5.5	5.0
1995	6.6	3.4	3.2	4.6	2.3	2.4	11.6	5.6	5.9
1996	6.8	3.5	3.3	4.8	2.2	2.6	12.0	5.4	6.6
1997	5.4	4.1	1.4	3.0	2.4	0.6	7.5	6.1	1.4
1998	6.3	4.6	1.7	3.6	2.9	0.7	9.1	7.3	1.8
1999	6.2	4.4	1.8	3.3	2.5	0.8	8.3	6.3	2.0
2000	6.4	5.0	1.4	3.3	2.7	0.6	8.2	6.8	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	3.0	2.1	3.7	2.2	1.5	9.2	5.5	3.6
1995	5.0	2.9	2.1	3.6	2.1	1.6	9.1	5.2	3.9
1996	5.4	3.3	2.1	3.9	2.4	1.5	9.8	5.9	3.8
1997	4.6	3.4	1.2	2.9	2.3	0.5	7.1	5.8	1.3
1998	4.4	3.4	1.0	2.5	2.1	0.4	6.4	5.3	1.0
1999	4.8	3.8	1.0	2.8	2.4	0.5	7.1	5.9	1.2
2000	5.5	4.1	1.4	3.3	2.7	0.6	8.2	6.7	1.5
2001	5.4	4.2	1.2	2.8	2.3	0.5	7.0	5.8	1.2
2002	6.2	4.6	1.7	3.1	2.4	0.7	7.9	6.1	1.7
2003	6.2	4.6	1.6	3.5	2.8	0.7	8.6	7.0	1.6
2004	5.8	4.2	1.7	3.0	2.4	0.7	7.5	5.9	1.7
<b>Males</b>									
1994	3.0	2.2	F	2.1	1.7	F	5.2	4.4	F
1995	2.5	1.7	F	1.6	1.1	F	3.9	2.8	F
1996	3.4	2.6	F	2.2	1.9	F	5.5	4.8	F
1997	3.2	2.3	F	1.8	1.4	F	4.5	3.6	F
1998	3.2	2.6	F	2.0	1.7	F	5.1	4.2	F
1999	3.6	2.9	F	2.0	1.6	F	4.9	4.1	F
2000	5.0	3.7	1.3	3.1	2.6	0.5	7.7	6.4	1.2
2001	4.0	3.2	F	2.0	1.7	F	4.9	4.2	F
2002	5.1	3.5	1.5	2.5	1.8	0.7	6.3	4.5	1.8
2003	4.5	3.4	F	2.6	2.1	F	6.6	5.4	F
2004	4.8	3.0	1.8	2.3	1.5	0.8	5.8	3.8	2.0
<b>Females <sup>1</sup></b>									
1994	6.8	3.7	3.2	5.1	2.6	2.5	12.7	6.5	6.1
1995	6.9	3.8	3.1	5.3	2.9	2.5	13.3	7.2	6.1
1996	7.2	3.9	3.3	5.5	2.8	2.7	13.7	6.9	6.7
1997	5.9	4.3	1.5	3.8	3.1	0.7	9.4	7.8	1.7
1998	5.3	4.1	1.3	3.0	2.5	0.5	7.4	6.3	1.1
1999	5.8	4.5	1.3	3.6	3.0	0.6	8.9	7.4	1.5
2000	5.9	4.4	1.5	3.5	2.8	0.7	8.7	7.0	1.8
2001	6.5	5.0	1.5	3.5	2.8	0.7	8.7	7.1	1.6
2002	7.1	5.3	1.7	3.6	3.0	0.7	9.1	7.4	1.7
2003	7.5	5.4	2.0	4.1	3.3	0.8	10.2	8.3	1.9
2004	6.6	5.0	1.6	3.6	3.0	0.5	8.9	7.6	1.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.3	4.1	1.2	3.7	3.0	0.8	9.3	7.4	1.9
1995	4.7	3.6	1.1	3.4	2.7	0.7	8.4	6.7	1.7
1996	5.4	3.8	1.6	3.6	2.7	0.9	9.1	6.8	2.3
1997	5.0	4.0	1.0	3.3	2.8	0.4	8.2	7.1	1.1
1998	5.4	4.6	F	3.5	3.2	F	8.8	7.9	F
1999	5.6	4.7	F	3.5	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	8.6	7.5	1.2
2002	6.5	4.9	1.6	3.9	3.2	0.7	9.8	8.0	1.9
2003	6.2	4.7	1.5	3.6	2.9	0.7	8.9	7.2	1.8
2004	6.6	4.9	1.7	3.8	2.9	0.8	9.4	7.4	2.0
<b>Males</b>									
1994	4.7	3.8	F	3.1	2.6	F	7.8	6.6	F
1995	4.4	3.6	F	3.0	2.7	F	7.6	6.6	F
1996	4.5	3.6	F	3.0	2.7	F	7.6	6.6	F
1997	4.5	3.5	F	2.9	2.5	F	7.3	6.2	F
1998	4.9	4.1	F	3.2	2.9	F	8.0	7.2	F
1999	4.9	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	7.3	F
2002	5.9	4.2	1.7	3.4	2.6	0.8	8.5	6.4	2.1
2003	5.6	4.3	1.3	3.4	2.7	0.7	8.4	6.7	1.7
2004	5.6	3.9	1.7	3.2	2.4	0.8	8.0	5.9	2.1
<b>Females <sup>1</sup></b>									
1994	9.7	F	F	7.9	F	F	19.8	F	F
1995	F	F	F	F	F	F	F	F	F
1996	10.9	F	F	7.4	F	F	18.6	F	F
1997	8.5	7.6	F	5.8	5.3	F	14.5	13.4	F
1998	8.4	7.3	F	5.3	4.7	F	13.2	11.7	F
1999	9.2	8.1	F	5.8	5.5	F	14.6	13.9	F
2000	12.4	10.6	F	9.1	8.4	F	22.8	20.9	F
2001	7.2	6.5	F	3.7	3.3	F	9.1	8.3	F
2002	9.4	8.3	F	6.6	6.3	F	16.4	15.8	F
2003	8.6	6.4	F	4.6	3.7	F	11.5	9.3	F
2004	11.2	9.6	F	6.6	5.8	F	16.4	14.6	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.8	4.3	3.5	4.8	2.8	2.0	12.1	7.0	5.1
1995	6.6	3.8	2.8	4.1	2.1	2.0	10.2	5.3	4.9
1996	7.2	3.5	3.7	4.8	2.2	2.7	12.1	5.4	6.7
1997	7.0	5.4	1.6	3.9	3.2	0.7	9.7	8.1	1.6
1998	6.9	5.5	1.4	4.1	3.4	0.6	10.2	8.6	1.6
1999	7.5	6.2	1.3	4.0	3.6	0.5	10.1	9.0	1.2
2000	8.1	6.4	1.7	4.1	3.4	0.6	10.1	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
<b>Males</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	F	F	F	F	F	F	F	F	F
<b>Females <sup>1</sup></b>									
1994	8.2	4.5	3.8	5.2	3.0	2.2	13.0	7.4	5.6
1995	6.8	4.0	2.8	4.2	2.2	2.0	10.5	5.6	4.9
1996	7.4	3.6	3.8	5.0	2.3	2.8	12.6	5.6	6.9
1997	7.0	5.4	1.6	3.9	3.2	0.7	9.7	8.0	1.7
1998	6.9	5.5	1.5	4.0	3.3	0.7	10.0	8.4	1.6
1999	7.8	6.4	1.4	4.2	3.7	0.5	10.5	9.3	1.2
2000	8.3	6.5	1.8	4.2	3.5	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	1.1	12.3	9.4	2.9
2004	9.2	7.1	2.1	4.6	3.7	0.8	11.5	9.4	2.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.2	4.2	2.0	4.3	3.1	1.3	10.9	7.7	3.2
1995	6.3	4.3	2.0	4.3	3.1	1.3	10.8	7.6	3.2
1996	5.6	3.7	1.9	3.8	2.5	1.2	9.4	6.4	3.0
1997	5.7	4.6	1.1	3.4	3.0	0.4	8.4	7.5	1.0
1998	5.6	4.6	1.0	3.4	3.0	0.4	8.5	7.4	1.1
1999	6.2	4.9	1.2	3.7	3.2	0.5	9.2	7.9	1.3
2000	6.7	5.4	1.3	3.7	3.3	0.5	9.3	8.1	1.2
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	10.7	8.7	1.9
2004	8.3	6.5	1.8	4.5	3.9	0.6	11.3	9.7	1.6
<b>Males</b>									
1994	4.3	3.4	0.9	2.7	2.4	0.4	6.8	6.0	0.9
1995	4.9	3.9	1.0	3.1	2.8	0.3	7.9	7.1	0.8
1996	4.1	3.3	0.8	2.6	2.3	0.3	6.4	5.8	0.6
1997	4.7	3.9	0.9	2.6	2.3	0.3	6.5	5.8	0.7
1998	4.5	3.6	0.9	2.6	2.2	0.4	6.5	5.6	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	6.7	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
<b>Females <sup>1</sup></b>									
1994	8.2	5.0	3.2	6.2	3.9	2.4	15.6	9.7	5.9
1995	7.9	4.7	3.2	5.8	3.3	2.4	14.4	8.3	6.1
1996	7.2	4.1	3.1	5.1	2.8	2.3	12.8	7.0	5.7
1997	6.7	5.4	1.3	4.3	3.8	0.5	10.7	9.4	1.3
1998	6.9	5.7	1.2	4.3	3.8	0.5	10.7	9.4	1.3
1999	7.4	5.9	1.5	4.5	3.9	0.7	11.3	9.6	1.7
2000	7.6	6.1	1.5	4.4	3.8	0.6	10.9	9.5	1.4
2001	9.0	7.1	1.9	5.1	4.3	0.8	12.8	10.7	2.1
2002	9.6	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	0.8	12.0	10.1	1.9
2004	9.7	7.5	2.2	5.3	4.5	0.8	13.2	11.2	2.0

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	3.8	1.3	3.2	2.8	0.4	8.0	7.0	1.0
1995	5.3	4.0	1.3	3.4	2.9	0.4	8.4	7.3	1.1
1996	5.0	3.7	1.3	3.2	2.7	0.5	8.0	6.8	1.2
1997	5.5	4.2	1.3	3.3	2.8	0.4	8.2	7.1	1.1
1998	5.9	4.5	1.4	3.6	3.2	0.5	9.1	7.9	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
<b>Males</b>									
1994	5.0	3.8	1.2	3.1	2.8	0.4	7.8	6.9	0.9
1995	5.1	3.9	1.2	3.2	2.8	0.4	8.0	7.0	0.9
1996	4.9	3.6	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1997	5.3	4.0	1.3	3.2	2.8	0.4	8.0	6.9	1.1
1998	5.8	4.4	1.3	3.6	3.1	0.5	9.0	7.8	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
<b>Females <sup>1</sup></b>									
1994	7.7	5.0	2.7	5.3	3.7	1.7	13.4	9.2	4.2
1995	9.9	7.2	2.6	7.2	5.5	1.7	18.0	13.7	4.3
1996	8.5	5.3	3.2	5.6	3.4	2.2	14.0	8.5	5.5
1997	9.0	7.1	F	5.1	4.6	F	12.9	11.5	F
1998	8.0	6.3	F	4.7	4.2	F	11.7	10.4	F
1999	8.6	6.6	F	5.2	4.4	F	13.1	11.0	F
2000	9.7	7.9	F	5.7	5.1	F	14.3	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	5.9	5.3	0.6	14.7	13.2	1.5
2004	11.6	9.0	2.6	6.2	5.5	0.7	15.6	13.9	1.8

