US Absence data

Bureau Labor Statistics (BLS)

2/2024

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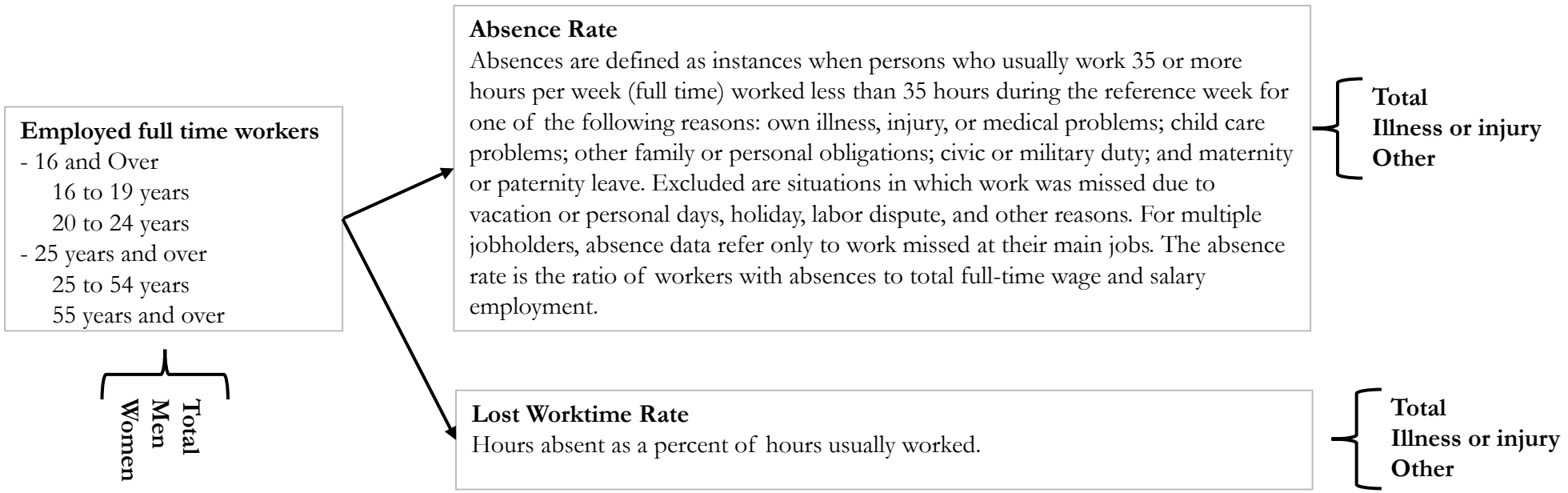
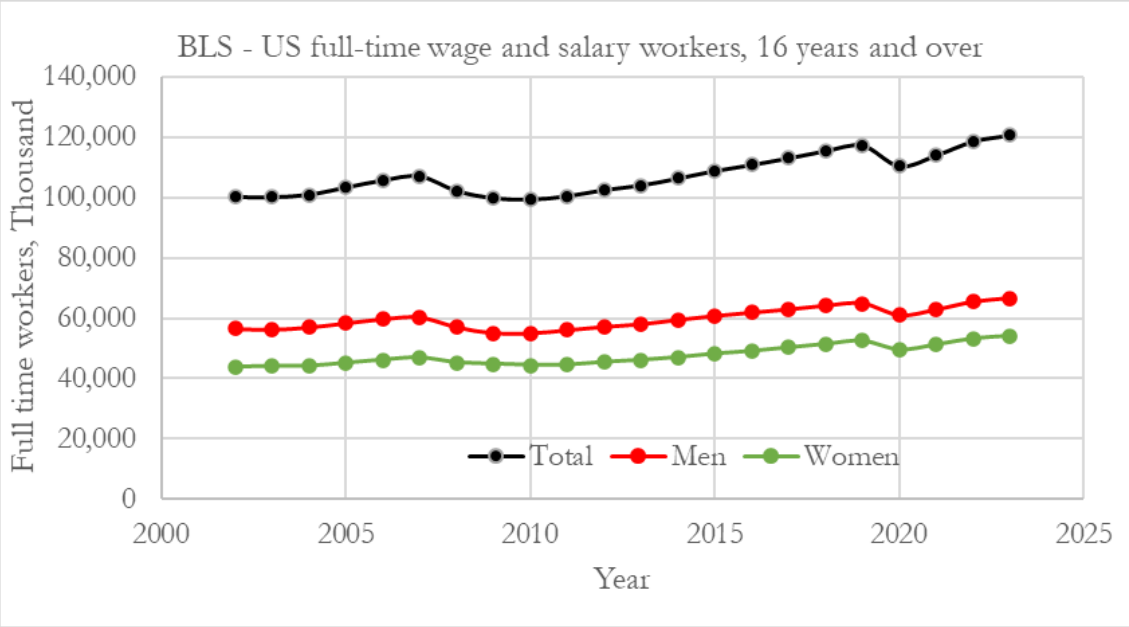
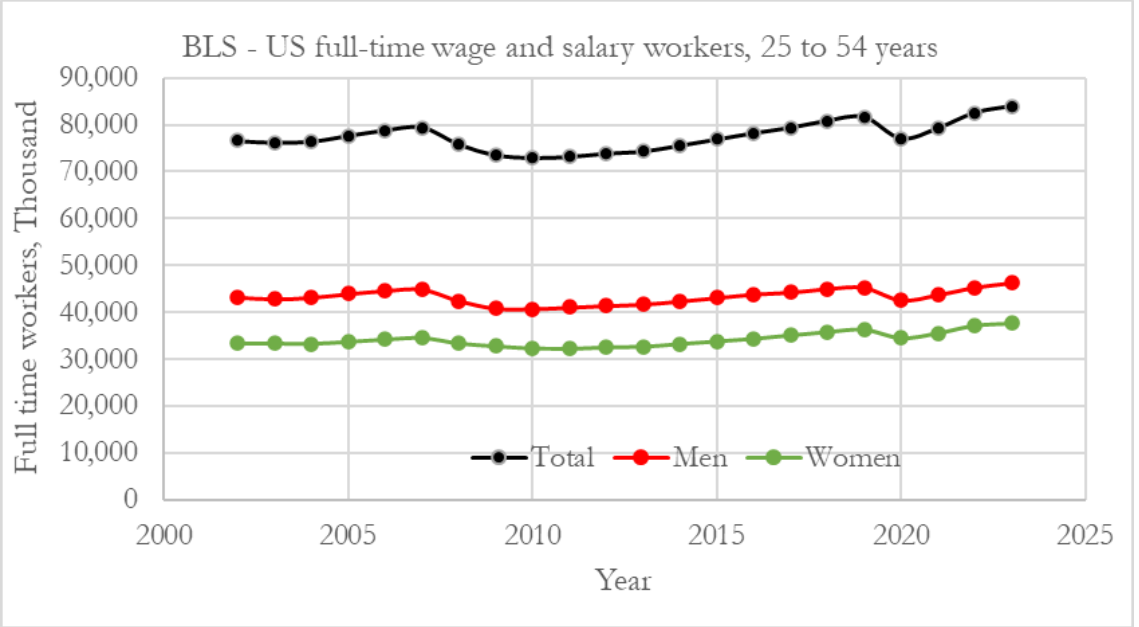
Organization of the data

