

Results

Barbados' Productivity Performance 2003

Using national accounts and employment data, productivity in the non-government industries is estimated to have risen by 0.7 percent in 2002, compared to a decline of approximately 2.8 percent in 2001. Total output (proxied by real value-added) fell by 1%, as tourism and its related industries experienced substantial declines in the wake of the terrorist attacks on the United States of America. As a result, the total number of hours worked contracted by 1.7 percent, as local businesses reduced employment and hours worked in order to cope with reduced demand. These aggregate productivity indicators may, however, be influenced by errors in both the real GDP and labour series. It is therefore important that these results be complimented with survey estimates.

Productivity in Accommodation Establishments 2003

Based on data derived from the 2003 Productivity Survey, productivity growth in the accommodation segment of the economy is estimated to have fallen by approximately 3.7 percent, as the reduction in output was significantly greater than the fall in hours worked. For the apartment hotel segment of the industry, productivity decreased by 6.2 percent, while in the hotel and the apartment segments productivity contracted by 3.8 percent and 0.8 percent, respectively.

Productivity in Manufacturing Establishments 2003

With output rising and average hours worked at similar levels as in 2001, the average labour productivity among those manufacturing firms surveyed rose by 5.1 percent. The change in value-added per employee was somewhat larger (up 5.7 percent) than for the labour productivity index, but revealed similar trends in terms of productivity change. The food, beverages and tobacco group had the largest change in labour productivity, rising by an estimated 27.5 percent.

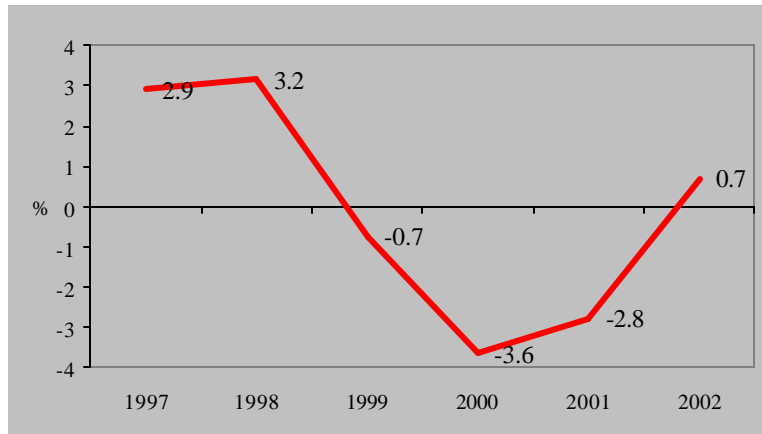
Double-digit rates of productivity growth were also recorded for the printing and publishing (up 12.4 percent) and chemicals (up 29 percent) categories. However, fairly large negative rates of productivity change were registered by two manufacturing categories: non-metallic mineral products and metal products, machinery and equipment.

Absenteeism 2003

The report also presents empirical estimates of the impact of absenteeism on accommodation and manufacturing establishments. In all instances, absenteeism is measured by the number of uncertified sick days. The results shows that, on average, one day of sick leave costs accommodation establishments approximately \$58.63 in lost real output per day. Given that total uncertified sick leave in 2002 was estimated at 4661, one can infer that the firms surveyed lost approximately \$273,274, or \$23,000 per firm, in 2002 on account of uncertified sick leave. For manufacturing firms, the lost in net value-added due to one day of worker absence was, on average, \$46.89 per day. Combining with the information on uncertified sick leave, one can estimate that absenteeism cost the average manufacturing firm surveyed approximately \$10,707 in 2002.

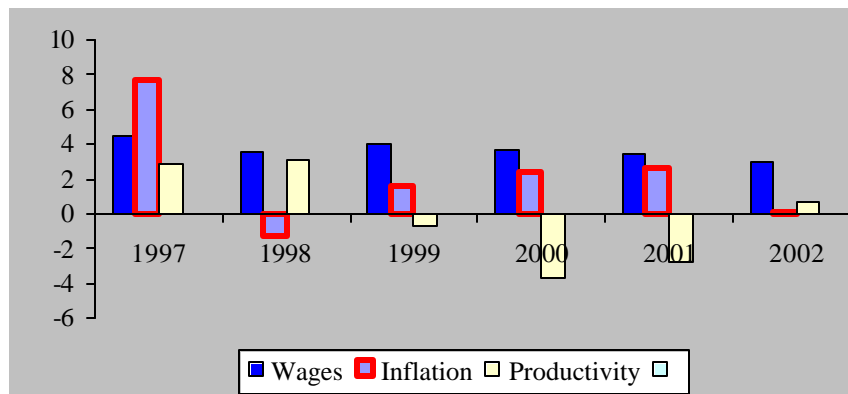
Results of the 2003 Study

Figure 1: Productivity Growth



Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 2: Wage Growth, Price Inflation and Productivity