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.1	3.0	F	2.2	1.8	F	5.6	4.6	F
1995	4.2	3.0	F	2.7	2.2	F	6.7	5.4	F
1996	4.4	3.5	F	2.6	2.2	F	6.4	5.6	F
1997	5.2	3.6	F	3.2	2.7	F	8.0	6.6	F
1998	5.5	3.8	F	3.0	2.5	F	7.6	6.2	F
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	7.9	6.4	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	3.6	2.0	2.5	1.8	0.7	6.3	4.5	1.8
<b>Males</b>									
1994	3.7	2.8	F	2.1	1.8	F	5.2	4.5	F
1995	4.0	3.0	F	2.5	2.2	F	6.3	5.5	F
1996	4.3	3.3	F	2.5	2.1	F	6.1	5.3	F
1997	5.3	3.7	F	3.3	2.7	F	8.2	6.9	F
1998	5.4	3.7	F	3.0	2.4	F	7.5	6.1	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	7.2	6.1	F
2001	6.0	4.0	1.9	3.1	2.5	0.6	7.6	6.2	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	5.8	1.8
2004	5.4	3.4	2.0	2.5	1.8	0.7	6.3	4.5	1.8
<b>Females <sup>1</sup></b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	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
	percentage						days		
<b>Both sexes 1</b>									
1994	5.3	4.2	1.1	3.6	3.2	0.4	9.1	8.1	1.0
1995	5.0	3.6	1.4	3.0	2.7	0.4	7.6	6.7	0.9
1996	5.3	4.0	1.3	3.3	2.8	0.5	8.2	7.0	1.2
1997	5.5	4.0	1.6	3.3	2.8	0.5	8.2	7.0	1.2
1998	6.0	4.7	1.4	3.7	3.2	0.5	9.3	8.1	1.2
1999	7.1	5.4	1.6	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	11.2	9.2	2.0
2004	6.9	4.7	2.2	3.7	2.9	0.8	9.4	7.3	2.1
<b>Males</b>									
1994	5.3	4.2	1.1	3.6	3.2	0.4	9.1	8.1	1.0
1995	5.0	3.6	1.4	3.0	2.7	0.4	7.6	6.7	0.9
1996	5.1	3.9	1.3	3.3	2.8	0.5	8.2	7.0	1.2
1997	5.5	4.0	1.5	3.3	2.8	0.5	8.3	7.0	1.2
1998	5.9	4.6	1.3	3.7	3.3	0.5	9.3	8.1	1.2
1999	7.1	5.5	1.6	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	6.9	4.9	2.0	3.7	3.1	0.6	9.2	7.8	1.4
2002	8.6	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	9.2	1.9
2004	6.8	4.6	2.2	3.7	2.9	0.8	9.3	7.3	2.1
<b>Females 1</b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	3.9	1.5	3.1	2.7	0.4	7.8	6.8	1.0
1995	5.4	4.1	1.3	3.2	2.8	0.4	8.1	7.0	1.1
1996	5.0	3.5	1.5	2.9	2.5	0.4	7.3	6.2	1.1
1997	5.2	3.9	1.4	2.8	2.4	0.4	6.9	6.0	0.9
1998	5.5	4.1	1.4	3.2	2.7	0.5	8.0	6.8	1.2
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	3.6	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	9.6	8.2	1.4
2004	7.4	5.2	2.2	3.6	3.0	0.6	9.1	7.6	1.5
<b>Males</b>									
1994	5.3	3.9	1.4	3.0	2.6	0.3	7.5	6.6	0.8
1995	5.3	4.0	1.3	3.1	2.7	0.4	7.7	6.8	0.9
1996	4.9	3.5	1.4	2.9	2.5	0.4	7.2	6.2	0.9
1997	5.1	3.8	1.3	2.7	2.3	0.4	6.7	5.8	0.9
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	6.7	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	1.7	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	3.1	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
<b>Females <sup>1</sup></b>									
1994	8.8	F	F	6.7	F	F	16.6	F	F
1995	8.8	6.3	F	6.5	4.8	F	16.1	11.9	F
1996	5.8	F	F	4.1	F	F	10.2	F	F
1997	9.1	7.0	F	5.1	4.5	F	12.8	11.3	F
1998	6.9	5.6	F	4.1	3.8	F	10.2	9.4	F
1999	8.0	5.9	F	4.4	3.7	F	11.0	9.1	F
2000	10.2	7.9	F	5.8	5.3	F	14.5	13.1	F
2001	9.0	6.7	F	3.6	2.8	F	9.0	7.1	F
2002	9.9	6.6	F	4.2	3.2	F	10.4	8.1	F
2003	12.8	9.8	F	7.4	6.9	F	18.5	17.1	F
2004	13.2	10.3	F	6.8	6.2	F	17.0	15.4	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.5	3.5	1.0	3.3	2.9	0.4	8.2	7.3	1.0
1995	5.4	4.4	1.0	3.9	3.4	0.4	9.7	8.6	1.1
1996	4.9	3.9	1.0	3.6	3.1	0.5	9.0	7.8	1.2
1997	5.5	4.5	1.1	3.9	3.4	0.5	9.7	8.6	1.2
1998	5.9	4.8	1.2	4.1	3.7	0.5	10.3	9.1	1.2
1999	6.4	5.1	1.2	4.3	3.8	0.5	10.7	9.5	1.2
2000	6.9	5.6	1.2	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
<b>Males</b>									
1994	4.4	3.5	0.9	3.3	2.9	0.4	8.2	7.2	0.9
1995	5.1	4.1	1.0	3.6	3.3	0.4	9.1	8.1	1.0
1996	4.6	3.8	0.9	3.4	3.1	0.4	8.6	7.7	0.9
1997	5.4	4.3	1.1	3.8	3.3	0.5	9.5	8.3	1.2
1998	5.8	4.7	1.1	4.1	3.6	0.4	10.2	9.1	1.1
1999	6.2	5.1	1.2	4.2	3.8	0.4	10.5	9.4	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	10.8	9.0	1.7
<b>Females <sup>1</sup></b>									
1994	F	F	F	F	F	F	F	F	F
1995	12.0	9.6	F	9.5	7.9	F	23.6	19.6	F
1996	10.3	F	F	7.6	F	F	19.0	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	9.6	F	F	6.3	F	F	15.8	F	F
2000	9.6	F	F	7.1	F	F	17.6	F	F
2001	F	F	F	F	F	F	F	F	F
2002	9.8	F	F	5.9	F	F	14.9	F	F
2003	8.6	F	F	4.8	F	F	12.0	F	F
2004	10.0	8.1	F	7.1	6.5	F	17.8	16.2	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.4	4.1	1.3	3.4	2.9	0.4	8.4	7.3	1.1
1995	5.4	4.0	1.4	3.3	2.8	0.4	8.2	7.1	1.1
1996	5.4	3.9	1.5	3.4	2.8	0.6	8.6	7.1	1.5
1997	6.1	4.9	1.3	3.6	3.2	0.5	9.0	7.9	1.1
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	13.2	11.3	1.9
2003	8.5	6.6	1.9	4.7	4.1	0.7	11.8	10.1	1.7
2004	8.6	6.2	2.3	4.3	3.6	0.7	10.8	8.9	1.9
<b>Males</b>									
1994	5.3	4.1	1.2	3.3	2.9	0.4	8.3	7.3	0.9
1995	5.0	3.7	1.3	3.0	2.6	0.4	7.5	6.6	0.9
1996	5.1	3.7	1.3	3.2	2.7	0.5	8.0	6.8	1.1
1997	5.8	4.6	1.2	3.5	3.1	0.4	8.7	7.6	1.1
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	9.7	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	8.3	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	10.2	8.4	1.9
<b>Females <sup>1</sup></b>									
1994	F	F	F	F	F	F	F	F	F
1995	10.3	F	F	6.8	F	F	17.0	F	F
1996	10.8	F	F	6.8	F	F	16.9	F	F
1997	9.8	8.0	F	5.2	4.7	F	13.0	11.6	F
1998	9.3	7.5	F	5.9	5.5	F	14.9	13.7	F
1999	10.5	9.1	F	6.8	6.5	F	17.0	16.2	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	6.1	5.1	F	15.2	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	15.0	13.1	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.3	3.1	1.1	2.6	2.1	0.5	6.5	5.2	1.3
1995	4.8	3.6	1.3	3.1	2.5	0.6	7.7	6.2	1.4
1996	4.3	3.1	1.2	2.7	2.2	0.5	6.8	5.5	1.3
1997	4.3	3.2	1.1	2.6	2.1	0.4	6.4	5.4	1.0
1998	4.9	3.6	1.2	2.7	2.3	0.4	6.7	5.7	1.0
1999	5.5	4.2	1.3	3.3	2.8	0.4	8.2	7.1	1.1
2000	5.9	4.4	1.5	3.6	2.9	0.6	8.9	7.3	1.6
2001	6.4	4.6	1.8	3.7	3.0	0.7	9.2	7.6	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
<b>Males</b>									
1994	4.2	3.2	1.0	2.6	2.2	0.4	6.5	5.4	1.1
1995	4.5	3.6	1.0	2.8	2.5	0.3	7.1	6.2	0.9
1996	4.1	3.0	1.0	2.5	2.2	0.4	6.3	5.4	0.9
1997	4.0	3.0	1.0	2.4	2.0	0.4	6.0	5.1	0.9
1998	4.6	3.5	1.1	2.6	2.2	0.4	6.4	5.5	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	9.6	7.9	1.7
2002	5.5	4.0	1.5	3.4	2.6	0.7	8.5	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
<b>Females <sup>1</sup></b>									
1994	4.7	F	F	2.5	F	F	6.4	F	F
1995	6.8	F	F	4.6	F	F	11.5	F	F
1996	6.1	F	F	4.0	F	F	10.1	F	F
1997	5.8	F	F	3.6	F	F	9.1	F	F
1998	6.4	F	F	3.5	F	F	8.9	F	F
1999	5.5	F	F	2.9	F	F	7.1	F	F
2000	6.0	F	F	2.7	F	F	6.8	F	F
2001	6.5	F	F	2.8	F	F	7.1	F	F
2002	8.8	6.5	F	5.0	4.1	F	12.5	10.1	F
2003	7.2	F	F	3.5	F	F	8.7	F	F
2004	8.3	4.6	F	3.7	2.5	F	9.3	6.3	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.8	4.8	2.0	4.7	3.7	1.1	11.8	9.1	2.6
1995	7.0	4.8	2.2	4.6	3.4	1.2	11.6	8.5	3.1
1996	6.3	4.2	2.0	4.1	3.0	1.1	10.3	7.6	2.7
1997	6.1	4.8	1.4	3.6	3.2	0.4	9.1	8.1	1.0
1998	6.7	5.2	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	6.4	2.3	4.4	3.7	0.7	11.1	9.3	1.9
2004	9.5	6.9	2.6	5.0	4.2	0.8	12.6	10.5	2.1
<b>Males</b>									
1994	5.9	4.7	1.2	3.9	3.5	0.4	9.7	8.8	1.0
1995	5.7	4.4	1.3	3.5	3.1	0.4	8.9	7.8	1.1
1996	5.3	3.9	1.3	3.1	2.7	0.4	7.8	6.8	1.0
1997	5.4	4.2	1.3	3.1	2.8	0.4	7.8	6.9	0.9
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	3.2	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	11.6	9.4	2.1
<b>Females <sup>1</sup></b>									
1994	8.9	5.2	3.8	6.7	4.0	2.7	16.6	10.0	6.6
1995	9.8	5.7	4.2	7.2	4.1	3.1	17.9	10.1	7.7
1996	8.7	5.0	3.7	6.5	3.8	2.8	16.4	9.4	6.9
1997	7.7	6.1	1.6	4.8	4.3	0.5	11.9	10.8	1.2
1998	8.3	6.4	1.9	5.1	4.4	0.7	12.7	11.1	1.6
1999	8.5	6.7	1.8	4.7	4.1	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	10.9	8.0	2.9	5.7	4.7	1.0	14.2	11.9	2.4
2004	11.1	8.4	2.8	6.0	5.2	0.8	15.0	12.9	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.8	4.9	1.9	4.7	3.7	1.0	11.7	9.1	2.6
1995	6.9	4.6	2.2	4.6	3.4	1.2	11.5	8.4	3.1
1996	6.0	3.9	2.1	3.7	2.7	1.0	9.4	6.8	2.6
1997	6.0	4.6	1.4	3.5	3.1	0.4	8.8	7.8	1.0
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	3.9	3.5	0.4	9.8	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	1.5
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	12.1	10.1	2.0
<b>Males</b>									
1994	6.0	4.8	1.2	4.0	3.5	0.4	9.9	8.9	1.0
1995	5.4	4.1	1.3	3.4	3.0	0.5	8.5	7.4	1.1
1996	5.0	3.5	1.4	2.8	2.4	0.4	7.0	6.0	1.0
1997	5.4	4.1	1.3	3.1	2.7	0.4	7.8	6.8	0.9
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	3.6	3.2	0.4	9.1	8.0	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	9.1	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
<b>Females <sup>1</sup></b>									
1994	8.8	5.1	3.7	6.6	3.9	2.7	16.6	9.8	6.8
1995	10.1	5.9	4.3	7.4	4.3	3.1	18.6	10.8	7.8
1996	8.4	4.8	3.7	6.2	3.5	2.7	15.5	8.8	6.7
1997	7.3	5.7	1.6	4.5	4.0	0.5	11.2	10.0	1.2
1998	8.1	6.2	1.9	4.9	4.2	0.6	12.2	10.6	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	0.7	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	10.6	7.7	2.9	5.5	4.6	0.9	13.9	11.5	2.3
2004	10.9	8.0	2.8	5.7	5.0	0.8	14.4	12.4	2.0