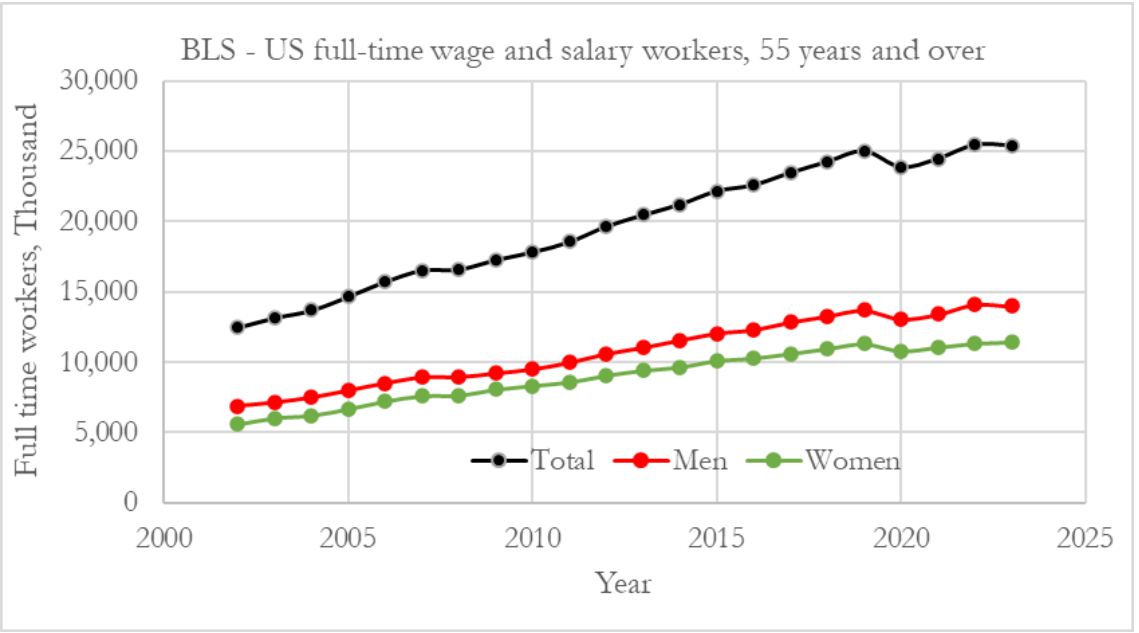


Employed full-time workers

Employed – Full time workers







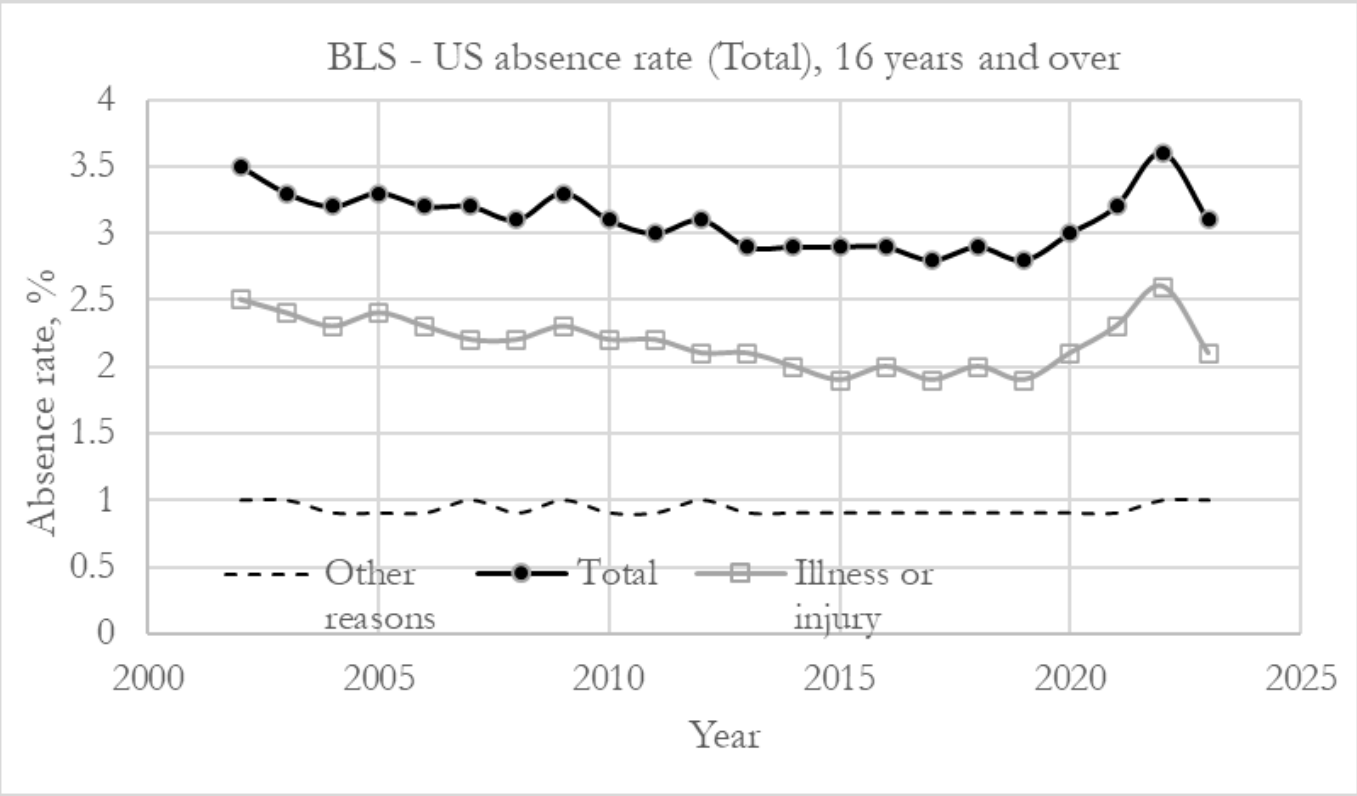
Summary:

- About 120.700 million total full time workers aged 16+, in 2023
- About 83.961 million full time workers aged 25-54, in 2023
- Growing number of workers aged 55+

Employed aged 16 and over
Absence rates and Lost worktime rates

Let's look at absence rates and lost worktime rates for the prime workers aged 16 and over, which amount to about 120.700 million in 2023.

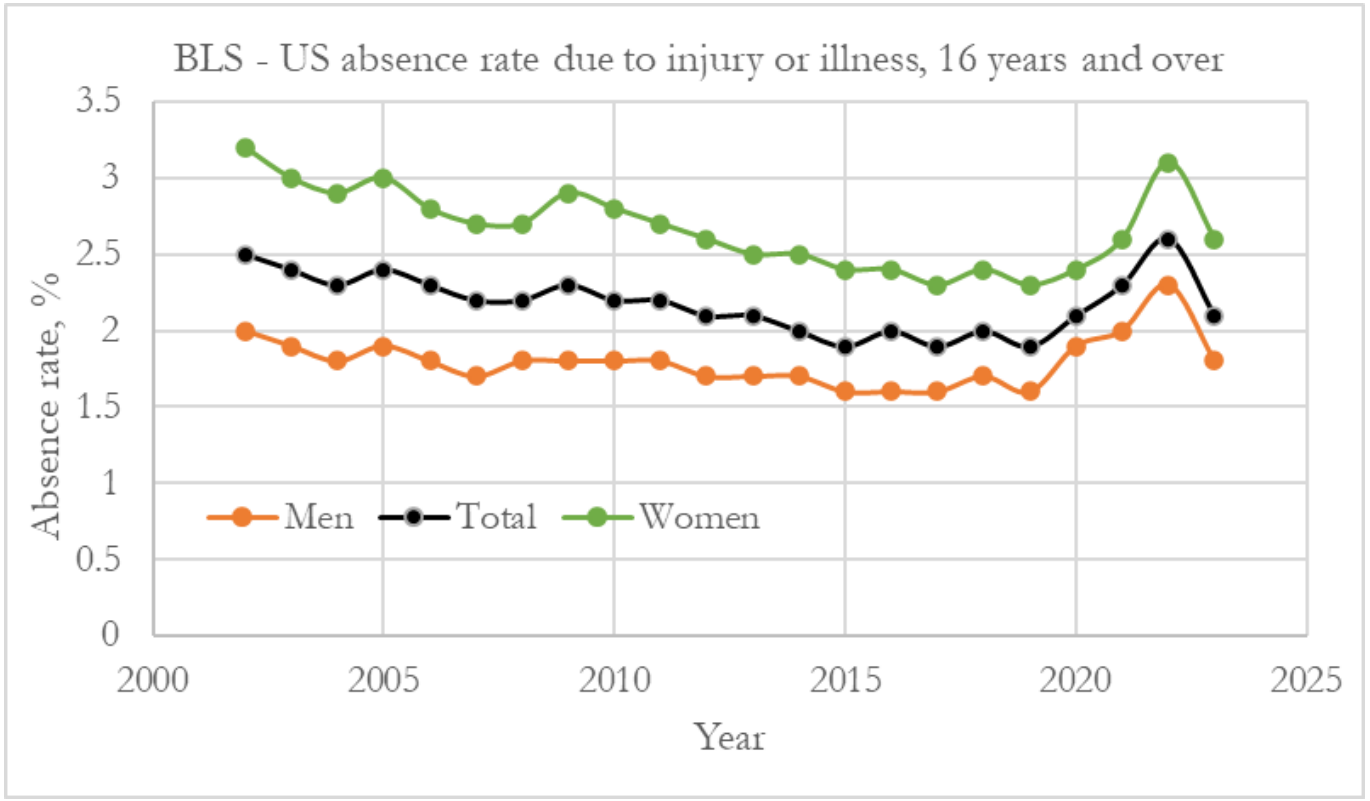
Absence rates by cause, 16+



Summary:

- Declining trend in absence rates from 2002 to 2019.
- Slight increase in absence rates in 2020.
- Large increase in absence rates in 2021 and 2022.
- Drop in absence rates in 2023 to similar levels than in 2020.
- Increase in absence rates were due to illness or injury as other causes remained at stable levels.

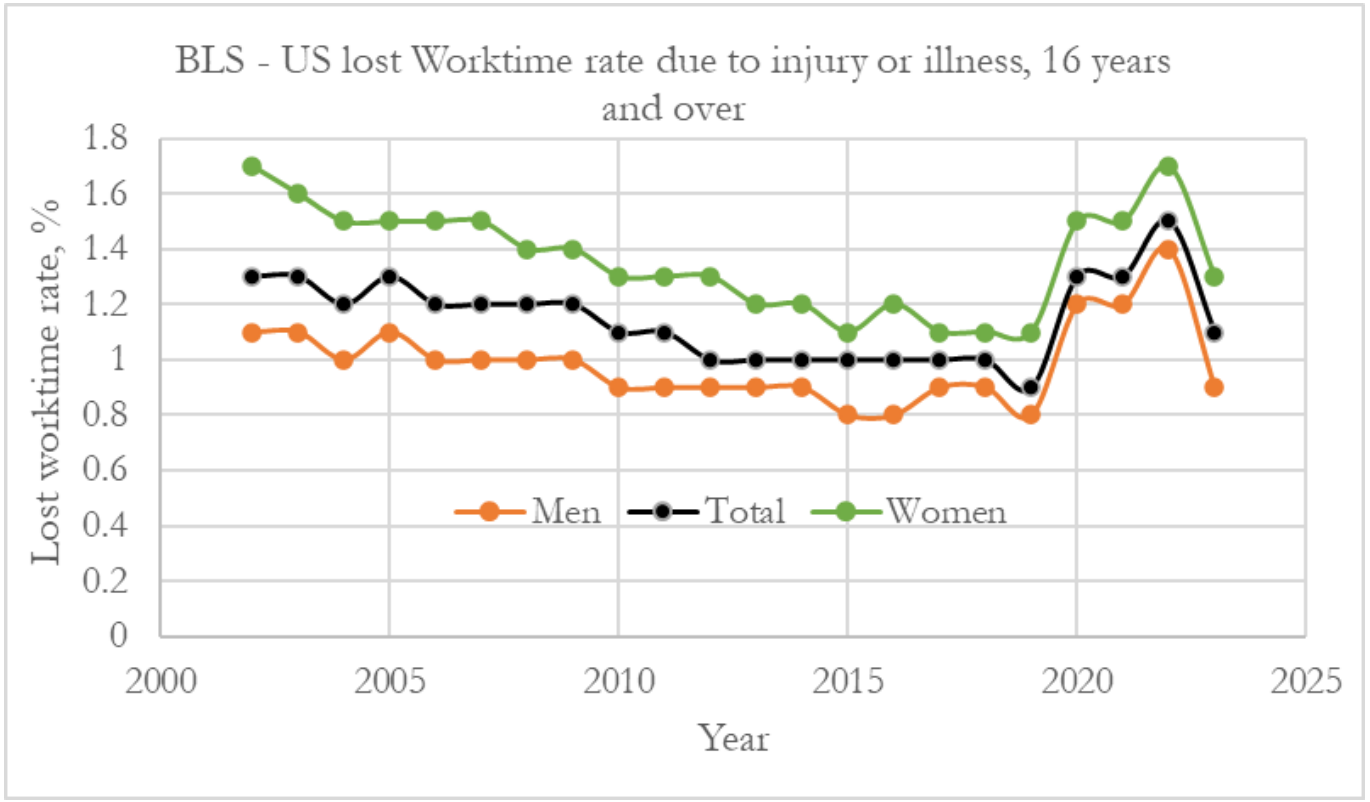
Absence rates due to illness or injury by gender, 16+



