



# PERSPECTIVES

ON LABOUR AND INCOME

## Fact-sheet on work absences

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 source and 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).

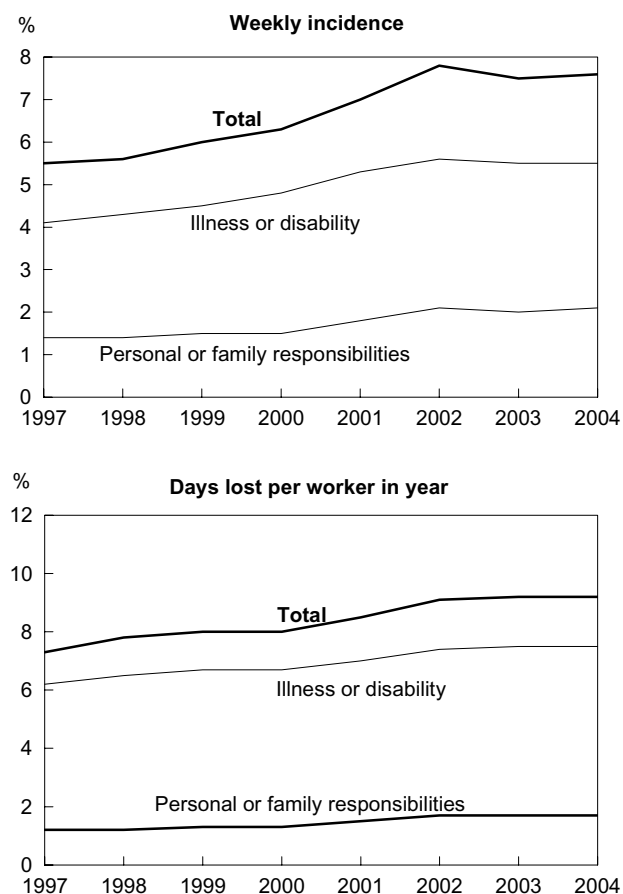
In an average week in 1997, excluding women on maternity leave, about 5.5% (480,000) of all full-time employees holding one job were absent from work for all or part of the week for personal reasons. By 2004, the figure had risen to 7.6% (801,000) (Table 1). Total work time missed for these reasons also 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.

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Statistics Canada  
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**Chart: Work absence rates, 1997 to 2004**

Source: Labour Force Survey

### 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 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 2). 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 3). 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 4). Again, as by major 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).

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 5).

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 with over nine years (the latter group likely being older).

## Province and CMA

Work absence levels differed by geographic area (Table 6), 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).

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### Perspectives

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#### ■ Notes

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

2 For more information on this subject, see Margot Shields, "Stress, health and the benefit of social support," *Health Reports* (Statistics Canada, Catalogue 82-003-XIE) 15, no. 1, January 2004.

Also see Cara Williams, "Sources of workplace stress," *Perspectives on Labour and Income* (Statistics Canada, Catalogue 75-001-XIE) 4, no. 6, June 2003 online edition.

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.

**Table 1: Absence rates for full-time paid workers by sex, 1997 to 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
	%			%			days		
<b>Both sexes</b>									
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>Men</b>									
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>Women</b>									
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