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.9	4.7	2.2	4.7	3.7	1.1	11.8	9.1	2.7
1995	7.5	5.2	2.3	4.8	3.6	1.2	12.0	8.9	3.1
1996	7.4	5.5	1.9	5.4	4.2	1.2	13.5	10.4	3.1
1997	6.6	5.3	1.3	4.0	3.6	0.4	10.0	9.0	0.9
1998	7.5	6.1	1.4	4.6	4.2	0.4	11.6	10.5	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	9.9	7.7	2.2	5.2	4.5	0.7	13.0	11.3	1.7
2003	10.0	7.5	2.5	5.0	4.0	1.0	12.6	10.0	2.6
2004	10.5	8.1	2.4	6.1	5.0	1.0	15.1	12.5	2.6
<b>Males</b>									
1994	5.7	4.4	1.3	3.7	3.4	0.3	9.3	8.4	0.8
1995	6.7	5.3	1.4	4.1	3.8	0.3	10.2	9.4	0.8
1996	6.3	5.3	F	4.3	4.0	F	10.8	10.0	F
1997	5.5	4.3	1.2	3.2	2.8	0.3	7.9	7.1	0.9
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	6.9	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	6.4	2.3	4.3	3.3	1.0	10.9	8.3	2.5
2004	9.5	7.2	2.3	5.6	4.5	1.1	13.9	11.3	2.6
<b>Females <sup>1</sup></b>									
1994	9.1	5.2	3.9	6.7	4.2	2.5	16.8	10.5	6.3
1995	9.0	5.0	4.0	6.3	3.2	3.1	15.7	8.0	7.7
1996	9.6	5.8	3.7	7.6	4.5	3.1	19.0	11.4	7.7
1997	8.7	7.2	F	5.6	5.1	F	13.9	12.8	F
1998	8.9	7.0	F	5.7	5.0	F	14.3	12.6	F
1999	9.0	6.8	2.2	4.8	4.0	0.8	12.0	10.0	2.0
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	13.6	11.5	2.1
2003	12.1	9.3	2.9	6.3	5.2	1.1	15.7	13.1	2.6
2004	12.2	9.7	2.5	6.9	5.9	1.0	17.3	14.7	2.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.8	3.6	2.2	3.6	2.4	1.3	9.1	6.0	3.2
1995	5.8	3.6	2.2	3.7	2.3	1.3	9.1	5.9	3.3
1996	5.7	3.5	2.2	3.5	2.2	1.3	8.8	5.6	3.2
1997	5.5	4.1	1.4	2.9	2.5	0.5	7.3	6.2	1.2
1998	5.6	4.3	1.4	3.1	2.6	0.5	7.8	6.5	1.2
1999	6.0	4.5	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2000	6.3	4.8	1.5	3.2	2.7	0.5	8.0	6.7	1.3
2001	7.0	5.3	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
<b>Males</b>									
1994	4.3	3.2	1.1	2.5	2.2	0.4	6.3	5.4	0.9
1995	4.3	3.2	1.2	2.5	2.1	0.4	6.3	5.4	0.9
1996	4.1	3.0	1.1	2.4	2.0	0.4	5.9	5.0	0.9
1997	4.6	3.4	1.2	2.5	2.1	0.4	6.2	5.3	0.9
1998	4.9	3.7	1.2	2.7	2.3	0.4	6.8	5.8	1.0
1999	5.2	3.8	1.3	2.8	2.4	0.4	7.0	5.9	1.1
2000	5.5	4.1	1.4	2.8	2.4	0.4	7.0	5.9	1.1
2001	6.1	4.6	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
<b>Females <sup>1</sup></b>									
1994	7.8	4.2	3.6	5.3	2.7	2.6	13.2	6.7	6.5
1995	7.8	4.1	3.7	5.3	2.7	2.7	13.3	6.6	6.7
1996	7.8	4.1	3.6	5.2	2.6	2.6	13.0	6.4	6.6
1997	6.7	5.0	1.7	3.6	3.0	0.6	9.0	7.5	1.5
1998	6.7	5.1	1.6	3.7	3.1	0.6	9.1	7.7	1.5
1999	7.1	5.3	1.8	3.8	3.2	0.6	9.5	7.9	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	10.9	9.0	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.7	3.7	2.0	3.7	2.5	1.2	9.2	6.2	3.0
1995	5.6	3.7	1.9	3.6	2.5	1.0	9.0	6.3	2.6
1996	5.6	3.7	1.9	3.5	2.4	1.1	8.8	6.1	2.8
1997	5.1	4.0	1.2	2.9	2.5	0.4	7.3	6.2	1.1
1998	5.6	4.4	1.2	3.2	2.8	0.5	8.1	7.0	1.1
1999	5.9	4.6	1.3	3.2	2.8	0.4	8.1	7.0	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	9.9	8.4	1.5
2004	7.6	5.6	1.9	4.1	3.4	0.7	10.2	8.5	1.7
<b>Males</b>									
1994	4.4	3.4	1.1	2.7	2.3	0.4	6.7	5.8	0.9
1995	4.5	3.4	1.1	2.7	2.4	0.3	6.8	5.9	0.8
1996	4.2	3.2	1.0	2.5	2.2	0.3	6.2	5.4	0.8
1997	4.2	3.3	0.9	2.4	2.1	0.3	5.9	5.2	0.7
1998	4.7	3.6	1.0	2.7	2.4	0.3	6.8	6.0	0.8
1999	5.0	4.0	1.1	2.9	2.5	0.3	7.1	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	7.2	1.3
2004	6.3	4.5	1.7	3.4	2.8	0.6	8.6	7.0	1.6
<b>Females <sup>1</sup></b>									
1994	7.4	4.2	3.2	5.2	2.7	2.4	12.9	6.9	6.0
1995	7.1	4.2	3.0	4.8	2.8	2.1	12.1	6.9	5.2
1996	7.5	4.3	3.2	5.0	2.8	2.2	12.6	7.1	5.6
1997	6.4	4.9	1.5	3.7	3.1	0.6	9.2	7.6	1.6
1998	6.8	5.3	1.5	4.0	3.3	0.7	10.0	8.4	1.6
1999	6.9	5.4	1.6	3.8	3.2	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	4.0	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	4.0	0.7	12.0	10.1	1.9
2004	9.1	6.9	2.2	4.9	4.2	0.8	12.4	10.5	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.6	3.9	1.8	3.8	2.7	1.1	9.5	6.7	2.8
1995	5.9	4.1	1.8	4.0	2.9	1.1	9.9	7.2	2.7
1996	5.5	3.7	1.8	3.8	2.6	1.2	9.4	6.5	2.9
1997	5.0	3.7	1.3	3.0	2.4	0.6	7.5	6.0	1.5
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	5.2	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	5.4	1.5	4.1	3.5	0.6	10.3	8.8	1.5
<b>Males</b>									
1994	4.6	3.8	0.9	3.0	2.7	0.3	7.6	6.8	0.8
1995	4.6	3.7	0.8	3.0	2.7	0.3	7.5	6.7	0.8
1996	4.0	3.2	0.8	2.6	2.3	0.3	6.5	5.7	0.8
1997	3.9	3.0	1.0	2.3	2.0	0.4	5.9	4.9	1.0
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	7.2	5.6	1.6
2003	5.4	4.2	1.1	3.5	3.0	0.4	8.6	7.6	1.1
2004	5.7	4.5	1.2	3.6	3.1	0.5	9.0	7.7	1.3
<b>Females <sup>1</sup></b>									
1994	6.9	4.0	2.9	4.9	2.6	2.2	12.1	6.6	5.5
1995	7.7	4.6	3.1	5.3	3.1	2.2	13.3	7.8	5.5
1996	7.4	4.3	3.1	5.3	3.0	2.3	13.3	7.5	5.8
1997	6.4	4.7	1.7	4.0	3.1	0.9	10.0	7.8	2.2
1998	7.1	5.7	1.4	4.8	3.9	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	10.7	2.1
2001	8.5	6.6	1.9	4.4	3.9	0.6	11.1	9.7	1.4
2002	8.2	6.2	2.1	4.2	3.4	0.7	10.4	8.6	1.8
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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.6	2.8	1.8	3.0	1.9	1.1	7.4	4.8	2.6
1995	5.3	3.3	2.1	3.7	2.4	1.4	9.3	5.9	3.4
1996	5.5	3.4	2.1	3.5	2.2	1.2	8.6	5.6	3.1
1997	5.4	4.0	1.4	3.1	2.6	0.5	7.7	6.4	1.3
1998	4.9	3.4	1.5	2.6	2.0	0.6	6.5	5.1	1.4
1999	5.8	4.1	1.7	3.3	2.6	0.6	8.2	6.6	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	6.6	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
<b>Males</b>									
1994	2.8	2.0	F	1.6	1.4	F	4.1	3.4	F
1995	3.7	2.7	1.1	2.4	2.0	0.4	6.1	5.1	1.1
1996	3.7	2.5	1.1	2.3	1.9	0.4	5.7	4.6	1.1
1997	4.0	3.0	1.1	2.2	1.8	0.3	5.4	4.6	0.9
1998	4.1	2.9	1.2	2.3	1.8	0.5	5.8	4.5	1.3
1999	5.2	3.7	1.5	2.9	2.4	0.5	7.2	6.1	1.1
2000	4.7	3.4	1.3	2.3	1.9	0.4	5.7	4.7	1.0
2001	5.4	3.9	1.5	2.6	2.2	0.4	6.4	5.5	1.0
2002	6.2	4.2	2.0	2.6	2.1	0.5	6.5	5.2	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
<b>Females <sup>1</sup></b>									
1994	6.5	3.7	2.8	4.6	2.6	2.0	11.5	6.5	5.0
1995	7.2	3.9	3.2	5.4	2.8	2.6	13.4	7.0	6.4
1996	7.6	4.4	3.2	4.9	2.7	2.3	12.3	6.7	5.6
1997	7.0	5.2	1.8	4.3	3.5	0.7	10.7	8.8	1.8
1998	5.8	4.0	1.7	3.0	2.4	0.6	7.5	5.9	1.6
1999	6.4	4.4	1.9	3.7	2.9	0.8	9.3	7.2	2.1
2000	7.1	5.4	1.7	3.3	2.8	0.5	8.2	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.9	3.9	2.1	3.8	2.6	1.2	9.4	6.5	3.0
1995	5.8	3.8	2.0	3.7	2.6	1.1	9.2	6.5	2.7
1996	5.8	3.7	2.1	3.6	2.4	1.2	9.0	6.0	3.0
1997	5.3	4.0	1.3	2.8	2.4	0.4	7.0	5.9	1.0
1998	5.8	4.4	1.4	3.1	2.6	0.5	7.7	6.5	1.2
1999	6.4	4.9	1.5	3.2	2.8	0.4	8.0	6.9	1.1
2000	7.1	5.5	1.6	3.8	3.3	0.5	9.5	8.2	1.3
2001	7.7	6.2	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
<b>Males</b>									
1994	4.6	3.4	1.1	2.7	2.4	0.4	6.8	5.9	0.9
1995	4.9	3.7	1.3	3.0	2.6	0.4	7.4	6.4	1.0
1996	4.2	3.2	1.0	2.4	2.1	0.3	6.0	5.2	0.8
1997	4.3	3.3	1.0	2.3	2.0	0.3	5.8	5.0	0.7
1998	5.0	3.8	1.2	2.7	2.4	0.3	6.8	6.0	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	7.3	1.0
2002	7.2	5.5	1.7	3.6	3.1	0.5	9.1	7.8	1.4
2003	6.6	4.8	1.8	3.3	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
<b>Females <sup>1</sup></b>									
1994	7.7	4.4	3.3	5.3	2.9	2.4	13.3	7.3	6.0
1995	7.0	4.0	3.1	4.8	2.6	2.1	11.9	6.6	5.3
1996	8.0	4.4	3.7	5.4	2.9	2.5	13.5	7.3	6.2
1997	6.6	4.9	1.7	3.5	2.9	0.6	8.8	7.2	1.5
1998	6.9	5.2	1.7	3.6	2.9	0.7	9.1	7.3	1.8
1999	7.2	5.4	1.7	3.5	3.0	0.5	8.7	7.5	1.2
2000	8.7	6.9	1.8	4.8	4.2	0.6	11.9	10.4	1.5
2001	8.9	7.1	1.8	4.6	3.9	0.7	11.6	9.7	1.8
2002	9.9	7.4	2.5	4.9	4.1	0.8	12.2	10.2	2.0
2003	9.3	7.2	2.2	4.7	3.9	0.8	11.7	9.7	2.0
2004	9.6	7.3	2.3	5.4	4.6	0.8	13.5	11.6	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.7	3.6	2.1	3.6	2.3	1.3	9.0	5.8	3.2
1995	5.2	3.4	1.7	3.2	2.3	0.9	8.0	5.7	2.3
1996	5.4	3.7	1.7	3.3	2.4	0.9	8.3	6.0	2.3
1997	5.1	4.1	1.0	2.9	2.6	0.3	7.3	6.5	0.8
1998	5.5	4.4	1.1	3.2	2.8	0.4	8.0	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	10.1	8.7	1.4
2004	7.6	5.6	2.0	3.9	3.2	0.7	9.6	8.0	1.7
<b>Males</b>									
1994	4.4	3.2	1.1	2.5	2.1	0.4	6.3	5.4	0.9
1995	3.9	2.9	1.0	2.3	2.0	0.3	5.7	5.0	0.7
1996	4.3	3.3	1.0	2.5	2.2	0.3	6.3	5.6	0.8
1997	4.3	3.5	0.8	2.5	2.3	0.2	6.2	5.7	0.6
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
<b>Females <sup>1</sup></b>									
1994	7.5	4.0	3.5	5.3	2.6	2.6	13.1	6.5	6.6
1995	6.8	4.1	2.7	4.5	2.7	1.9	11.3	6.6	4.7
1996	6.9	4.2	2.6	4.5	2.6	1.9	11.2	6.6	4.7
1997	6.2	4.9	1.2	3.6	3.1	0.5	9.0	7.8	1.2
1998	6.8	5.5	1.3	4.1	3.7	0.5	10.3	9.2	1.2
1999	6.8	5.2	1.6	3.7	3.1	0.6	9.4	7.8	1.6
2000	7.5	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	12.2	10.6	1.6
2002	8.9	6.9	2.0	4.4	3.8	0.6	11.0	9.4	1.6
2003	9.4	7.3	2.1	4.9	4.2	0.7	12.2	10.4	1.7
2004	9.3	7.1	2.2	4.7	4.0	0.8	11.8	9.9	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.0	3.7	2.2	3.9	2.6	1.3	9.8	6.4	3.4
1995	6.3	3.9	2.4	4.2	2.7	1.5	10.5	6.9	3.6
1996	5.9	3.7	2.2	3.9	2.6	1.4	9.8	6.4	3.4
1997	5.7	4.5	1.2	3.3	3.0	0.4	8.4	7.4	1.0
1998	5.5	4.3	1.1	3.3	2.9	0.4	8.3	7.4	1.0
1999	6.0	4.7	1.4	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
<b>Males</b>									
1994	4.3	3.3	1.0	2.6	2.3	0.3	6.6	5.9	0.7
1995	4.6	3.4	1.1	2.8	2.5	0.3	7.0	6.1	0.8
1996	4.1	3.2	0.9	2.6	2.3	0.3	6.4	5.8	0.7
1997	4.9	3.8	1.1	2.9	2.6	0.3	7.3	6.6	0.8
1998	4.8	3.8	1.0	3.0	2.7	0.3	7.5	6.7	0.8
1999	5.2	4.0	1.2	3.0	2.6	0.4	7.5	6.6	0.9
2000	5.6	4.4	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
<b>Females <sup>1</sup></b>									
1994	8.3	4.3	4.0	5.9	2.9	2.9	14.6	7.3	7.4
1995	8.7	4.6	4.1	6.3	3.2	3.1	15.8	7.9	7.8
1996	8.2	4.3	3.9	6.0	2.9	3.0	14.9	7.4	7.6
1997	6.8	5.3	1.5	4.0	3.5	0.5	10.0	8.7	1.3
1998	6.5	5.0	1.4	3.8	3.3	0.5	9.6	8.3	1.2
1999	7.3	5.7	1.5	4.2	3.7	0.5	10.4	9.2	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	12.2	10.7	1.5
2004	9.6	7.4	2.2	4.9	4.4	0.6	12.3	11.0	1.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.5	3.3	2.2	3.5	2.2	1.3	8.8	5.6	3.3
1995	5.4	3.2	2.2	3.4	2.1	1.3	8.6	5.2	3.4
1996	5.3	3.1	2.2	3.3	2.0	1.3	8.2	4.9	3.3
1997	4.9	3.6	1.4	2.6	2.1	0.5	6.5	5.4	1.2
1998	5.6	4.0	1.5	2.9	2.4	0.5	7.3	6.0	1.3
1999	5.4	4.0	1.5	2.8	2.3	0.5	7.1	5.8	1.3
2000	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	8.6	6.7	1.9
<b>Males</b>									
1994	4.0	2.9	1.1	2.4	2.1	0.3	6.0	5.1	0.8
1995	3.9	2.8	1.1	2.2	1.9	0.4	5.6	4.7	0.9
1996	3.7	2.6	1.1	2.1	1.7	0.4	5.2	4.2	1.0
1997	4.0	2.9	1.1	2.2	1.8	0.4	5.4	4.5	0.9
1998	4.8	3.5	1.4	2.6	2.1	0.5	6.4	5.2	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	6.7	4.4	2.2	2.9	2.2	0.7	7.3	5.6	1.7
<b>Females <sup>1</sup></b>									
1994	7.4	3.8	3.6	5.2	2.5	2.7	12.9	6.2	6.7
1995	7.3	3.7	3.6	5.1	2.4	2.7	12.8	6.0	6.8
1996	7.4	3.7	3.6	5.0	2.3	2.7	12.5	5.8	6.6
1997	6.1	4.5	1.7	3.3	2.6	0.6	8.2	6.6	1.6
1998	6.5	4.8	1.7	3.4	2.8	0.6	8.5	7.0	1.5
1999	6.5	4.7	1.8	3.4	2.8	0.6	8.4	6.9	1.6
2000	7.2	5.2	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	3.3	0.8	10.2	8.1	2.1