Summary:

- Declining trend in absence rates from 2002 to 2019.
- Slight increase in absence rates in 2020.
- Large increase in absence rates in 2021 and 2022.
- Drop in absence rates in 2023 to similar levels than in 2020.
- Both men and women appear to experience similar absolute increase in absence rates.

Lost worktime rates due to illness or injury by gender, 16+



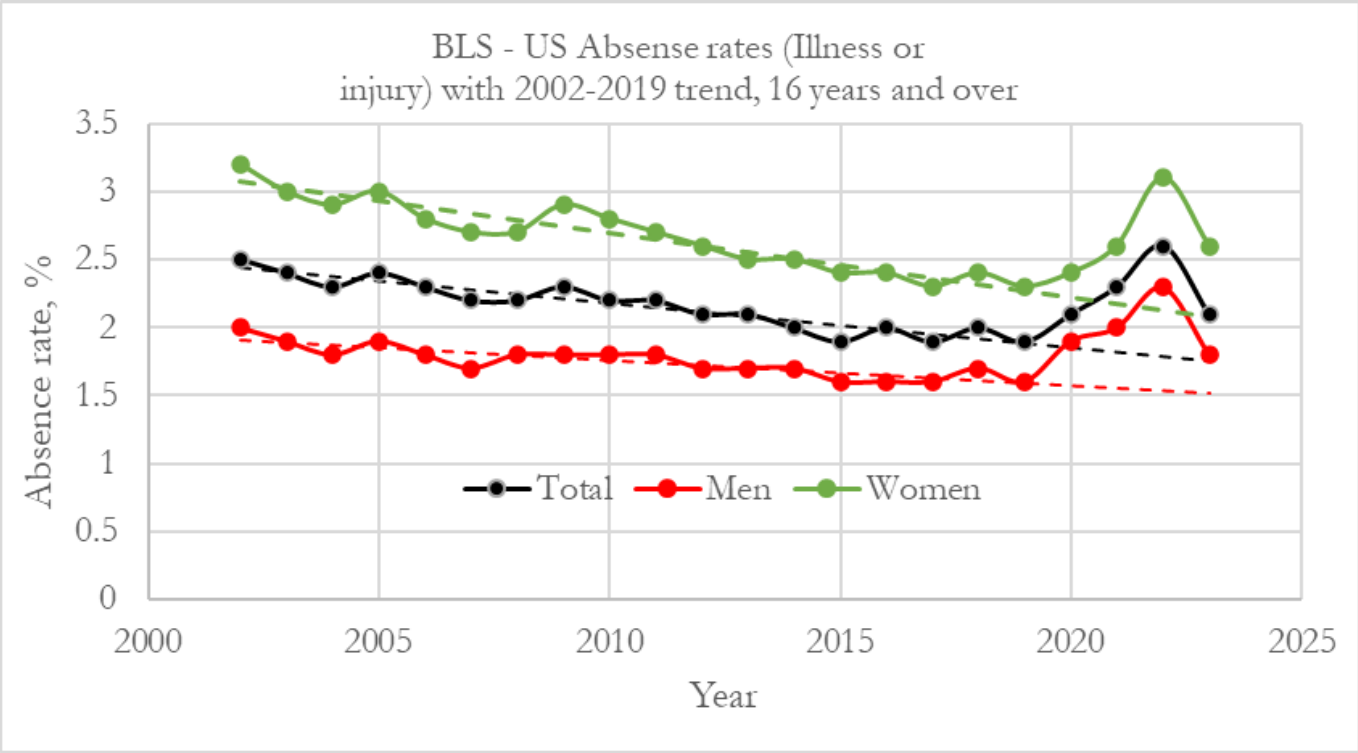
Summary:

- Declining trend in lost worktime rates from 2002 to 2019.
- Large increase in lost worktime rates in 2020.
- Large increase in lost worktime rates in 2021 and 2022.
- Drop in lost worktime rates in 2023 to levels above 2019 but slightly below 2020.
- Both men and women appear to experience similar absolute increase in lost worktime rates.

Deviation from 2002-2019 trend
Absence rates

Let's analyse the deviation from the 2002-2019 trend in absence rates and lost worktime rates, for the prime workers aged 16 and over.

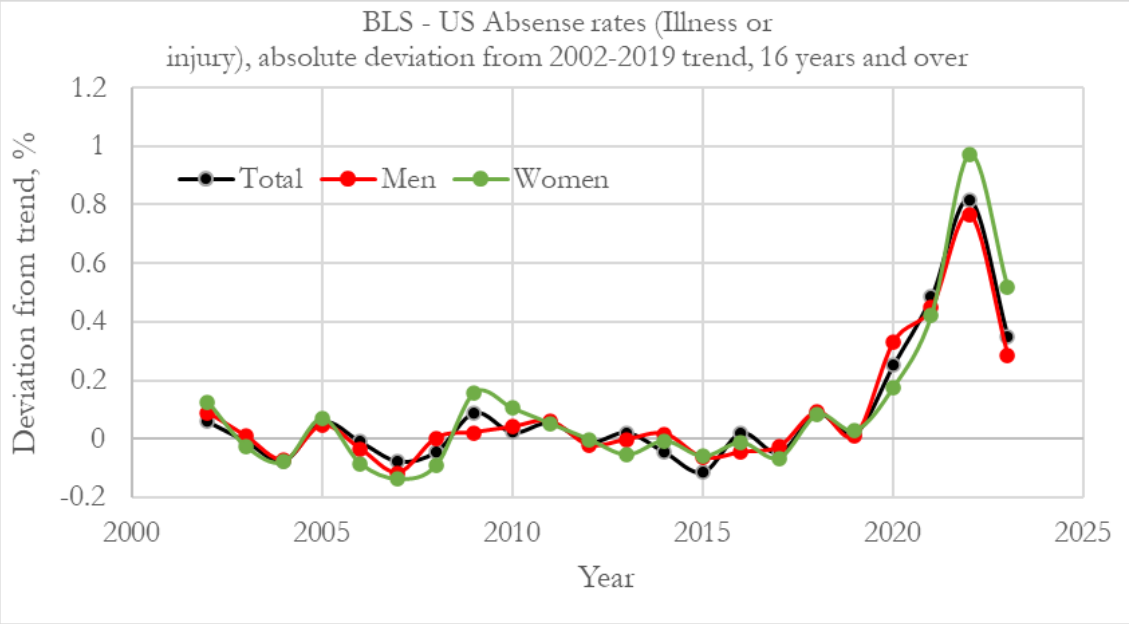
Absence rates (from illness or injury) versus 2002-2019 trend, 16+

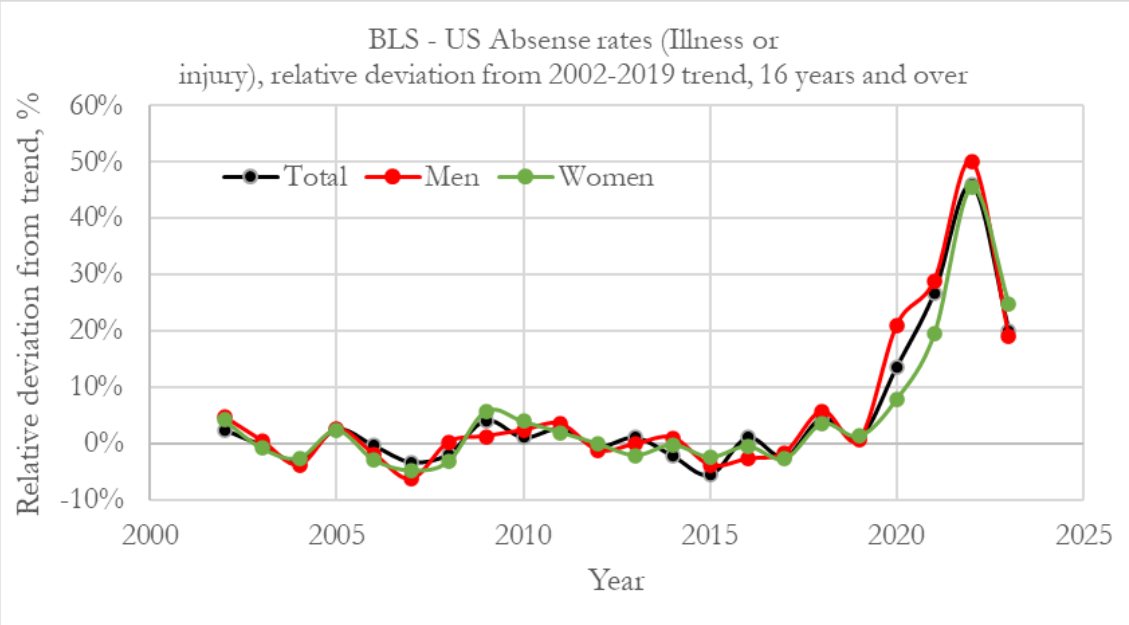


Summary:

- Declining trend in absence rates from illness or injury from 2002 to 2019.
- From 2020, absence rates increased in each consecutive year in 2021 and 2022. In 2023 absence rates dropped to similar levels seen in 2020.