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

**Table 2: Absence rates for full-time paid workers by sex, age, education and presence of children, 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
	%			%			days		
<b>Age</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
15 to 19	6.7	5.1	1.6	2.6	2.1	0.5	6.6	5.2	1.4
20 to 24	6.6	4.5	2.1	2.6	1.9	0.7	6.4	4.7	1.7
25 to 34	7.8	5.3	2.5	3.2	2.4	0.8	8.1	6.1	2.0
35 to 44	7.9	5.5	2.4	3.8	3.0	0.8	9.4	7.5	1.9
45 to 54	7.5	5.7	1.8	4.0	3.4	0.6	9.9	8.5	1.4
55 to 64	8.2	6.6	1.6	5.0	4.4	0.6	12.5	11.1	1.4
65 and over	5.8	4.6	F	3.5	2.9	F	8.7	7.3	F
<b>Men</b>	<b>6.6</b>	<b>4.6</b>	<b>2.0</b>	<b>3.2</b>	<b>2.6</b>	<b>0.7</b>	<b>8.0</b>	<b>6.4</b>	<b>1.6</b>
15 to 19	6.3	4.8	1.5	2.5	2.0	0.5	6.3	5.1	1.2
20 to 24	6.2	4.2	2.0	2.4	1.8	0.6	5.9	4.4	1.5
25 to 34	6.7	4.3	2.4	2.8	2.0	0.8	7.0	4.9	2.1
35 to 44	6.7	4.6	2.1	3.2	2.5	0.7	8.0	6.2	1.7
45 to 54	6.5	4.8	1.7	3.5	3.0	0.5	8.8	7.5	1.3
55 to 64	7.1	5.6	1.5	4.4	3.9	0.5	11.0	9.7	1.3
65 and over	5.7	4.6	F	3.2	2.7	F	7.9	6.7	F
<b>Women</b>	<b>8.9</b>	<b>6.6</b>	<b>2.3</b>	<b>4.3</b>	<b>3.6</b>	<b>0.7</b>	<b>10.9</b>	<b>9.0</b>	<b>1.9</b>
15 to 19	7.2	5.6	1.6	2.8	2.1	0.6	7.0	5.4	1.6
20 to 24	7.2	5.0	2.2	2.8	2.1	0.8	7.1	5.2	1.9
25 to 34	9.2	6.6	2.5	3.9	3.1	0.8	9.7	7.8	1.9
35 to 44	9.4	6.7	2.7	4.6	3.7	0.8	11.4	9.3	2.1
45 to 54	8.7	6.7	2.0	4.5	3.9	0.7	11.4	9.7	1.7
55 to 64	9.8	8.0	1.7	5.9	5.3	0.6	14.8	13.2	1.6
65 and over	F	F	F	F	F	F	F	F	F
<b>Educational attainment</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
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 graduate	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>Presence of children</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
With children	8.2	5.5	2.7	3.9	3.0	0.9	9.9	7.6	2.3
Preschool-aged (under 5 years)	9.3	5.2	4.2	4.1	2.4	1.7	10.4	6.0	4.4
5 to 12 years	8.3	5.7	2.6	3.8	3.1	0.7	9.4	7.7	1.7
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

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

**Table 3: Absence rates for full-time paid workers by industry and sector, 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
		%			%			days	
<b>All industries</b>	<b>7.6</b>	<b>5.5</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>
Public employees	9.4	7.1	2.2	4.8	4.0	0.8	12.0	10.0	2.0
Private employees	7.1	5.0	2.1	3.4	2.7	0.7	8.4	6.8	1.7
<b>Goods-producing</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	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	8.3	5.8	2.5	3.9	3.2	0.7	9.9	8.1	1.8
Non-durable	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	6.5	4.2	2.3	2.8	2.0	0.7	6.9	5.1	1.8
Retail	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	6.4	4.2	2.2	2.2	1.6	0.6	5.6	4.1	1.5
Business, building and 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	11.6	8.2	3.4	5.2	4.0	1.2	13.1	10.1	3.0
Provincial	8.9	6.8	2.0	3.9	3.3	0.7	9.9	8.2	1.7
Local, other	7.3	5.1	2.2	3.6	2.9	0.7	9.0	7.2	1.8

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

**Table 4: Absence rates for full-time paid workers by occupation, 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
		%			%			days	
<b>All occupations</b>	<b>7.6</b>	<b>5.5</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>
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
Professional	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
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	7.8	6.6	1.2	4.9	4.3	0.5	12.1	10.8	1.4
Support staff	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	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	8.1	6.2	1.9	3.7	2.9	0.8	9.2	7.1	2.1
Other	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
Transport 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

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

**Table 5: Absence rates for full-time paid workers by workplace size, job tenure, job status and union coverage, 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
	%			%			days		
<b>Workplace size</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
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>Job tenure</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
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>Job status</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
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>Union coverage</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
Union member or covered by collective agreement	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