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.8	3.6	2.2	3.1	2.0	1.1	7.8	5.0	2.8
1995	5.9	3.6	2.3	3.3	2.1	1.2	8.4	5.3	3.1
1996	5.6	3.4	2.3	3.2	1.9	1.2	8.0	4.8	3.1
1997	5.8	4.1	1.7	2.8	2.2	0.5	6.9	5.6	1.3
1998	5.9	4.3	1.6	3.0	2.4	0.5	7.4	6.0	1.4
1999	6.7	4.9	1.9	3.3	2.6	0.7	8.2	6.5	1.6
2000	7.0	5.2	1.9	3.3	2.6	0.6	8.1	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
<b>Males</b>									
1994	4.4	3.1	1.3	2.2	1.8	0.4	5.6	4.5	1.1
1995	4.5	3.1	1.3	2.4	2.0	0.4	6.0	4.9	1.0
1996	4.0	2.8	1.2	2.1	1.7	0.4	5.2	4.2	1.0
1997	4.9	3.4	1.4	2.3	1.9	0.4	5.9	4.8	1.1
1998	5.1	3.7	1.4	2.6	2.1	0.5	6.4	5.3	1.1
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	5.8	1.3
2001	6.7	4.8	1.8	3.0	2.4	0.6	7.4	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
<b>Females <sup>1</sup></b>									
1994	7.7	4.3	3.4	4.5	2.3	2.2	11.3	5.9	5.4
1995	7.8	4.2	3.7	4.8	2.3	2.5	12.0	5.9	6.1
1996	7.8	4.1	3.7	4.9	2.3	2.6	12.3	5.8	6.4
1997	7.2	5.2	2.1	3.4	2.7	0.7	8.6	6.8	1.8
1998	7.2	5.3	1.9	3.6	2.9	0.7	8.9	7.2	1.7
1999	8.1	5.9	2.2	4.0	3.1	0.8	9.9	7.8	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	2.3	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.5	4.1	2.4	3.4	2.2	1.2	8.5	5.6	2.9
1995	6.7	4.2	2.5	3.8	2.5	1.3	9.4	6.2	3.2
1996	6.8	4.0	2.9	3.8	2.2	1.6	9.4	5.5	3.9
1997	6.3	4.7	1.6	3.2	2.6	0.5	7.9	6.6	1.3
1998	6.5	4.9	1.6	3.3	2.8	0.5	8.1	6.9	1.2
1999	7.1	5.3	1.8	3.4	2.8	0.6	8.4	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	3.7	3.1	0.7	9.4	7.7	1.7
2002	8.8	6.7	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
<b>Males</b>									
1994	5.2	3.7	1.5	2.5	2.1	0.4	6.4	5.3	1.1
1995	5.4	3.9	1.5	2.8	2.3	0.5	6.9	5.8	1.1
1996	5.0	3.4	1.6	2.6	2.0	0.5	6.4	5.0	1.3
1997	5.4	4.0	1.4	2.7	2.3	0.4	6.8	5.8	1.1
1998	5.7	4.3	1.5	2.9	2.5	0.4	7.3	6.3	1.1
1999	6.0	4.5	1.6	2.8	2.3	0.5	7.0	5.8	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	7.8	5.8	1.9	3.7	3.1	0.6	9.2	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
<b>Females <sup>1</sup></b>									
1994	8.4	4.8	3.6	4.7	2.5	2.3	11.9	6.2	5.7
1995	8.6	4.8	3.8	5.2	2.7	2.5	13.1	6.8	6.3
1996	9.3	4.7	4.6	5.6	2.5	3.1	14.0	6.1	7.9
1997	7.7	5.7	2.0	3.8	3.1	0.7	9.6	7.8	1.7
1998	7.7	5.8	1.8	3.7	3.1	0.6	9.3	7.8	1.5
1999	8.6	6.5	2.1	4.2	3.5	0.7	10.5	8.8	1.6
2000	8.6	6.5	2.2	4.1	3.4	0.7	10.4	8.5	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	3.8	0.8	11.4	9.4	2.1
2003	9.1	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.8	3.4	2.4	3.2	2.0	1.2	8.1	5.0	3.1
1995	6.1	3.6	2.5	3.5	2.1	1.4	8.7	5.3	3.4
1996	5.9	3.6	2.2	3.5	2.2	1.2	8.7	5.6	3.1
1997	6.3	4.4	1.9	2.9	2.3	0.6	7.3	5.8	1.6
1998	6.4	4.6	1.8	3.3	2.7	0.6	8.2	6.7	1.5
1999	7.3	5.1	2.2	3.5	2.8	0.7	8.7	7.0	1.7
2000	7.9	5.9	1.9	3.8	3.1	0.6	9.4	7.8	1.6
2001	8.1	6.0	2.2	4.0	3.2	0.7	9.9	8.1	1.8
2002	8.7	6.3	2.4	4.1	3.3	0.8	10.4	8.4	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	8.0	2.2
<b>Males</b>									
1994	4.3	2.8	1.4	2.1	1.7	0.5	5.3	4.1	1.1
1995	4.7	3.2	1.5	2.4	1.9	0.5	6.1	4.8	1.3
1996	4.3	3.1	1.2	2.4	2.0	0.4	6.0	5.0	1.0
1997	5.4	3.7	1.7	2.4	2.0	0.5	6.1	4.9	1.1
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	1.7	3.2	2.7	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
<b>Females <sup>1</sup></b>									
1994	7.8	4.1	3.7	4.9	2.5	2.4	12.2	6.2	6.0
1995	8.1	4.1	3.9	5.1	2.4	2.7	12.7	6.0	6.7
1996	8.0	4.3	3.7	5.1	2.6	2.5	12.8	6.5	6.3
1997	7.5	5.3	2.2	3.7	2.8	0.9	9.3	7.0	2.2
1998	7.9	5.8	2.2	4.1	3.4	0.8	10.3	8.4	1.9
1999	9.1	6.5	2.6	4.4	3.5	0.8	10.9	8.8	2.1
2000	9.4	7.1	2.3	4.5	3.6	0.9	11.2	9.1	2.1
2001	9.4	6.9	2.5	4.5	3.7	0.9	11.3	9.1	2.1
2002	10.8	7.9	2.9	5.0	4.0	1.0	12.5	10.0	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.5	3.4	2.0	3.0	1.9	1.0	7.4	4.8	2.6
1995	5.5	3.3	2.2	3.1	2.0	1.2	7.8	5.0	2.9
1996	5.1	3.1	2.0	2.9	1.8	1.1	7.2	4.4	2.8
1997	5.5	3.9	1.6	2.6	2.1	0.5	6.4	5.1	1.3
1998	5.6	4.0	1.6	2.8	2.2	0.6	6.9	5.5	1.4
1999	6.4	4.6	1.8	3.2	2.5	0.7	7.9	6.2	1.7
2000	6.8	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	8.1	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
<b>Males</b>									
1994	4.1	2.9	1.2	2.1	1.7	0.4	5.4	4.3	1.0
1995	4.1	2.9	1.2	2.2	1.9	0.4	5.6	4.7	0.9
1996	3.6	2.5	1.1	1.8	1.5	0.3	4.5	3.7	0.8
1997	4.5	3.2	1.4	2.2	1.8	0.4	5.5	4.4	1.1
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	5.6	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	0.5	6.9	5.5	1.4
2002	6.9	4.7	2.1	3.1	2.4	0.7	7.8	6.0	1.9
2003	6.2	4.2	2.0	2.9	2.2	0.7	7.2	5.5	1.7
2004	5.9	3.8	2.0	2.6	1.9	0.7	6.5	4.6	1.9
<b>Females <sup>1</sup></b>									
1994	7.4	4.2	3.2	4.3	2.3	2.0	10.7	5.6	5.1
1995	7.5	3.9	3.5	4.5	2.2	2.4	11.4	5.4	5.9
1996	7.2	3.8	3.4	4.6	2.2	2.4	11.5	5.5	5.9
1997	7.0	4.9	2.0	3.2	2.5	0.7	8.0	6.4	1.7
1998	6.8	4.9	1.9	3.3	2.6	0.7	8.3	6.6	1.7
1999	7.6	5.5	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	8.9	7.1	1.7
2001	8.8	6.5	2.3	4.0	3.2	0.9	10.1	8.0	2.2
2002	9.0	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	7.0	2.0