Absence rates (from illness or injury) - Deviation from trend, absolute and relative





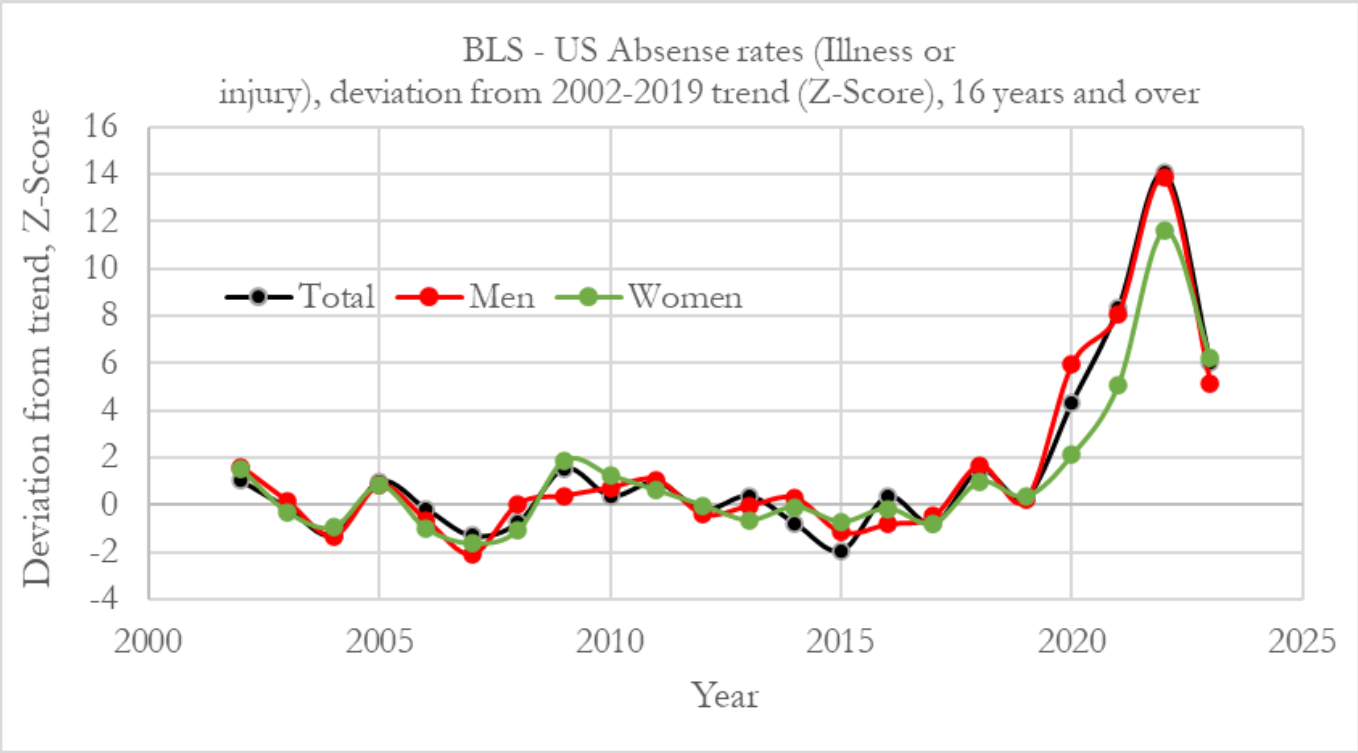
Summary:

- Absolute deviation from 2002 to 2019 trend in absence rates varied between -0.2% to 0.2% from 2002 to 2019. From 2020 we see an increased deviation from trend in 2021 and 2022.
- In 2022, the deviation from trend was about 0.8% in absolute terms.
- In relative terms, the deviation from trend in 2022, for the total full time workers was about 45%.
- In 2023, the deviation from trend dropped and was about 0.35% in absolute terms (20% in relative terms).

- Absolute deviation from trend was greater in Women than Men.
- In relative terms, the opposite was true (Men had worse outcomes than Women) due to Women baseline absence rates being roughly double that of Men.

- In 2023 the deviation from trend was 0.52% for women and 0.3% men, indicating that, in absolute terms, women continue experiencing a slightly larger rise in absence rates compared to men.

Absence rates (from illness or injury) - Normalised deviation from trend, Z-Score



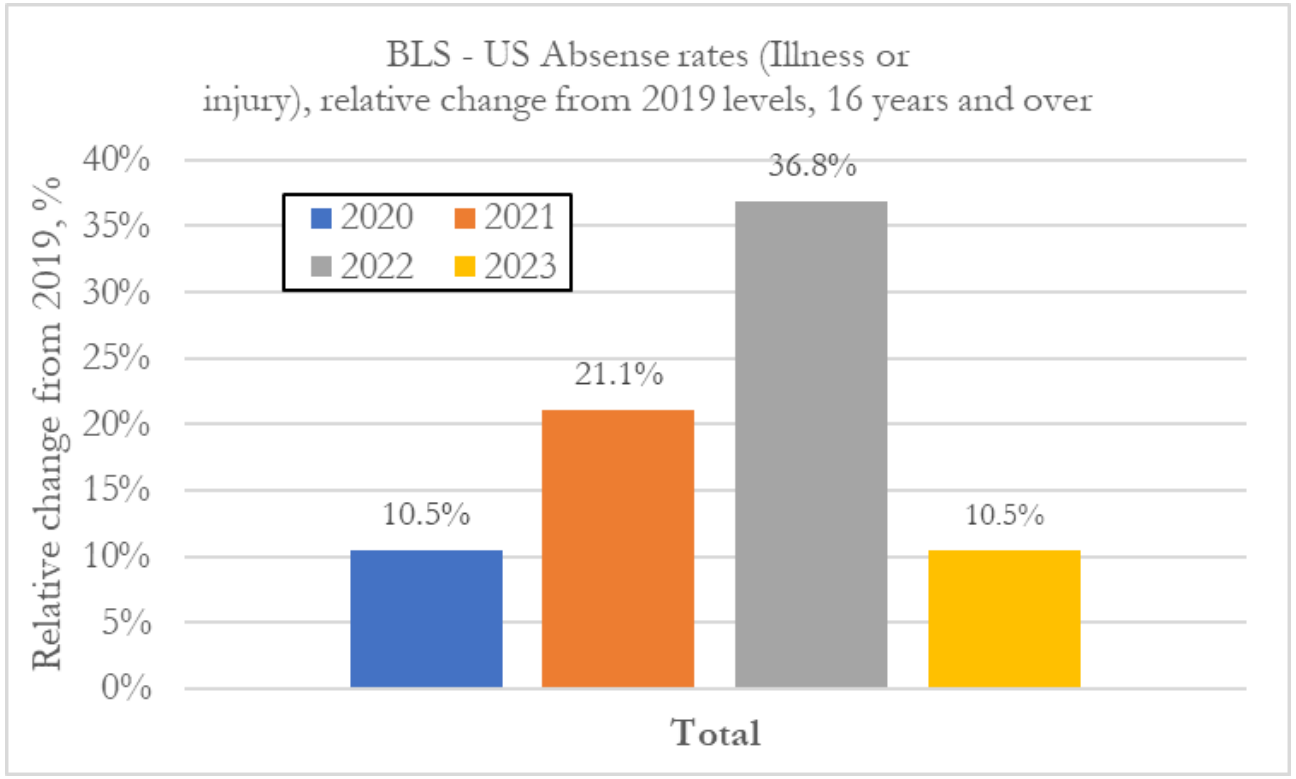
Summary:

- The normalized (Z-Score) deviation from 2002 to 2019 trend in absence rates ranged between -2 to +2 from 2002 to 2019.
- **For the Total full time workers:**
- In 2020 the Z-Score was around 4.
- In 2021 the Z-Score was around 8.
- In 2022 the Z-Score was about 14.
- In 2023 the Z-Score was about 6.
- Absence rates from illness and injury deviated successively further from trend in 2020, 2021 and 2022.
- In 2023 the deviation from trend reverted towards the 2010-2019 trend, albeit still being an extreme deviation from trend.

Deviation from 2019 absence rates

Let's analyse the deviation from the 2019 level in absence rates for workers aged 16 and over.