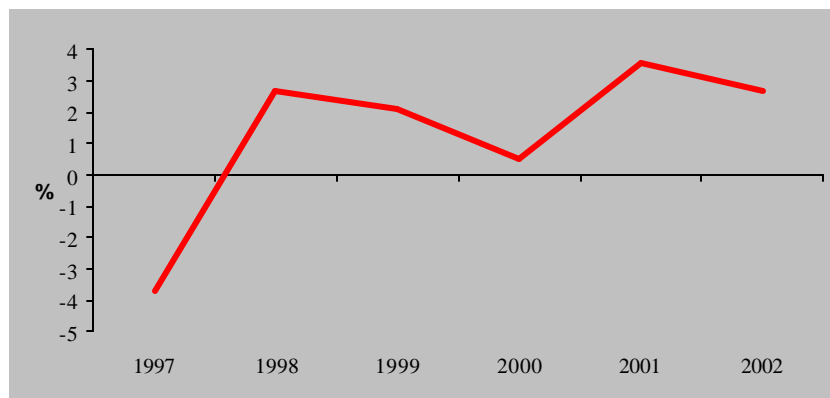
Source: Barbados Statistical Service, Barbados Workers Union and Central Bank of Barbados

Figure 3: Productivity Change for Specific Industries in 2002



Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 4: Productivity Change for Manufacturing



Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Results Tables for the Accommodation Sector 2003

Table 1.1: Output and Profits for Accommodation Establishments

	2001	2002	Percent Change
<i>Output (Index)</i>			
All Establishments	87.0	76.9	(11.8)
Apartments	2.1	2.0	(1.1)
Apartment Hotels	63.6	65.6	3.2
Hotels	21.5	9.2	(57.0)
<i>Profitability (BDS \$)</i>			
All Establishments	\$574,440	(\$86,388)	
Apartments	\$7,366	\$14,920	
Apartment Hotels	(\$106,744)	(\$351,414)	
Hotels	\$1,822,701	\$77,329	

Source: 2003 Productivity Survey

Table 1.2: Labour Input Indicators for Accommodation Establishments

	2001	2002	Percent Change
<i>Hours Worked (Index)</i>			
All Establishments	85.7	83.4	(2.7)
Apartments	2.4	2.4	(0.3)
Apartment Hotels	67.2	73.5	9.4
Hotels	16.2	7.6	(53.2)
<i>Average Employment (Index)</i>			
All Establishments	100.0	98.2	(1.8)
Apartments	100.0	100.0	0.0
Apartment Hotels	100.0	94.6	(5.4)
Hotels	100.0	100.0	0.0
<i>Average Labour Costs (Index)</i>			
All Establishments	100.0	94.4	(5.6)
Apartments	100.0	89.4	(10.6)
Apartment Hotels	100.0	95.3	(4.7)
Hotels	100.0	98.6	(1.4)

Source: 2003 Productivity Survey

Table 1.3: Productivity Indicators for Accommodation Establishments

	2001	2002	Percent Change
<i>Labour Productivity (Index)</i>			
All Establishments	100.0	96.3	(3.7)
Apartments	27.7	27.5	(0.8)
Apartment Hotels	30.1	28.2	(6.2)
Hotels	42.2	40.6	(3.8)
<i>Output per Employee (Index)</i>			
All Establishments	87.1	78.3	(10.2)
Apartments	2.1	2.0	(1.1)
Apartment Hotels	63.6	69.3	9.1
Hotels	21.5	9.2	(57.0)
<i>Unit Labour Costs (Index)</i>			
All Establishments	28.6	31.5	10.3
Apartments	0.8	0.8	5.2
Apartment Hotels	22.4	24.3	8.4
Hotels	5.4	6.4	19.1

Source: 2003 Productivity Survey

Results Tables for the Manufacturing Sector 2003

Table 2.1: Output for Manufacturing Establishments

	2001	2002	Percent Change
<i>Net Value-Added (BDS \$)</i>			
All Establishments	\$ 73,333,421	\$ 82,821,908	12.9
Food, Beverages and Tobacco	\$ 19,437,019	\$ 23,042,858	18.6
Printing and Publishing	\$ 18,948,494	\$ 21,264,348	12.2
Chemicals	\$ 4,226,548	\$ 7,398,131	75.0
Non-Metallic Mineral Products	\$ 10,340,740	\$ 9,166,840	(11.4)
Metal Products, Machinery and Equipment	\$ 20,380,620	\$ 21,949,731	7.7
<i>Value-Added (Index)</i>			
All Establishments	99.8	104.6	4.8
Food, Beverages and Tobacco	26.4	33.2	25.6
Printing and Publishing	25.8	28.8	11.9
Chemicals	5.7	6.6	15.6
Non-Metallic Mineral Products	14.1	9.9	(29.4)
Metal Products, Machinery and Equipment	27.7	25.9	(6.5)