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.5	4.2	2.3	4.2	2.9	1.3	10.4	7.3	3.1
1995	6.2	4.0	2.2	3.8	2.6	1.2	9.5	6.5	3.0
1996	6.6	4.4	2.2	3.9	2.8	1.1	9.7	6.9	2.8
1997	6.4	4.8	1.6	3.5	2.9	0.6	8.7	7.2	1.5
1998	5.9	4.7	1.2	3.4	2.9	0.5	8.6	7.3	1.2
1999	6.8	5.2	1.6	3.9	3.3	0.6	9.7	8.2	1.5
2000	6.4	5.0	1.4	3.5	3.0	0.5	8.8	7.5	1.3
2001	7.2	5.7	1.5	3.9	3.3	0.6	9.7	8.3	1.4
2002	7.7	5.7	2.0	3.8	3.1	0.7	9.6	7.8	1.7
2003	7.4	5.7	1.8	3.9	3.3	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
<b>Males</b>									
1994	5.2	3.8	1.4	3.1	2.6	0.5	7.7	6.5	1.2
1995	5.1	3.7	1.4	2.9	2.5	0.4	7.2	6.1	1.1
1996	5.4	4.1	1.4	3.1	2.7	0.5	7.8	6.7	1.2
1997	5.5	4.0	1.5	3.0	2.4	0.6	7.5	6.1	1.4
1998	5.1	3.9	1.1	3.0	2.6	0.4	7.4	6.4	1.0
1999	6.1	4.6	1.4	3.6	3.1	0.5	9.0	7.7	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	2.8	0.6	8.3	6.9	1.4
2003	6.6	4.9	1.7	3.5	2.9	0.6	8.7	7.2	1.5
2004	6.0	4.4	1.6	3.1	2.5	0.6	7.8	6.4	1.4
<b>Females <sup>1</sup></b>									
1994	8.3	4.8	3.5	5.8	3.4	2.4	14.5	8.4	6.1
1995	7.8	4.5	3.2	5.1	2.8	2.3	12.8	7.0	5.7
1996	8.2	4.9	3.3	5.0	2.9	2.2	12.6	7.2	5.4
1997	7.6	5.9	1.7	4.2	3.6	0.6	10.5	8.9	1.6
1998	7.0	5.6	1.4	4.1	3.5	0.6	10.2	8.7	1.5
1999	7.7	6.0	1.7	4.3	3.6	0.7	10.7	9.0	1.7
2000	7.1	5.6	1.6	3.8	3.2	0.6	9.5	7.9	1.6
2001	8.2	6.5	1.6	4.1	3.5	0.6	10.3	8.8	1.5
2002	9.2	6.8	2.3	4.5	3.7	0.8	11.3	9.2	2.1
2003	8.6	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	3.9	2.2	1.7	2.0	1.1	0.9	5.0	2.7	2.3
1995	4.3	2.7	1.6	2.2	1.3	0.9	5.5	3.3	2.1
1996	3.7	2.5	1.2	2.0	1.3	0.6	4.9	3.3	1.6
1997	4.2	2.9	1.2	1.9	1.5	0.3	4.6	3.8	0.9
1998	4.3	3.1	1.1	1.8	1.4	0.4	4.6	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	6.8	5.3	1.5	2.7	2.2	0.5	6.9	5.6	1.3
2002	6.5	4.9	1.6	2.6	2.1	0.5	6.4	5.2	1.2
2003	6.9	5.0	1.9	2.7	2.1	0.7	6.9	5.2	1.7
2004	6.7	5.1	1.6	2.6	2.1	0.5	6.6	5.2	1.4
<b>Males</b>									
1994	3.5	2.3	F	1.6	1.2	F	4.1	3.1	F
1995	3.8	2.9	F	1.8	1.5	F	4.6	3.6	F
1996	3.1	2.2	F	1.6	1.3	F	3.9	3.2	F
1997	4.0	2.9	F	1.9	1.6	F	4.7	4.0	F
1998	4.3	3.2	F	1.9	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
<b>Females <sup>1</sup></b>									
1994	4.5	F	2.6	2.6	F	1.8	6.5	F	4.4
1995	5.1	2.4	2.6	2.8	1.1	1.7	7.0	2.8	4.2
1996	4.8	3.1	F	2.7	1.5	F	6.7	3.6	F
1997	4.5	3.0	F	1.8	1.3	F	4.5	3.3	F
1998	4.3	3.1	F	1.8	1.4	F	4.5	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	7.4	5.9	F	2.5	2.1	F	6.3	5.2	F
2002	7.0	5.4	1.6	2.7	2.2	0.5	6.9	5.6	1.3
2003	7.4	5.3	2.1	2.6	1.9	0.8	6.6	4.7	1.9
2004	7.2	5.6	1.6	2.8	2.1	0.6	7.0	5.4	1.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.9	2.6	2.3	2.8	1.3	1.5	7.1	3.4	3.8
1995	5.0	2.9	2.2	2.9	1.5	1.4	7.2	3.8	3.4
1996	5.0	2.8	2.2	2.9	1.5	1.4	7.2	3.7	3.6
1997	4.6	3.2	1.4	2.0	1.6	0.5	5.0	3.9	1.1
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
<b>Males</b>									
1994	3.6	2.5	1.1	1.8	1.4	0.4	4.5	3.6	0.9
1995	3.5	2.5	1.0	1.8	1.5	0.3	4.4	3.6	0.8
1996	3.7	2.8	0.9	1.8	1.5	0.3	4.5	3.8	0.7
1997	4.1	2.8	1.3	1.9	1.5	0.4	4.7	3.7	1.0
1998	4.3	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	0.4	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	1.8	0.6	5.9	4.4	1.5
<b>Females <sup>1</sup></b>									
1994	6.5	2.6	3.9	4.2	1.2	3.0	10.6	3.1	7.5
1995	7.0	3.4	3.7	4.5	1.6	2.9	11.2	4.0	7.1
1996	6.9	2.9	4.0	4.5	1.4	3.1	11.2	3.5	7.7
1997	5.3	3.8	1.4	2.2	1.7	0.5	5.5	4.2	1.3
1998	5.5	4.0	1.5	2.3	1.8	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	5.9	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	1.8	2.8	2.2	0.6	7.0	5.6	1.4
2004	7.2	5.0	2.2	2.8	2.1	0.8	7.1	5.2	1.9