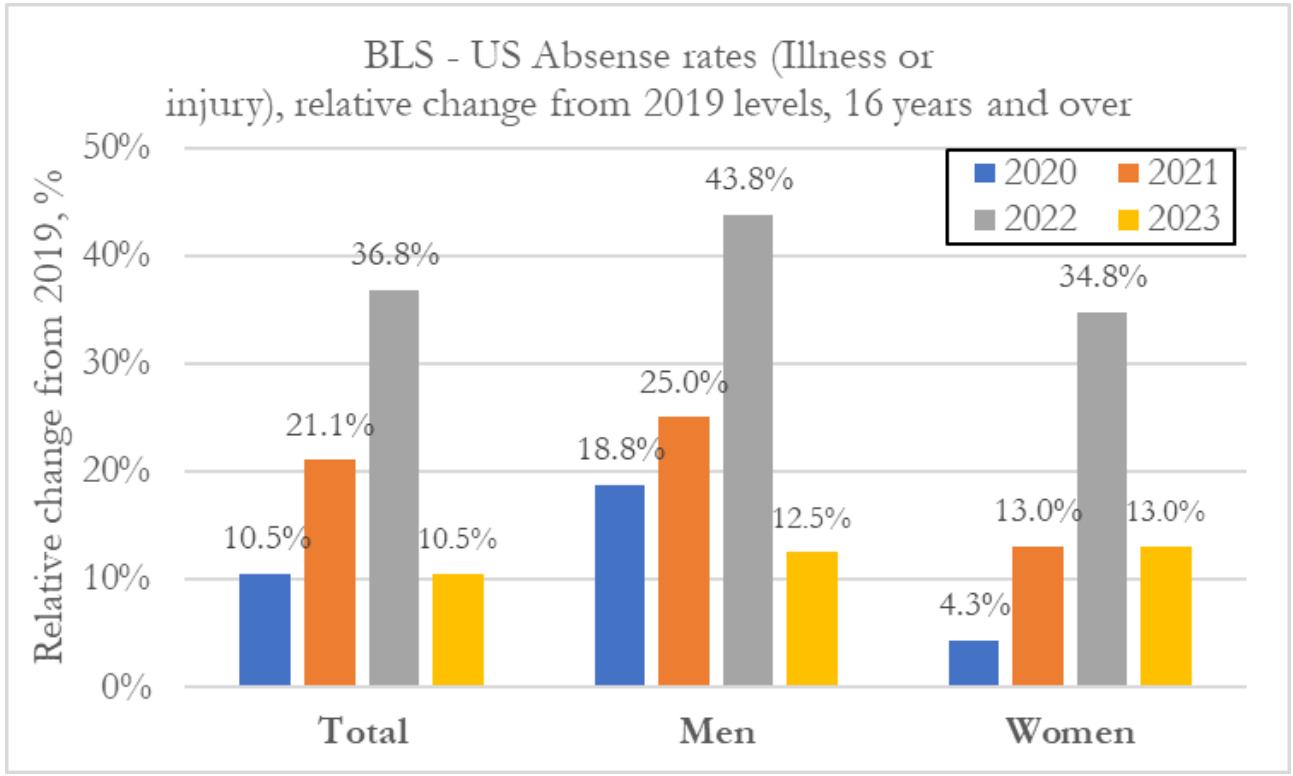
Absence rates (from illness or injury) – Percent change from 2019 rates



Summary:

- Absence rates (from illness or injury) grew in 2020, 2021 and 2022. In 2023 absence rates were still above 2019 levels.
- In 2020 absence rates were 10.5% higher than in 2019
- In 2021 absence rates were 21.1% higher than in 2019
- In 2022 absence rates were 36.8% higher than in 2019
- In 2023 absence rates were 10.5% higher than in 2019.
- These increases are extraordinary and represent a large economic loss of productivity.

Absence rates (from illness or injury) – Percent change from 2019 rates



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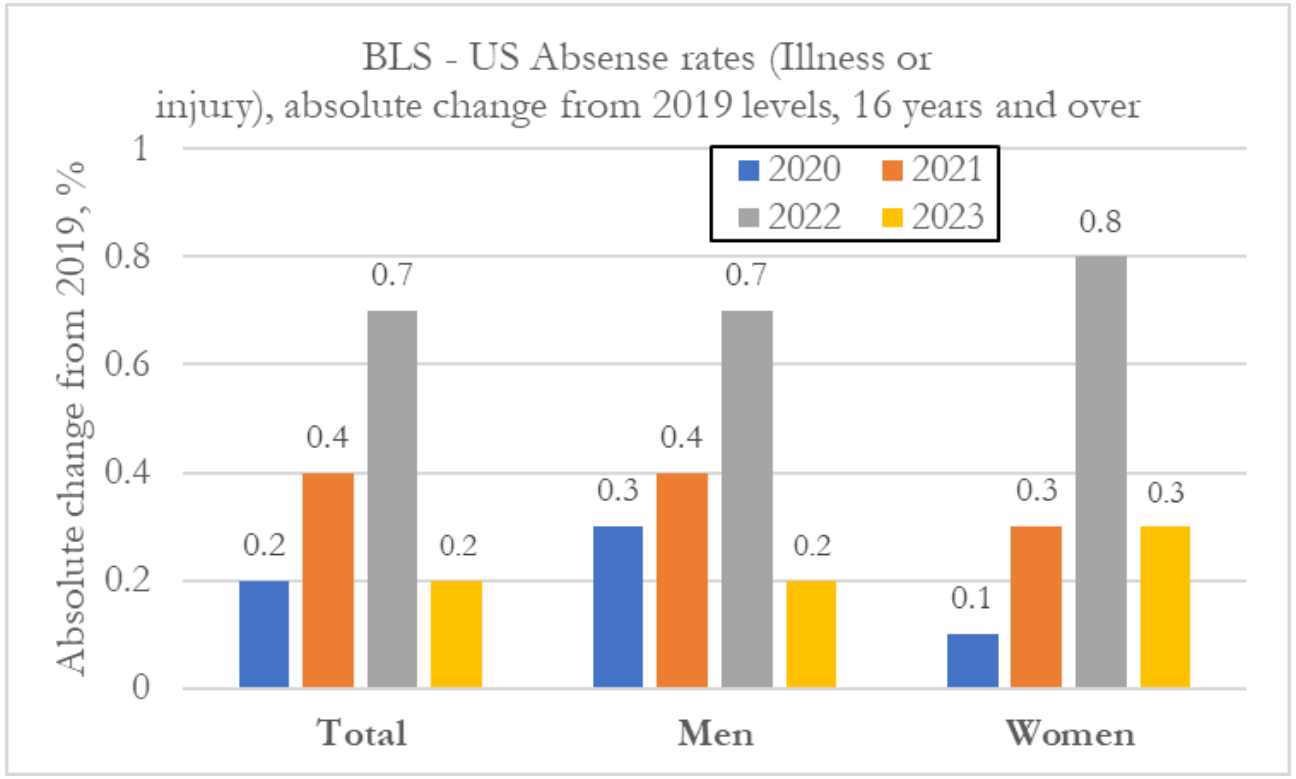
- These increases are extraordinary and represent a large economic loss of productivity.

- Men had slightly worse outcomes than Women.

Absence rates (from illness or injury) – Absolute change from 2019 rates



Summary:

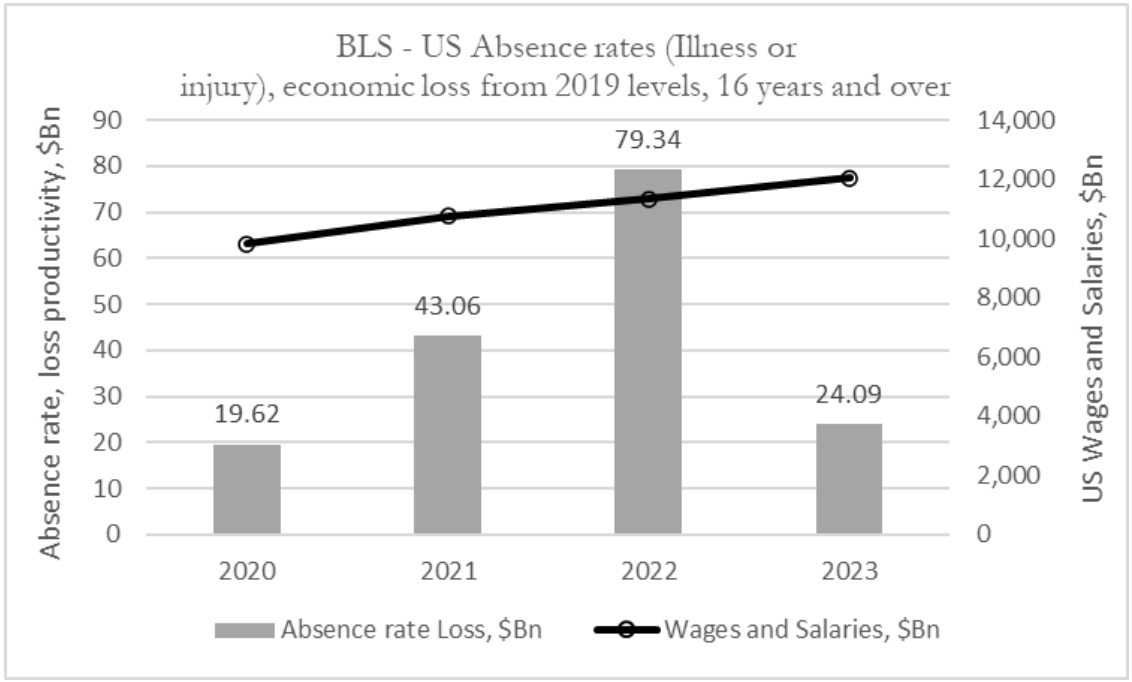
- Absence rates (from illness or injury) grew in 2020, 2021 and 2022. In 2023 absence rates were still above 2019 levels.
- In 2020 absence rates were 0.2% higher than in 2019
- In 2021 absence rates were 0.4% higher than in 2019
- In 2022 absence rates were 0.7% higher than in 2019
- In 2023 absence rates were 0.2% higher than in 2019.
- These increases are extraordinary and represent a large economic loss of productivity.

- Women and men had similar outcomes.