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

**Table 6: Absence rates for full-time paid workers by province, region and census metropolitan area (CMA), 2004, excluding maternity leave**

	Incidence*			Inactivity**			Days lost per worker in year†		
	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities	Total	Own illness or disability	Personal or family responsibilities
<b>Province and region</b>		%			%			days	
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
Atlantic	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
Prairies	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>CMA</b>									
<b>Both sexes</b>	<b>7.6</b>	<b>5.5</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>
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
Saguenay	7.2	5.8	F	4.2	3.7	F	10.5	9.4	F
Québec	7.9	6.3	1.6	4.0	3.6	0.4	10.1	9.0	1.1
Montréal	8.4	6.3	2.1	4.1	3.6	0.6	10.3	8.9	1.4
Trois-Rivières	6.8	5.3	F	3.5	3.1	F	8.8	7.6	F
Sherbrooke	7.3	5.6	F	4.0	3.6	F	10.1	9.0	F
Gatineau	10.4	8.0	2.4	5.1	4.3	0.8	12.7	10.7	2.0
Ottawa	9.8	6.9	2.9	4.0	3.1	0.9	10.1	7.7	2.4
Kingston	7.0	4.8	F	3.2	2.4	F	7.9	6.0	F
Greater Sudbury / Grand Sudbury	7.7	5.9	F	4.1	3.4	F	10.2	8.5	F
Toronto	7.0	4.8	2.2	3.0	2.3	0.7	7.6	5.8	1.7
Hamilton	7.1	5.1	2.0	3.1	2.4	0.7	7.8	6.0	1.8
St. Catharines-Niagara	7.9	5.7	2.1	3.5	2.9	0.7	8.8	7.2	1.7
London	6.8	4.9	1.9	3.3	2.6	0.7	8.2	6.5	1.6
Windsor	8.1	5.7	2.4	3.9	3.1	0.8	9.8	7.9	2.0
Kitchener-Waterloo	7.4	4.9	2.5	3.0	2.3	0.7	7.6	5.8	1.8
Oshawa	7.8	5.4	2.4	3.6	2.8	0.8	8.9	7.0	2.0
Thunder Bay	8.1	6.0	F	4.4	3.6	F	11.0	8.9	F
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

Source: Labour Force Survey

\* Absent workers divided by total.

\*\* Hours absent divided by hours usually worked.

† Inactivity rate multiplied by working days in year (250).

## Data source and definitions

The data in this article are annual averages from the **Labour Force Survey (LFS)**. They refer to full-time employees holding only one job. Part-time, self-employed and unpaid family workers are excluded because they generally have more opportunity to arrange their work schedules around personal or family responsibilities. Multiple jobholders, too, are excluded because it is not possible using LFS data to allocate time lost, or the reason for it, to specific jobs. Women on maternity leave are also excluded. Some human resource practitioners exclude persons on long-term illness or disability leave (exceeding one year) from their attendance management statistics. Such persons are, however, included in Statistics Canada's work absence estimates if they count themselves as employed (that is, they continue to receive partial or full pay from their employer). In 2004, the number of employed persons on such long-term illness or disability leave averaged only 22,000 in a typical week. Their exclusion would have reduced the weekly work absence incidence for illness or disability from 5.5% to 5.3%, the inactivity rate from 3.0% to 2.8%, and days lost per worker that year from 7.5 to 7.0.

**Personal reasons for absence** are split into two categories: 'own illness or disability' and 'personal or family responsibilities' (caring for own children, caring for elder relative, and other personal or family responsibilities). Absences for these two reasons represented about 28% of all time lost by full-time paid workers each week in 2004. Vacations, which accounted for about 39% of total time away from work, are not counted in this study, nor are statutory holidays, which represented 16%. Maternity leave represented 10% and other reasons, 7%.

The **incidence of absence** is the percentage of full-time paid workers 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 full-time paid workers. It takes into account both the incidence and length of absence in the reference week.

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

### Reasons for work absences in the LFS

The LFS sets out the following reasons for being away from work:

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

As normally published, personal or family responsibilities consist of caring for own children, caring for elder relative, and other personal or family responsibilities.