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.1	3.2	3.8	4.4	1.9	2.6	11.1	4.7	6.4
1995	7.1	3.3	3.8	4.6	1.9	2.6	11.5	4.8	6.6
1996	6.8	3.1	3.7	4.4	1.8	2.5	10.9	4.5	6.4
1997	5.4	3.7	1.7	2.4	1.9	0.6	6.1	4.7	1.4
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	8.6	6.5	2.1
2004	7.8	5.3	2.5	3.2	2.4	0.8	8.1	6.1	2.0
<b>Males</b>									
1994	4.2	2.8	1.4	2.1	1.6	0.4	5.1	4.1	1.0
1995	4.2	2.9	1.3	2.1	1.7	0.4	5.4	4.3	1.1
1996	3.9	2.6	1.3	2.0	1.6	0.4	4.9	3.9	1.0
1997	4.4	2.9	1.4	1.9	1.5	0.4	4.8	3.7	1.1
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	2.1
2004	6.7	4.3	2.4	2.8	2.0	0.8	7.0	4.9	2.1
<b>Females <sup>1</sup></b>									
1994	10.9	3.9	7.0	7.9	2.2	5.7	19.7	5.6	14.1
1995	11.0	3.9	7.1	8.1	2.3	5.9	20.3	5.7	14.7
1996	10.6	3.8	6.8	7.8	2.1	5.6	19.4	5.4	14.1
1997	6.8	4.7	2.0	3.2	2.4	0.8	8.0	6.1	1.9
1998	6.7	4.8	1.9	3.3	2.6	0.7	8.2	6.5	1.7
1999	6.9	4.8	2.1	3.2	2.4	0.7	8.0	6.1	1.9
2000	7.5	5.5	2.0	3.3	2.6	0.7	8.3	6.6	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	1.0	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.3	3.6	1.6	3.1	2.4	0.7	7.9	6.0	1.9
1995	5.4	3.6	1.8	3.2	2.3	0.8	7.9	5.8	2.1
1996	5.4	3.5	1.9	3.1	2.2	0.9	7.7	5.5	2.2
1997	5.6	4.1	1.5	3.0	2.6	0.5	7.6	6.4	1.2
1998	5.7	4.2	1.5	3.0	2.5	0.5	7.6	6.3	1.2
1999	6.1	4.5	1.6	3.3	2.7	0.5	8.1	6.8	1.3
2000	6.6	4.9	1.7	3.3	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
<b>Males</b>									
1994	4.4	3.2	1.2	2.6	2.2	0.4	6.4	5.5	0.9
1995	4.4	3.2	1.2	2.5	2.2	0.4	6.3	5.4	0.9
1996	4.1	2.9	1.2	2.3	1.9	0.4	5.7	4.7	1.0
1997	4.6	3.4	1.2	2.5	2.2	0.4	6.3	5.4	0.9
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	6.6	5.6	1.1
2000	5.5	3.9	1.5	2.7	2.3	0.5	6.9	5.6	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
<b>Females <sup>1</sup></b>									
1994	6.4	4.2	2.2	4.0	2.7	1.3	10.0	6.7	3.3
1995	6.6	4.0	2.5	4.1	2.6	1.5	10.2	6.4	3.8
1996	7.0	4.3	2.7	4.2	2.6	1.6	10.5	6.5	3.9
1997	6.9	5.1	1.8	3.7	3.1	0.6	9.3	7.8	1.5
1998	6.8	5.0	1.8	3.6	2.9	0.6	8.9	7.3	1.6
1999	7.5	5.6	1.9	4.1	3.4	0.7	10.2	8.6	1.6
2000	8.1	6.1	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	11.1	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	4.2	1.0	3.4	3.1	0.3	8.5	7.7	0.8
1995	4.9	3.8	1.1	3.1	2.8	0.4	7.9	6.9	0.9
1996	5.0	3.9	1.1	3.2	2.8	0.4	7.9	6.9	1.0
1997	5.7	4.6	1.1	3.5	3.1	0.4	8.8	7.8	1.0
1998	5.7	4.7	1.1	3.5	3.2	0.4	8.9	7.9	1.0
1999	6.3	5.0	1.3	3.8	3.3	0.5	9.5	8.3	1.2
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	5.6	1.6	3.8	3.3	0.5	9.6	8.3	1.3
2004	7.5	5.7	1.8	4.0	3.4	0.6	9.9	8.5	1.4
<b>Males</b>									
1994	4.4	3.6	0.8	2.9	2.6	0.3	7.3	6.6	0.7
1995	4.3	3.3	1.0	2.7	2.4	0.3	6.9	6.1	0.8
1996	4.3	3.3	0.9	2.7	2.4	0.3	6.8	6.0	0.8
1997	4.8	3.8	1.0	3.0	2.6	0.3	7.4	6.6	0.8
1998	4.8	3.8	0.9	3.0	2.6	0.3	7.4	6.6	0.8
1999	5.5	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	8.1	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
<b>Females <sup>1</sup></b>									
1994	6.1	5.0	1.1	4.1	3.7	0.4	10.2	9.3	1.0
1995	5.7	4.5	1.2	3.7	3.2	0.5	9.3	8.1	1.2
1996	5.9	4.6	1.3	3.8	3.3	0.5	9.5	8.2	1.4
1997	6.9	5.5	1.4	4.3	3.8	0.5	10.7	9.5	1.2
1998	7.0	5.7	1.3	4.4	3.9	0.5	10.9	9.6	1.2
1999	7.3	5.9	1.4	4.3	3.8	0.5	10.8	9.6	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.3	5.1	1.1	4.5	4.1	0.4	11.2	10.2	1.1
1995	6.5	5.4	1.1	4.8	4.3	0.4	11.9	10.9	1.1
1996	5.9	4.8	1.1	4.3	3.8	0.5	10.6	9.5	1.1
1997	6.2	5.2	1.0	4.3	4.0	0.4	10.8	9.9	0.9
1998	6.7	5.6	1.1	4.8	4.4	0.5	12.1	10.9	1.2
1999	6.8	5.6	1.2	4.6	4.1	0.5	11.5	10.3	1.2
2000	7.0	5.6	1.4	4.5	3.9	0.5	11.2	9.9	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
<b>Males</b>									
1994	5.7	4.7	1.0	4.1	3.8	0.3	10.3	9.5	0.8
1995	5.9	4.9	1.0	4.3	3.9	0.4	10.8	9.9	0.9
1996	5.4	4.5	0.9	4.0	3.6	0.4	10.0	9.0	0.9
1997	5.6	4.7	0.9	4.0	3.7	0.3	9.9	9.2	0.7
1998	6.2	5.1	1.1	4.5	4.0	0.4	11.2	10.1	1.1
1999	6.2	5.3	1.0	4.3	3.9	0.4	10.7	9.8	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
<b>Females <sup>1</sup></b>									
1994	7.3	5.9	1.4	5.2	4.6	0.6	13.0	11.5	1.5
1995	7.5	6.4	1.1	5.7	5.1	0.5	14.1	12.8	1.4
1996	6.7	5.4	1.3	4.8	4.2	0.6	11.9	10.4	1.5
1997	7.3	6.0	1.3	5.1	4.5	0.5	12.7	11.4	1.3
1998	7.7	6.6	1.2	5.5	4.9	0.6	13.8	12.4	1.5
1999	7.7	6.2	1.5	5.1	4.4	0.7	12.7	11.0	1.7
2000	8.0	6.3	1.6	5.0	4.4	0.7	12.6	10.9	1.7
2001	8.3	6.6	1.7	4.7	4.0	0.6	11.6	10.1	1.6
2002	9.5	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	9.8	8.0	1.7	5.9	5.3	0.6	14.8	13.2	1.6

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.1	5.1	F	4.7	4.2	F	11.9	10.4	F
1995	4.0	F	F	2.7	F	F	6.7	F	F
1996	3.9	F	F	2.8	F	F	6.9	F	F
1997	F	F	F	F	F	F	F	F	F
1998	5.2	4.2	F	3.5	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	6.6	4.1	F	3.7	2.6	F	9.2	6.6	F
2003	5.5	3.5	F	3.0	2.3	F	7.6	5.7	F
2004	5.8	4.6	F	3.5	2.9	F	8.7	7.3	F
<b>Males</b>									
1994	6.6	5.7	F	5.3	4.7	F	13.3	11.8	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	4.8	F	F	3.0	F	F	7.5	F	F
1999	6.2	5.0	F	3.8	3.6	F	9.5	8.9	F
2000	5.9	F	F	4.5	F	F	11.1	F	F
2001	5.4	F	F	3.9	F	F	9.6	F	F
2002	6.7	4.1	F	3.7	2.6	F	9.1	6.6	F
2003	5.3	3.6	F	3.1	2.4	F	7.7	6.1	F
2004	5.7	4.6	F	3.2	2.7	F	7.9	6.7	F
<b>Females <sup>1</sup></b>									
1994	F	F	F	F	F	F	F	F	F
1995	F	F	F	F	F	F	F	F	F
1996	F	F	F	F	F	F	F	F	F
1997	F	F	F	F	F	F	F	F	F
1998	F	F	F	F	F	F	F	F	F
1999	F	F	F	F	F	F	F	F	F
2000	F	F	F	F	F	F	F	F	F
2001	F	F	F	F	F	F	F	F	F
2002	F	F	F	F	F	F	F	F	F
2003	F	F	F	F	F	F	F	F	F
2004	F	F	F	F	F	F	F	F	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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	7.0	3.7	3.3	4.7	2.5	2.1	11.6	6.3	5.3
1995	6.8	3.5	3.3	4.6	2.4	2.2	11.4	5.9	5.5
1996	6.7	3.4	3.3	4.3	2.2	2.1	10.8	5.5	5.3
1997	5.7	4.0	1.7	3.1	2.5	0.6	7.7	6.3	1.5
1998	5.8	4.1	1.7	3.1	2.6	0.6	7.9	6.4	1.5
1999	6.4	4.5	1.9	3.4	2.8	0.7	8.6	7.0	1.6
2000	6.9	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	1.8
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	2.3
2004	8.2	5.5	2.7	3.9	3.0	0.9	9.9	7.6	2.3
<b>Males</b>									
1994	4.7	3.3	1.3	2.7	2.3	0.4	6.8	5.8	1.0
1995	4.4	3.0	1.4	2.5	2.1	0.5	6.3	5.2	1.2
1996	4.2	2.9	1.3	2.4	1.9	0.4	5.9	4.8	1.1
1997	4.6	3.3	1.3	2.5	2.1	0.4	6.3	5.2	1.1
1998	4.8	3.4	1.4	2.6	2.2	0.5	6.6	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
<b>Females <sup>1</sup></b>									
1994	10.2	4.3	5.9	7.6	2.9	4.7	19.0	7.2	11.8
1995	10.1	4.2	5.9	7.6	2.8	4.8	18.9	7.0	11.9
1996	10.0	4.2	5.9	7.3	2.7	4.6	18.2	6.7	11.6
1997	7.2	5.1	2.1	4.0	3.1	0.8	9.9	7.8	2.1
1998	7.1	5.1	2.0	3.9	3.1	0.7	9.7	7.8	1.9
1999	7.9	5.7	2.3	4.4	3.5	0.9	10.9	8.7	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	12.3	9.8	2.4

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	11.1	3.5	7.6	7.9	2.1	5.8	19.7	5.3	14.4
1995	10.7	3.2	7.5	7.8	1.9	5.9	19.5	4.8	14.7
1996	10.4	3.1	7.4	7.5	1.9	5.7	18.8	4.6	14.1
1997	6.1	3.7	2.5	3.1	2.1	1.0	7.8	5.2	2.5
1998	6.4	4.0	2.4	3.2	2.2	0.9	7.9	5.5	2.4
1999	7.0	4.4	2.7	3.6	2.5	1.1	8.9	6.3	2.6
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	1.8	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	10.4	6.0	4.4
<b>Males</b>									
1994	5.1	3.0	2.1	2.5	1.9	0.7	6.4	4.7	1.7
1995	4.7	2.9	1.8	2.4	1.7	0.7	6.1	4.3	1.8
1996	4.5	2.7	1.8	2.2	1.6	0.6	5.6	4.0	1.6
1997	4.9	2.9	1.9	2.4	1.7	0.7	5.9	4.2	1.8
1998	5.3	3.3	2.0	2.5	1.8	0.7	6.3	4.5	1.8
1999	5.8	3.7	2.2	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
<b>Females <sup>1</sup></b>									
1994	21.1	4.2	16.9	17.9	2.6	15.3	44.7	6.6	38.2
1995	20.8	3.8	17.0	17.9	2.3	15.6	44.9	5.8	39.1
1996	20.4	3.8	16.6	17.2	2.3	14.9	43.1	5.8	37.4
1997	8.6	5.1	3.5	4.6	3.0	1.7	11.5	7.4	4.2
1998	8.4	5.2	3.2	4.4	3.0	1.4	11.0	7.6	3.5
1999	9.4	5.7	3.6	5.0	3.4	1.6	12.5	8.5	4.0
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	12.6	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	5.6	3.7	1.8	13.9	9.3	4.5