Absence rates (from illness or injury) – change from 2019 rates

Economic Impact

Year	Total	Men	Women	Wages and Salaries, $Bn	Absence rate Loss, $Bn
2020	0.2	0.3	0.1	9,807.78	19.62
2021	0.4	0.4	0.3	10,765.96	43.06
2022	0.7	0.7	0.8	11,334.09	79.34
2023	0.2	0.2	0.3	12,045.39	24.09
				Total	**166.11**

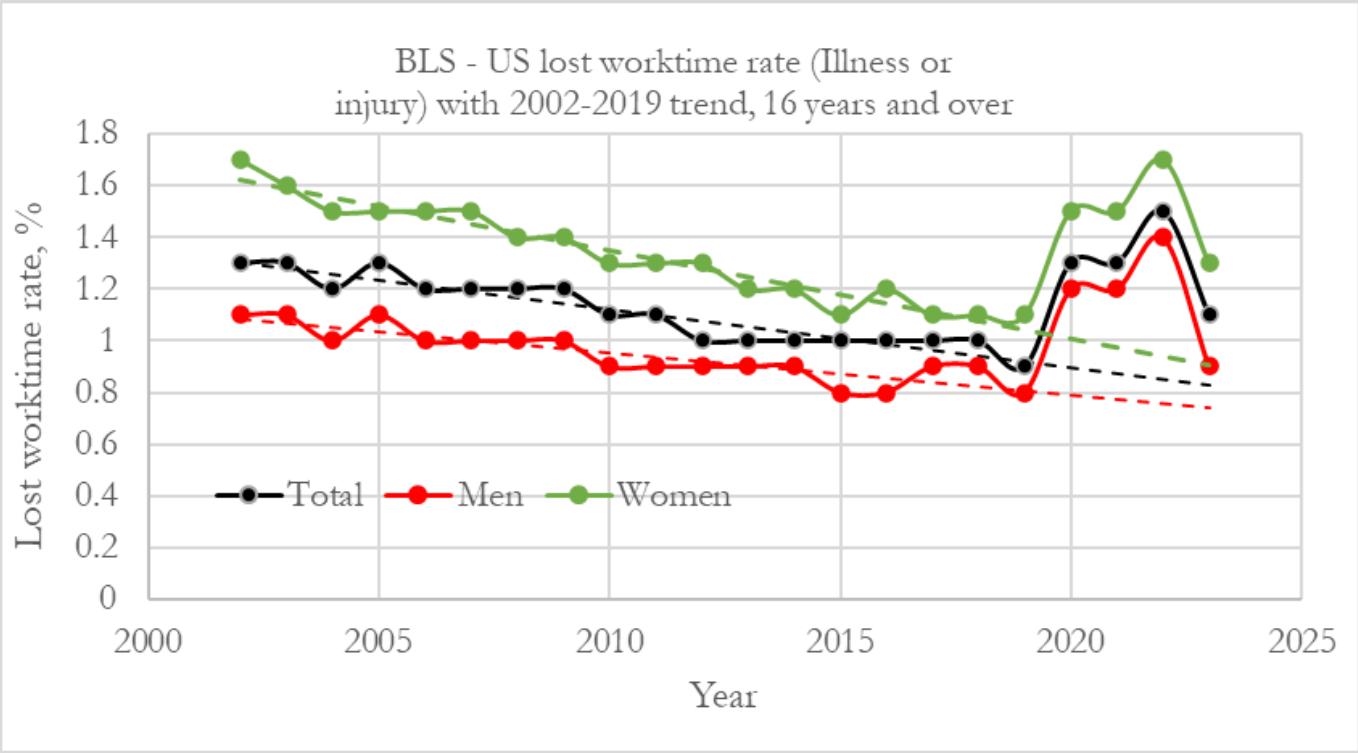


- Gross domestic income: Compensation of employees, paid: Wages and salaries
- Value for Q4-2022 was $11.3 Tn
- https://fred.stlouisfed.org/series/A4102C1Q027SBEA

Deviation from 2002-2019 trend
Lost worktime rates

Let's analyse the deviation from the 2002-2019 trend in lost worktime rates, for the prime workers aged 16 and over.

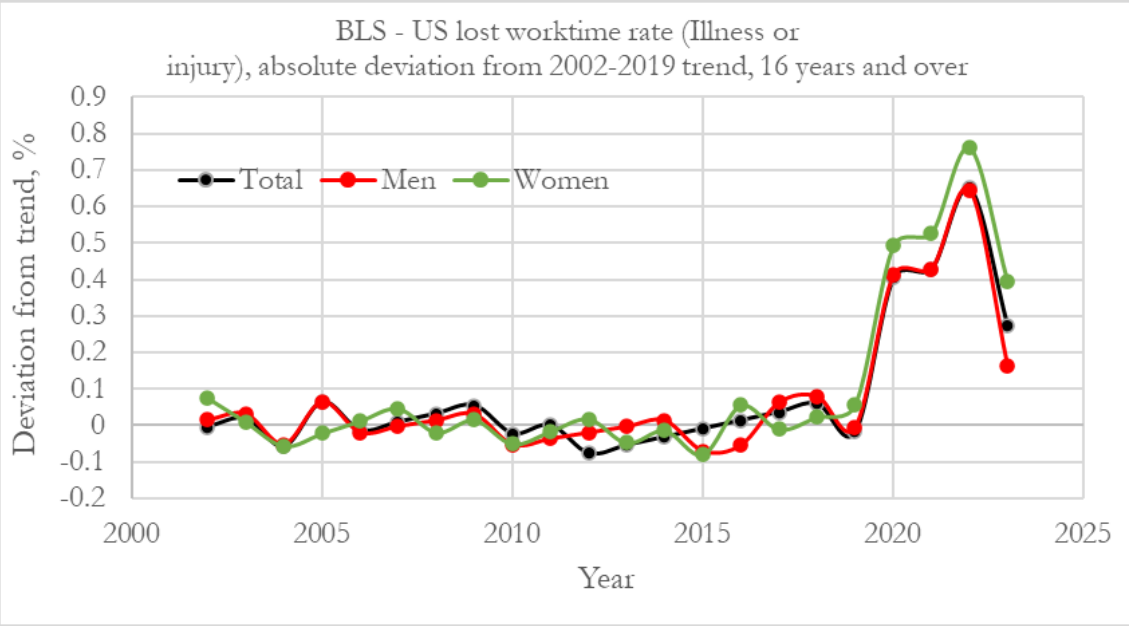
Lost worktime rates (from illness or injury) versus 2002-2019 trend, 16+

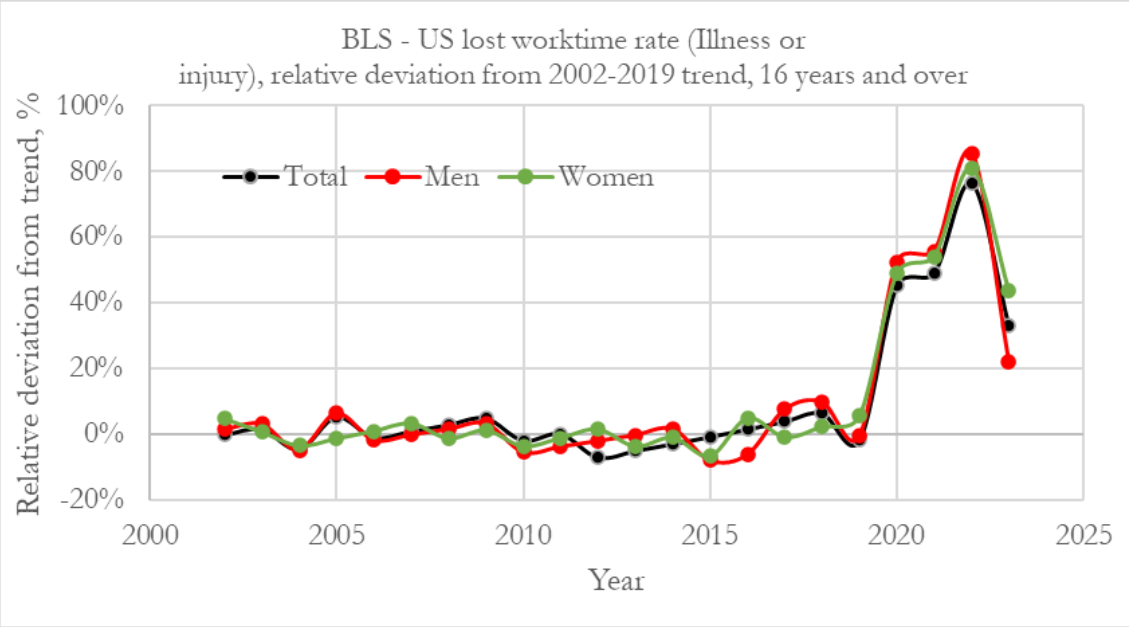


Summary:

- Declining trend in lost worktime rates from illness or injury from 2002 to 2019.
- From 2020, lost worktime rates increased in each consecutive year in 2021 and 2022. In 2023 lost worktime rates below 2020 levels but still above levels seen in 2019.