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	3.7	1.5	2.9	2.4	0.5	7.2	6.0	1.2
1995	5.1	3.5	1.6	2.8	2.3	0.5	7.0	5.7	1.3
1996	5.1	3.5	1.6	2.7	2.1	0.5	6.7	5.4	1.3
1997	5.7	4.1	1.6	3.0	2.5	0.5	7.4	6.2	1.2
1998	5.8	4.1	1.7	3.1	2.5	0.5	7.6	6.3	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	8.8	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	5.7	2.6	3.8	3.1	0.7	9.4	7.7	1.7
<b>Males</b>									
1994	4.2	3.2	1.1	2.4	2.1	0.3	6.0	5.3	0.7
1995	4.2	3.0	1.2	2.3	2.0	0.3	5.8	5.0	0.9
1996	4.1	2.8	1.3	2.2	1.8	0.4	5.4	4.5	0.9
1997	4.6	3.4	1.2	2.5	2.1	0.3	6.1	5.3	0.9
1998	4.8	3.4	1.4	2.6	2.2	0.4	6.5	5.5	1.0
1999	4.9	3.3	1.5	2.4	2.0	0.4	6.0	5.0	1.0
2000	5.4	3.9	1.5	2.7	2.4	0.4	6.9	5.9	1.0
2001	5.9	4.3	1.6	2.8	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
<b>Females <sup>1</sup></b>									
1994	6.4	4.4	2.0	3.6	2.8	0.8	9.1	7.0	2.0
1995	6.3	4.2	2.1	3.5	2.7	0.8	8.8	6.7	2.1
1996	6.4	4.4	2.0	3.4	2.6	0.8	8.5	6.6	2.0
1997	7.2	5.0	2.2	3.7	3.0	0.7	9.3	7.6	1.7
1998	7.2	5.1	2.1	3.7	3.0	0.7	9.2	7.5	1.7
1999	8.0	5.6	2.3	4.2	3.4	0.8	10.4	8.5	1.9
2000	8.6	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.1	4.0	1.0	3.4	3.0	0.4	8.4	7.6	0.9
1995	4.9	3.9	1.0	3.2	2.8	0.4	8.0	7.1	0.9
1996	4.9	3.7	1.2	3.0	2.6	0.4	7.5	6.5	1.1
1997	5.3	4.2	1.1	3.2	2.9	0.3	8.0	7.2	0.9
1998	5.3	4.3	1.0	3.2	2.9	0.4	8.1	7.2	0.9
1999	6.0	4.8	1.3	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	7.4	5.6	1.8	4.0	3.4	0.6	9.9	8.5	1.4
<b>Males</b>									
1994	4.7	3.8	0.9	3.2	3.0	0.3	8.1	7.4	0.7
1995	4.2	3.2	1.0	2.9	2.5	0.3	7.1	6.3	0.8
1996	4.2	3.2	0.9	2.6	2.3	0.3	6.6	5.8	0.9
1997	4.3	3.5	0.9	2.8	2.5	0.3	6.9	6.2	0.7
1998	4.4	3.5	0.9	2.8	2.5	0.3	7.0	6.2	0.8
1999	5.1	4.0	1.1	3.2	2.8	0.4	8.0	7.0	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
<b>Females <sup>1</sup></b>									
1994	5.5	4.3	1.2	3.5	3.1	0.5	8.9	7.7	1.1
1995	5.7	4.5	1.1	3.6	3.2	0.4	9.0	8.1	0.9
1996	5.7	4.3	1.4	3.5	2.9	0.5	8.7	7.4	1.3
1997	6.4	5.1	1.3	3.8	3.3	0.4	9.4	8.3	1.1
1998	6.3	5.1	1.1	3.7	3.3	0.4	9.4	8.3	1.0
1999	7.1	5.6	1.4	4.1	3.6	0.5	10.4	9.1	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	8.3	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.7	3.5	1.2	2.7	2.2	0.5	6.9	5.6	1.3
1995	4.9	3.6	1.3	2.9	2.3	0.5	7.2	5.8	1.3
1996	4.8	3.5	1.2	2.8	2.3	0.5	7.0	5.6	1.4
1997	5.3	4.1	1.2	2.8	2.4	0.4	7.0	6.1	0.9
1998	5.5	4.3	1.2	3.1	2.7	0.4	7.7	6.7	1.0
1999	5.7	4.4	1.2	3.0	2.6	0.4	7.5	6.5	1.0
2000	5.9	4.7	1.2	3.0	2.6	0.4	7.5	6.5	1.0
2001	6.7	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
<b>Males</b>									
1994	4.1	3.1	1.0	2.4	2.0	0.3	5.9	5.1	0.8
1995	4.3	3.3	1.0	2.5	2.2	0.3	6.2	5.5	0.7
1996	4.1	3.1	0.9	2.4	2.1	0.3	5.9	5.2	0.7
1997	4.6	3.5	1.1	2.5	2.1	0.3	6.2	5.3	0.8
1998	4.9	3.9	1.1	2.8	2.4	0.4	7.0	6.1	0.9
1999	5.1	4.0	1.1	2.8	2.4	0.4	6.9	6.0	0.9
2000	5.3	4.2	1.1	2.8	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	8.0	6.7	1.2
<b>Females <sup>1</sup></b>									
1994	5.6	4.0	1.6	3.3	2.5	0.8	8.3	6.3	2.0
1995	5.7	4.1	1.7	3.4	2.5	0.9	8.5	6.3	2.2
1996	5.7	4.1	1.7	3.4	2.5	0.9	8.5	6.3	2.3
1997	6.2	5.0	1.3	3.3	2.9	0.4	8.3	7.2	1.1
1998	6.3	5.0	1.3	3.5	3.0	0.5	8.7	7.5	1.2
1999	6.4	5.1	1.4	3.4	2.9	0.5	8.4	7.3	1.1
2000	6.8	5.4	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	6.4	1.7	3.9	3.3	0.6	9.8	8.4	1.5

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.8	5.4	1.4	5.2	4.5	0.7	13.0	11.2	1.8
1995	6.4	4.8	1.5	4.5	3.8	0.7	11.2	9.4	1.8
1996	5.3	4.1	1.2	3.9	3.3	0.6	9.7	8.1	1.6
1997	5.9	5.0	1.0	4.2	3.9	0.3	10.5	9.7	0.8
1998	7.0	5.8	1.2	5.0	4.6	0.4	12.6	11.5	1.1
1999	6.9	5.5	1.4	4.6	4.1	0.5	11.5	10.2	1.3
2000	7.3	6.1	1.3	4.9	4.4	0.4	12.2	11.1	1.1
2001	7.7	6.2	1.6	4.7	4.2	0.5	11.8	10.5	1.3
2002	7.9	6.1	1.7	4.6	4.0	0.6	11.6	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	12.7	11.1	1.6
<b>Males</b>									
1994	5.9	5.1	0.8	4.5	4.2	0.2	11.1	10.6	0.6
1995	5.6	4.4	1.2	3.9	3.5	0.4	9.9	8.7	1.1
1996	4.9	3.9	0.9	3.5	3.1	0.3	8.7	7.8	0.8
1997	5.5	4.5	1.0	3.8	3.4	0.3	9.5	8.6	0.9
1998	6.4	5.5	0.9	4.7	4.4	0.3	11.7	10.9	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	11.5	0.9
2001	7.5	5.9	1.5	4.7	4.1	0.6	11.7	10.4	1.4
2002	7.2	5.6	1.6	4.3	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	10.3	1.2
2004	7.7	5.7	2.0	4.4	3.8	0.6	11.0	9.5	1.6
<b>Females <sup>1</sup></b>									
1994	8.8	6.1	2.7	6.8	5.0	1.8	17.1	12.5	4.5
1995	7.8	5.7	2.1	5.7	4.3	1.3	14.2	10.9	3.3
1996	6.2	4.4	1.9	4.8	3.5	1.3	12.0	8.8	3.2
1997	6.8	5.8	F	5.1	4.7	F	12.7	11.8	F
1998	8.2	6.5	1.8	5.8	5.1	0.7	14.5	12.8	1.7
1999	7.7	6.2	1.5	5.0	4.5	0.5	12.5	11.2	1.4
2000	7.8	6.1	1.7	4.7	4.2	0.6	11.9	10.4	1.5
2001	8.3	6.6	1.6	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	11.5	1.7
2003	10.4	8.4	2.1	6.5	5.9	0.6	16.4	14.8	1.5
2004	10.5	8.5	2.0	6.4	5.7	0.7	16.1	14.3	1.7

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.2	4.5	1.7	4.2	3.3	0.9	10.4	8.2	2.1
1995	6.1	4.4	1.7	4.0	3.2	0.8	10.0	7.9	2.1
1996	5.8	4.2	1.6	3.8	3.0	0.8	9.5	7.5	2.0
1997	6.3	4.9	1.4	3.9	3.4	0.4	9.7	8.6	1.1
1998	6.7	5.3	1.4	4.0	3.6	0.5	10.1	9.0	1.1
1999	7.0	5.5	1.5	4.1	3.6	0.5	10.3	9.0	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
<b>Males</b>									
1994	5.3	4.3	1.1	3.6	3.2	0.4	8.9	7.9	1.0
1995	5.1	4.0	1.1	3.2	2.9	0.3	8.1	7.3	0.9
1996	5.0	3.8	1.1	3.2	2.8	0.4	8.0	7.0	1.0
1997	5.7	4.4	1.2	3.6	3.2	0.4	8.9	8.0	1.0
1998	6.0	4.8	1.3	3.8	3.4	0.4	9.5	8.4	1.0
1999	6.6	5.3	1.3	3.9	3.5	0.4	9.8	8.7	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	4.2	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
<b>Females <sup>1</sup></b>									
1994	7.9	5.0	2.9	5.4	3.6	1.8	13.5	8.9	4.6
1995	7.9	5.1	2.8	5.5	3.7	1.8	13.9	9.3	4.6
1996	7.3	4.9	2.5	5.1	3.4	1.7	12.7	8.5	4.2
1997	7.4	5.8	1.6	4.5	3.9	0.6	11.3	9.9	1.4
1998	7.9	6.2	1.6	4.6	4.0	0.5	11.4	10.1	1.4
1999	7.7	6.0	1.7	4.5	3.9	0.7	11.3	9.7	1.7
2000	9.3	7.4	1.9	5.3	4.6	0.7	13.3	11.5	1.8
2001	9.4	7.5	1.9	5.4	4.7	0.7	13.5	11.6	1.9
2002	9.6	7.1	2.6	4.8	4.0	0.8	12.1	10.0	2.0
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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	5.3	3.4	1.9	3.4	2.2	1.1	8.4	5.5	2.9
1995	5.6	3.5	2.1	3.6	2.3	1.3	9.1	5.9	3.2
1996	5.3	3.3	2.0	3.3	2.2	1.2	8.4	5.5	2.9
1997	5.2	3.9	1.3	2.8	2.3	0.4	6.9	5.8	1.1
1998	5.4	4.1	1.3	3.1	2.6	0.5	7.6	6.4	1.2
1999	5.7	4.3	1.4	3.1	2.7	0.5	7.9	6.6	1.2
2000	6.1	4.8	1.3	3.2	2.8	0.4	8.0	6.9	1.1
2001	7.2	5.5	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
<b>Males</b>									
1994	4.0	3.1	0.9	2.4	2.1	0.3	5.9	5.2	0.8
1995	4.2	3.2	1.0	2.6	2.2	0.3	6.5	5.6	0.9
1996	3.9	3.0	0.9	2.3	2.0	0.3	5.8	5.1	0.8
1997	4.4	3.2	1.2	2.3	2.0	0.4	5.9	5.0	0.9
1998	4.8	3.7	1.1	2.8	2.4	0.4	7.0	6.0	1.0
1999	4.7	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
<b>Females <sup>1</sup></b>									
1994	6.9	3.8	3.2	4.7	2.4	2.3	11.7	6.1	5.7
1995	7.3	3.9	3.5	5.0	2.5	2.6	12.6	6.2	6.4
1996	7.0	3.8	3.3	4.7	2.4	2.3	11.8	6.0	5.8
1997	6.3	4.7	1.6	3.4	2.8	0.6	8.4	7.0	1.4
1998	6.2	4.6	1.5	3.4	2.8	0.6	8.5	6.9	1.5
1999	6.9	5.2	1.7	3.8	3.2	0.6	9.6	8.1	1.5
2000	7.3	5.7	1.6	3.8	3.2	0.5	9.4	8.1	1.3
2001	8.2	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	11.2	9.4	1.8