Lost worktime rates (from illness or injury) - Deviation from trend, absolute and relative



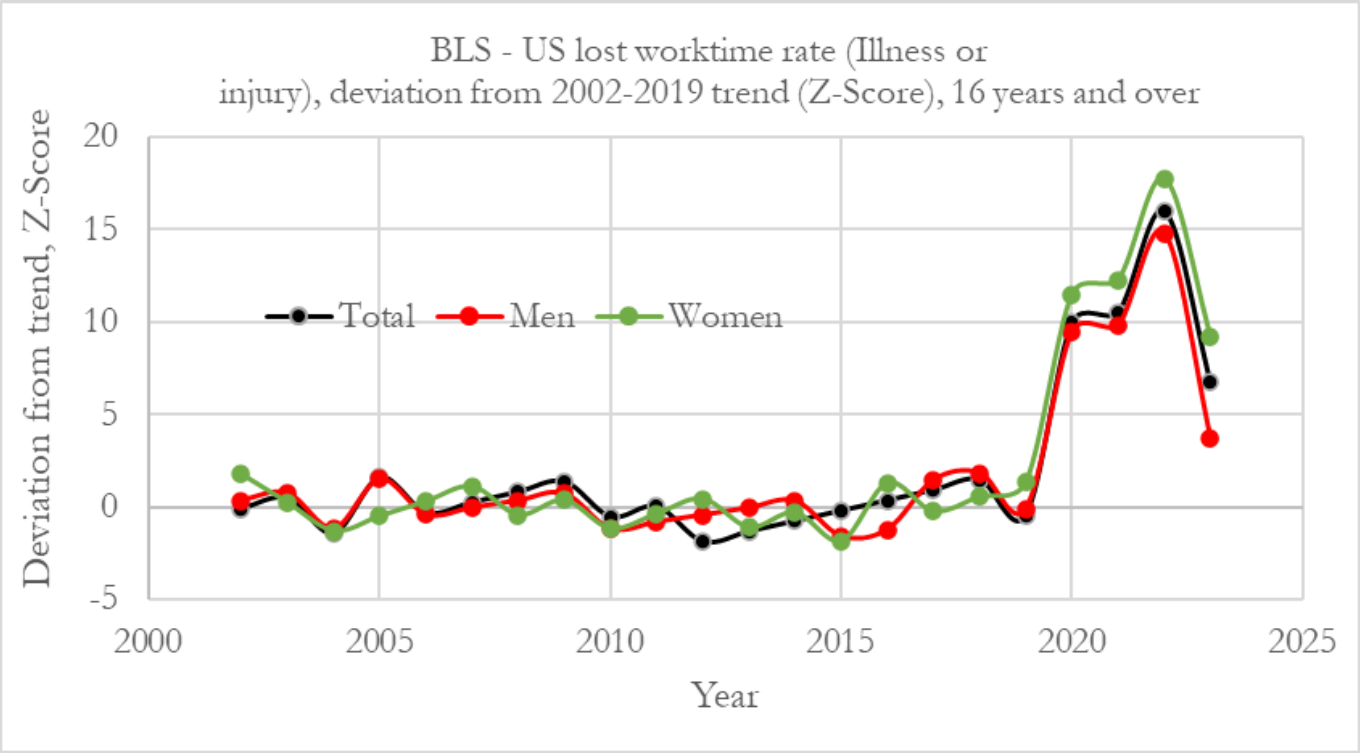


Summary:

- Absolute deviation from 2002 to 2019 trend in lost worktime rates (from illness and injury) varied between -0.2% to 0.2% from 2002 to 2019. From 2020 we see an increased deviation from trend that peaked in 2022.
- In 2022, the deviation from trend was about 0.65% in absolute terms.
- In relative terms, the deviation from trend in 2022, for the full-time workers aged 16+, was close to 80%.
- In 2023, the deviation from trend dropped and was about 0.3% in absolute terms.

- Absolute deviation from trend was in general greater in women than in men.
- In relative terms, from 2020 to 2022, the opposite was true (men had worse outcomes than women) due to women baseline lost worktime rates being higher that for men. In 2023 however, men (21%) showed much lower relative deviation from trend than women (42%)

Lost worktime rates (from illness or injury) - Normalised deviation from trend, Z-Score



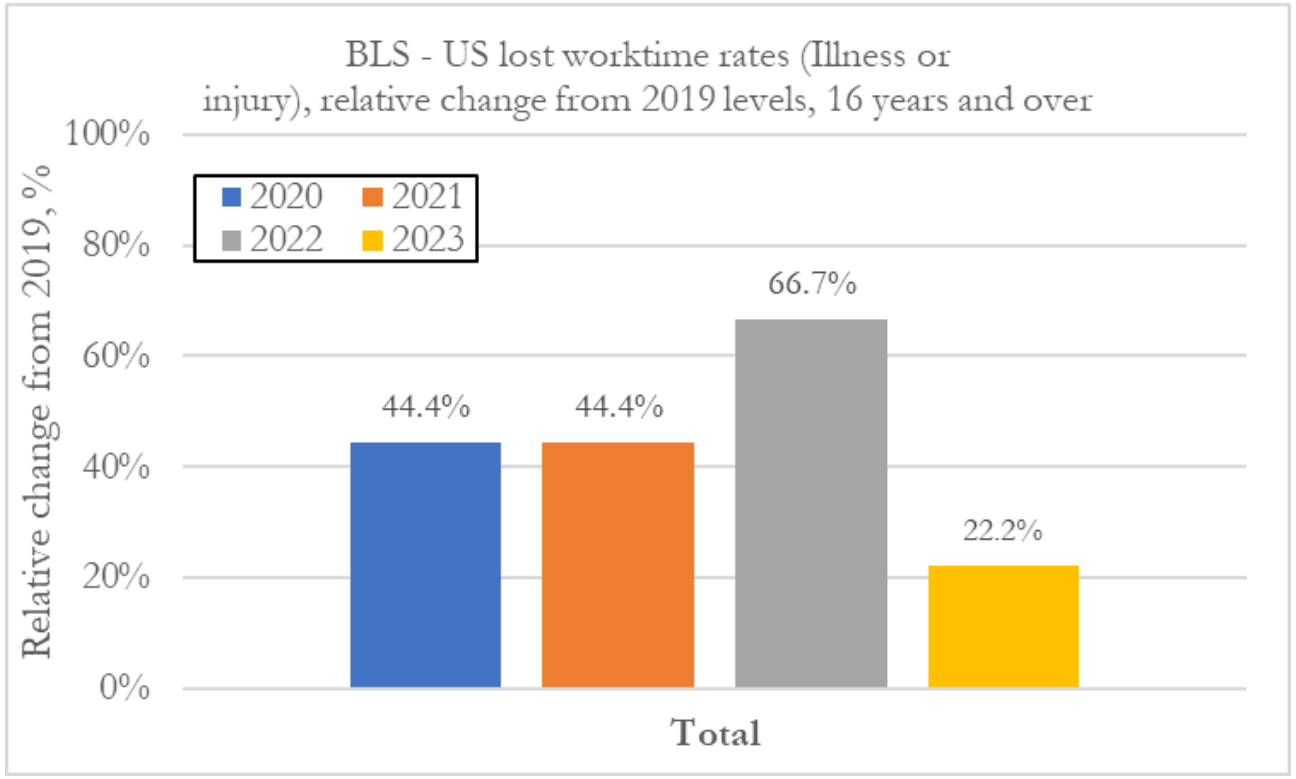
Summary:

- The normalized (Z-Score) deviation from 2002 to 2019 trend in lost worktime rates (from illness or injury) ranged between -2 to +2 from 2002 to 2019.
- **For the Total full time workers:**
- In 2020 the Z-Score was around 10.
- In 2021 the Z-Score was around 10.
- In 2022 the Z-Score was about 16.
- In 2023 the Z-Score was about 7.
-
- Lost worktime rates have been growing more and more out of the previous 2002-2019 behavior from 2020 to 2022.
- Lost worktime rates in 2020, 2021, 2022 and 2023 represent extreme increases.

Deviation from 2019 lost worktime rates

Let's analyse the deviation from the 2019 level in lost worktime rates for workers aged 16 and over.

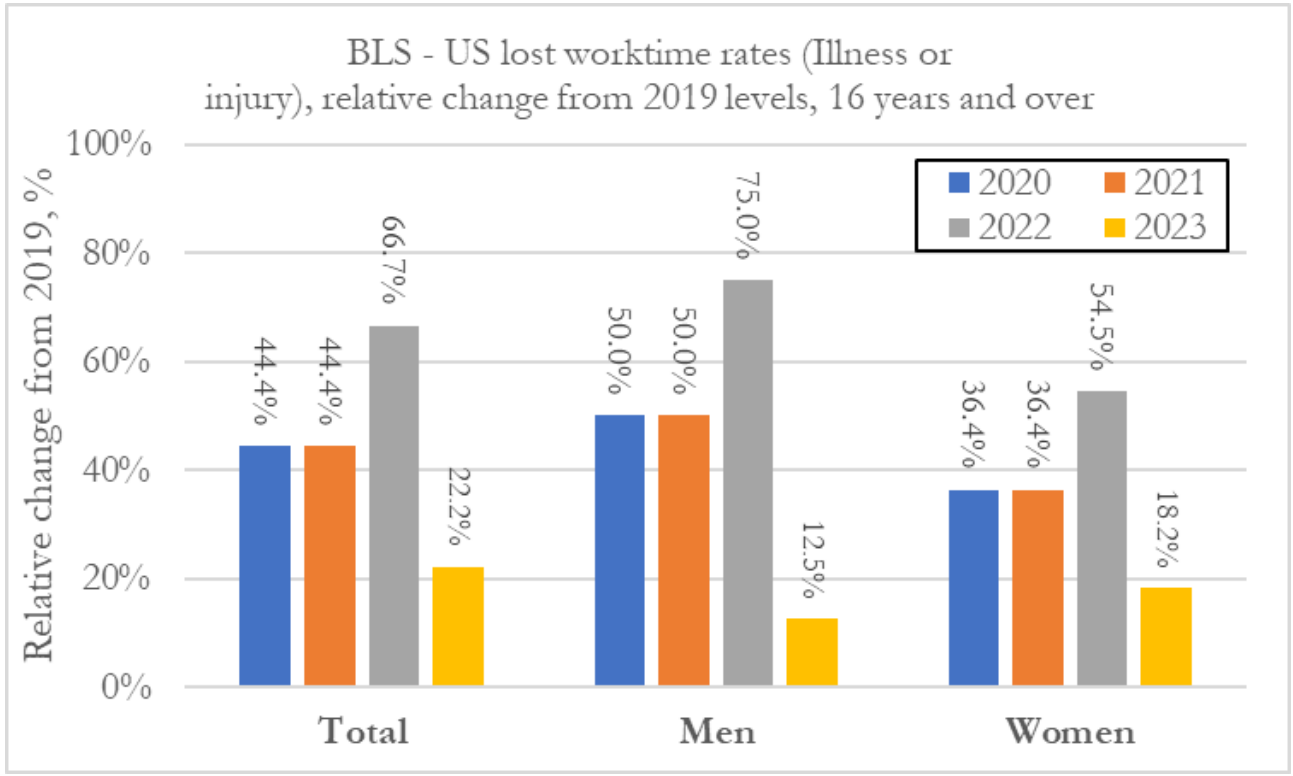
Lost worktime rates (from illness or injury) – Percent change from 2019 rates



Summary:

- Lost worktime rates (from illness or injury) grew in 2020, 2021 and 2022. In 2023 absence rates were still above 2019 levels.
- In 2020 lost worktime rates were 44.4% higher than in 2019
- In 2021 lost worktime rates were 44.4% higher than in 2019
- In 2022 lost worktime rates were 66.7% higher than in 2019
- In 2023 lost worktime rates were 22.2% higher than in 2019.
- These increases are extraordinary and represent a large economic loss of productivity.

Lost worktime rates (from illness or injury) – Percent change from 2019 rates

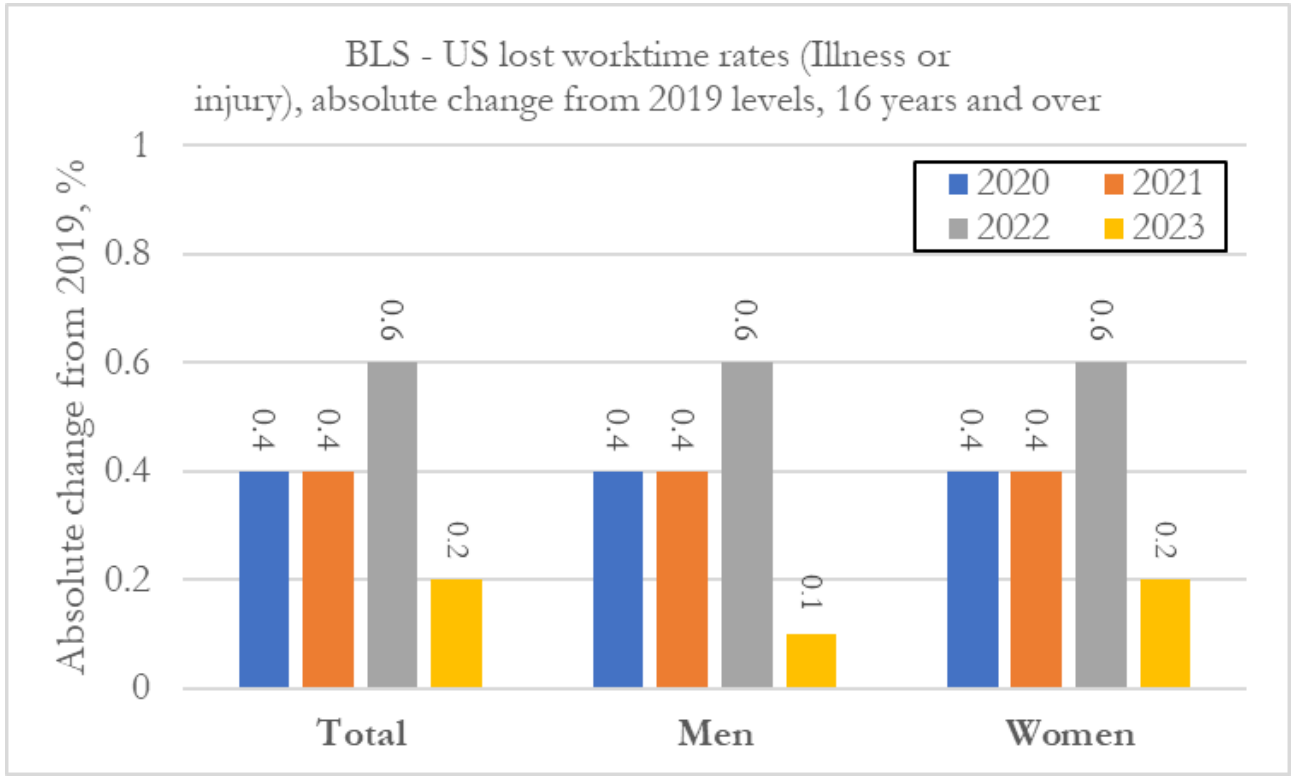


Summary:

- Lost worktime rates (from illness or injury) rose substantially since 2019.
- In 2020 lost worktime rates were 44.4% higher than in 2019.
- In 2021 lost worktime rates were 44.4% higher than in 2019.
- In 2022 lost worktime rates were 66.7% higher than in 2019.
- In 2023 lost worktime rates were 22.2% higher than in 2019.
- These rises are an extraordinary change and represent a large economic loss of productivity.

- Men had slightly worse outcomes than Women.

Lost worktime rates (from illness or injury) – Percent change from 2019 rates



Summary:

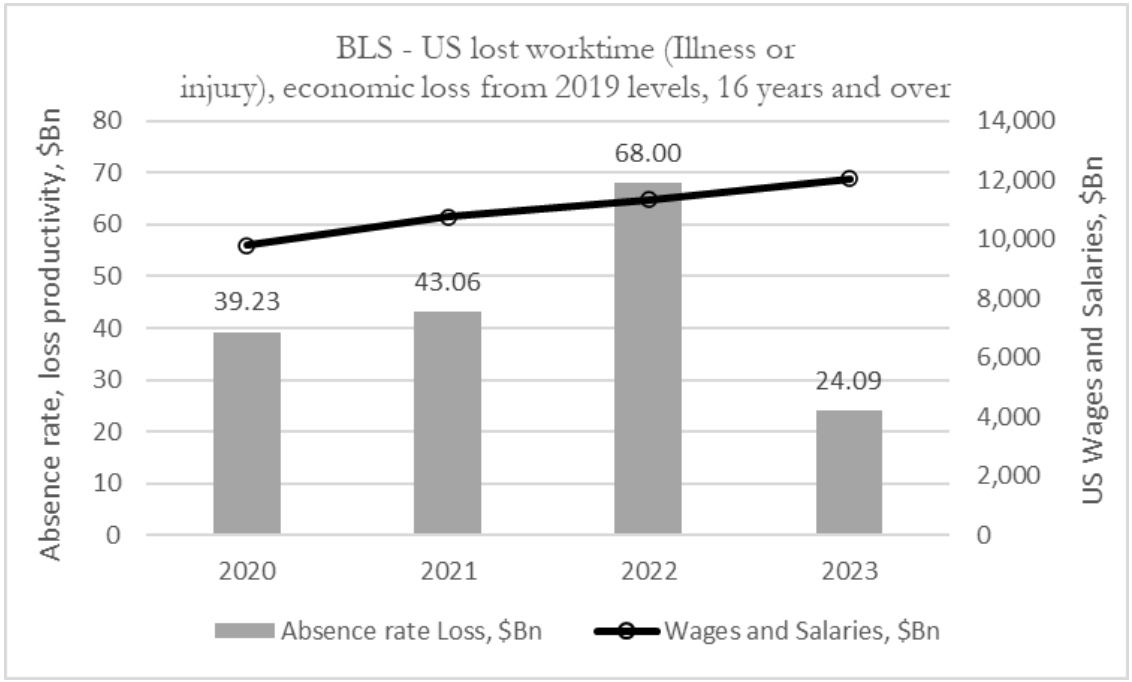
- Lost worktime rates (from illness or injury) jump substantially since 2019.
- In 2020 lost worktime rates were 0.4% higher than in 2019
- In 2021 lost worktime rates were 0.4% higher than in 2019
- In 2022 lost worktime rates were 0.6% higher than in 2019
- In 2023 lost worktime rates were 0.2% higher than in 2019.
- These losses are extraordinary and represent a large economic loss of productivity.

- Both Men and Women had comparable outcomes when looking at absolute changes.

Lost Worktime rates (from illness or injury) – change from 2019 rates

Economic Impact

Year	Total	Men	Women	Wages and Salaries, $Bn	Lost Worktime Loss, $Bn
2020	0.4	0.4	0.4	9,807.78	39.23
2021	0.4	0.4	0.4	10,765.96	43.06
2022	0.6	0.6	0.6	11,334.09	68.00
2023	0.2	0.1	0.2	12,045.39	24.09
				Total	**174.39**



- Gross domestic income: Compensation of employees, paid: Wages and salaries
- Value for Q4-2022 was $11.3 Tn
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Summary

- **Human Cost:**
- Absence rates from illness or injury for Men and Woman aged 16 and over increased in 2020, 2021 and 2022. In 2023 absence rates dropped back to similar levels as observed in 2020.
- The largest rise in absence rates was in 2022 at 36.8% higher than the 2019 rate, which occurred after the main impact of the Covid-19 pandemic.

- Similar findings for lost worktime rates from illness or injury, for individuals aged 16 and over.
- Lost worktime rates increased about 67% from 2019 to 2022. In 2023 lost worktime rates remained high at 22% above 2019 values.

- **Economic Cost:**
- Estimated $135Bn lost productivity from lost worktime due to illness or injury in 2021, 2022 and 2023 combined. $40 Bn in 2020.
- Estimated $146Bn lost productivity from extra absences due to illness or injury in 2021, 2022 and 2023 combined. 20bn in 2020.