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.1	3.6	2.5	3.5	2.1	1.4	8.7	5.2	3.5
1995	5.9	3.7	2.2	3.7	2.4	1.2	9.2	6.1	3.1
1996	6.2	3.9	2.3	3.6	2.4	1.2	9.0	5.9	3.1
1997	6.1	4.3	1.8	3.0	2.4	0.6	7.6	6.1	1.4
1998	6.0	4.5	1.5	3.1	2.7	0.5	7.8	6.6	1.2
1999	6.4	4.7	1.7	3.2	2.6	0.6	8.0	6.6	1.4
2000	6.6	4.9	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	7.4	1.9
<b>Males</b>									
1994	4.5	3.1	1.4	2.4	1.9	0.5	6.1	4.8	1.3
1995	4.4	3.2	1.2	2.6	2.2	0.4	6.5	5.5	1.1
1996	4.2	2.9	1.3	2.1	1.7	0.4	5.2	4.2	1.0
1997	5.0	3.5	1.5	2.6	2.1	0.5	6.4	5.2	1.3
1998	5.3	4.0	1.3	2.9	2.4	0.4	7.2	6.1	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	7.6	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
<b>Females <sup>1</sup></b>									
1994	8.0	4.1	3.9	4.9	2.3	2.6	12.3	5.7	6.5
1995	7.8	4.4	3.5	5.0	2.7	2.3	12.6	6.8	5.8
1996	8.7	5.0	3.6	5.6	3.2	2.4	14.0	8.1	5.9
1997	7.5	5.4	2.2	3.6	2.9	0.7	9.1	7.4	1.7
1998	6.9	5.1	1.8	3.4	2.9	0.5	8.6	7.3	1.3
1999	7.8	5.8	2.0	3.9	3.2	0.7	9.7	8.0	1.7
2000	7.5	5.7	1.8	3.5	3.0	0.5	8.8	7.5	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	3.4	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	6.3	3.7	2.6	4.0	2.4	1.6	10.0	6.1	3.9
1995	6.3	3.8	2.5	4.0	2.4	1.5	9.9	6.1	3.8
1996	6.2	3.6	2.6	3.9	2.3	1.6	9.7	5.8	3.9
1997	5.6	4.1	1.5	2.9	2.5	0.5	7.3	6.2	1.2
1998	5.8	4.4	1.5	3.1	2.6	0.5	7.8	6.6	1.2
1999	6.3	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	6.8	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	3.2	0.7	9.6	7.9	1.8
2004	7.9	5.7	2.2	3.8	3.1	0.7	9.5	7.8	1.8
<b>Males</b>									
1994	4.5	3.2	1.3	2.5	2.1	0.4	6.2	5.3	0.9
1995	4.7	3.4	1.3	2.6	2.2	0.4	6.6	5.5	1.0
1996	4.5	3.2	1.3	2.5	2.1	0.4	6.2	5.3	0.9
1997	4.6	3.4	1.2	2.4	2.0	0.4	6.0	5.1	0.9
1998	5.0	3.6	1.3	2.6	2.2	0.4	6.6	5.5	1.1
1999	5.3	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	4.8	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	6.6	1.7
<b>Females <sup>1</sup></b>									
1994	8.7	4.4	4.3	6.1	2.9	3.2	15.2	7.2	8.0
1995	8.4	4.4	4.1	5.8	2.8	3.0	14.5	6.9	7.6
1996	8.5	4.2	4.3	5.8	2.6	3.2	14.5	6.4	8.1
1997	6.9	5.2	1.7	3.7	3.1	0.6	9.3	7.7	1.6
1998	7.0	5.3	1.6	3.8	3.2	0.6	9.5	8.1	1.4
1999	7.7	5.9	1.8	4.1	3.4	0.7	10.2	8.6	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

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
	percentage						days		
<b>Both sexes <sup>1</sup></b>									
1994	4.7	2.5	2.2	2.7	1.4	1.3	6.8	3.4	3.3
1995	4.8	2.4	2.3	2.7	1.3	1.5	6.9	3.1	3.7
1996	4.9	2.6	2.3	2.8	1.4	1.4	6.9	3.4	3.5
1997	4.6	3.3	1.3	2.2	1.7	0.5	5.5	4.2	1.3
1998	4.5	3.2	1.4	2.1	1.6	0.5	5.3	4.0	1.3
1999	4.8	3.3	1.5	2.2	1.7	0.5	5.5	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	1.7
2004	6.7	4.6	2.1	2.8	2.1	0.7	7.0	5.2	1.7
<b>Males</b>									
1994	3.1	1.8	1.2	1.3	1.0	0.3	3.3	2.5	0.9
1995	2.9	1.9	1.0	1.2	0.9	0.3	3.1	2.3	0.8
1996	2.9	1.8	1.1	1.3	0.9	0.4	3.2	2.3	0.9
1997	3.5	2.5	1.1	1.6	1.2	0.4	4.0	3.1	0.9
1998	3.5	2.3	1.2	1.5	1.1	0.4	3.7	2.7	1.0
1999	4.0	2.6	1.4	1.8	1.3	0.4	4.5	3.4	1.1
2000	4.4	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
<b>Females <sup>1</sup></b>									
1994	6.9	3.4	3.6	4.6	1.9	2.7	11.5	4.8	6.7
1995	7.2	3.1	4.1	4.8	1.7	3.1	12.1	4.3	7.8
1996	7.4	3.6	3.9	4.8	1.9	2.8	11.9	4.9	7.1
1997	5.9	4.3	1.6	3.0	2.3	0.7	7.5	5.8	1.7
1998	5.9	4.3	1.6	3.0	2.3	0.7	7.5	5.8	1.7
1999	5.8	4.1	1.7	2.8	2.2	0.6	6.9	5.5	1.4
2000	6.3	4.5	1.8	2.7	2.1	0.7	6.8	5.2	1.7
2001	7.1	5.2	1.9	3.1	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	8.7	6.8	1.9

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
	percentage						days		
<b>Under 20 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	4.8	3.4	1.5	2.5	2.0	0.5	6.2	4.9	1.3
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	7.4	5.6	1.7
<b>Males</b>									
1997	4.3	3.0	1.3	2.2	1.8	0.4	5.6	4.6	1.0
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	5.0	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
<b>Females <sup>1</sup></b>									
1997	5.5	3.8	1.7	2.8	2.2	0.6	7.0	5.4	1.6
1998	5.5	3.9	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	6.0	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	2.4	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
<b>20 to 99 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.5	4.1	1.4	2.9	2.5	0.4	7.3	6.2	1.1
1998	5.6	4.2	1.4	3.0	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	7.6	5.5	2.0	3.6	2.9	0.7	8.9	7.3	1.6
<b>Males</b>									
1997	4.6	3.4	1.2	2.4	2.1	0.4	6.1	5.2	0.9
1998	4.8	3.6	1.2	2.6	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
<b>Females <sup>1</sup></b>									
1997	6.8	5.1	1.6	3.6	3.1	0.6	9.1	7.7	1.4
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	7.7	1.6
2000	7.6	5.8	1.8	3.8	3.2	0.6	9.4	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

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
	percentage						days		
<b>100 to 500 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	5.9	4.6	1.4	3.3	2.9	0.5	8.3	7.2	1.1
1998	6.4	5.0	1.4	3.7	3.2	0.5	9.3	8.1	1.2
1999	6.7	5.2	1.5	3.7	3.2	0.5	9.3	8.1	1.3
2000	7.1	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	8.1	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
<b>Males</b>									
1997	4.9	3.8	1.1	2.8	2.4	0.4	7.0	6.0	0.9
1998	5.5	4.3	1.2	3.2	2.8	0.4	8.0	7.0	1.0
1999	5.6	4.3	1.3	3.2	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	8.4	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
<b>Females <sup>1</sup></b>									
1997	7.5	5.8	1.7	4.2	3.6	0.6	10.5	9.0	1.5
1998	7.9	6.2	1.7	4.5	3.9	0.6	11.3	9.8	1.5
1999	8.3	6.5	1.8	4.6	4.0	0.6	11.6	10.0	1.6
2000	8.6	6.7	2.0	4.5	3.8	0.7	11.3	9.4	1.8
2001	9.4	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	0.7	12.5	10.6	1.9
<b>Over 500 employees</b>									
<b>Both sexes <sup>1</sup></b>									
1997	6.1	4.7	1.4	3.5	3.0	0.5	8.7	7.5	1.2
1998	6.4	5.0	1.4	3.8	3.2	0.5	9.4	8.0	1.4
1999	6.6	5.1	1.4	3.7	3.2	0.5	9.3	8.1	1.2
2000	7.0	5.5	1.4	3.7	3.2	0.5	9.3	8.1	1.2
2001	7.8	6.1	1.6	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	9.5	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	12.0	10.0	1.9
<b>Males</b>									
1997	4.8	3.6	1.1	2.7	2.4	0.3	6.8	5.9	0.9
1998	5.6	4.3	1.2	3.2	2.8	0.5	8.0	6.9	1.1
1999	5.6	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	1.4	3.3	2.8	0.5	8.3	7.0	1.3
2002	7.3	5.5	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	2.3	4.1	3.3	0.8	10.4	8.3	2.0
<b>Females <sup>1</sup></b>									
1997	8.1	6.4	1.7	4.8	4.1	0.7	12.0	10.2	1.8
1998	7.8	6.1	1.6	4.6	4.0	0.7	11.6	9.9	1.7
1999	7.9	6.2	1.7	4.5	3.9	0.6	11.2	9.7	1.4
2000	8.6	7.0	1.6	4.7	4.2	0.6	11.8	10.4	1.4
2001	9.3	7.4	1.9	4.8	4.1	0.7	12.1	10.3	1.8
2002	10.8	8.4	2.4	5.6	4.9	0.7	14.1	12.3	1.8
2003	10.2	8.0	2.3	5.3	4.4	0.8	13.1	11.1	2.1
2004	10.6	8.4	2.2	5.7	4.9	0.7	14.1	12.3	1.8

1. Data beginning in 1997 exclude maternity leave.

## Data Source

---

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

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

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

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

Section A of this publication provides absence rates for 2004 by a variety of factors; maternity leave is excluded from the personal or family responsibilities code. Section B provides time series including maternity absences for the period from 1991 to 1996, and excluding maternity absences from 1997 to 2004. The illness or disability absence rates were not affected by the redesign, nor were the rates for men.

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

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

## Definitions

---

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?

---

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

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

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

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

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

## Reasons for absence

---

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

---

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

---

**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

---

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

---

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.