Source: 2003 Productivity Survey

Table 2.2: Labour Input Indicators for Manufacturing Establishments

	2001	2002	Percent Change
<i>Hours Worked (Index)</i>			
All Establishments	100.0	98.3	(1.7)
Food, Beverages and Tobacco	100.0	100.6	0.6
Printing and Publishing	100.0	96.9	(3.1)
Chemicals	100.0	97.4	(2.6)
Non-Metallic Mineral Products	100.0	106.9	6.9
Metal Products, Machinery and Equipment	100.0	89.5	(10.5)
<i>Employment (Persons)</i>			
All Establishments	1400.0	1371.0	(2.1)
Food, Beverages and Tobacco	323.0	316.0	(2.2)
Printing and Publishing	313.0	309.0	(1.3)
Chemicals	106.0	96.0	(9.4)
Non-Metallic Mineral Products	113.0	110.0	(2.7)
Metal Products, Machinery and Equipment	545.0	540.0	(0.9)

Source: 2003 Productivity Survey

Table 2.3: Productivity Indicators for Manufacturing Establishments

	2001	2002	Percent Change
<i>Labour Productivity (Index)</i>			
All Establishments	99.8	104.9	5.1
Food, Beverages and Tobacco	26.4	33.7	27.5
Printing and Publishing	25.8	29.0	12.4
Chemicals	5.7	7.4	29.0
Non-Metallic Mineral Products	14.1	9.5	(32.1)
Metal Products, Machinery and Equipment	27.7	25.2	(9.1)
<i>Value-Added per Employee</i>			
All Establishments	69,094.0	73,034.2	5.7
Food, Beverages and Tobacco	22,268.0	29,923.4	34.4
Printing and Publishing	17,253.7	18,630.4	8.0
Chemicals	2,493.8	2,895.1	16.1
Non-Metallic Mineral Products	14,157.8	9,650.9	(31.8)
Metal Products, Machinery and Equipment	12,920.8	11,934.3	(7.6)

Source: 2003 Productivity Survey

Absenteeism Tables for the Accommodation & Manufacturing Establishments 2003

Table 3.1: Absenteeism Indicators for Accommodation Establishments

	2001	2002	Percent Change
<i>Vacation (Days)</i>			
All Establishments	30,359.0	30,802.0	1.5
Apartments	1,375.0	1,375.0	0.0
Apartment Hotels	21,504.0	21,982.0	2.2
Hotels	7,480.0	7,445.0	(0.5)
<i>Certified Sick Leave (Days)</i>			
All Establishments	13,493.0	10,606.0	(21.4)
Apartments	581.0	523.0	(10.0)
Apartment Hotels	11,447.0	8,408.0	(26.5)
Hotels	1,465.0	1,675.0	14.3
<i>Uncertified Sick Leave (Days)</i>			
All Establishments	4,368.0	4,661.0	6.7
Apartments	287.0	239.0	(16.7)
Apartment Hotels	2,556.0	2,927.0	14.5
Hotels	1,525.0	1,495.0	(2.0)
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
All Establishments	3.1	5.7	
Apartments	3.1	2.9	
Apartment Hotels	2.8	2.9	
Hotels	3.4	14.4	

Table 3.2: Absenteeism Indicators for Manufacturing Establishments

	2001	2002	Percent Change
<i>Vacation (Days)</i>			
All Establishments	21,496.0	24,845.0	15.6
Food, Beverages and Tobacco	3,932.0	3881.0	(1.3)
Printing and Publishing	7,805.0	7,490.0	(4.0)
Chemicals	858.0	862.0	0.5
Non-Metallic Mineral Products	1,799.0	1,831.0	1.8
Metal Products, Machinery and Equipment	7,102.0	10,781.0	51.8
<i>Certified Sick Leave (Days)</i>			
All Establishments	8,690.0	6,841.0	(21.3)
Food, Beverages and Tobacco	748.0	623.0	(16.7)
Printing and Publishing	2,143.0	1,881.0	(12.2)
Chemicals	1,145.0	1,003.0	(12.4)
Non-Metallic Mineral Products	525.0	374.0	(28.8)
Metal Products, Machinery and Equipment	4,129.0	2,960.0	(28.3)
<i>Uncertified Sick Leave (Days)</i>			
All Establishments	4143.0	3,425.0	(17.3)
Food, Beverages and Tobacco	311.0	183.0	(41.2)
Printing and Publishing	451.0	509.0	12.9
Chemicals	410.0	517.0	26.1
Non-Metallic Mineral Products	572.0	622.0	8.7
Metal Products, Machinery and Equipment	2,399.0	1,594.0	(33.6)
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
All Establishments	1.9	2.0	3.0
Food, Beverages and Tobacco	1.2	1.2	(4.8)
Printing and Publishing	2.4	2.3	(3.7)
Chemicals	1.8	2.0	10.6
Non-Metallic Mineral Products	2.0	2.0	(0.1)
Metal Products, Machinery and Equipment	2.1	2.3	9.9

Source: 2003 Productivity Survey

Barbados' Productivity Performance 2004

Using national accounts and employment data, productivity in the non-government industries is estimated to have risen by 1.1 percent in 2003, compared to an increase of 0.7 percent in 2002. Total output (proxied by real value-added) rose by approximately 2.4% in 2003, as tourism and its related industries registered significant growth, due mainly to the re-launch of the Best of Barbados programme as well as other marketing and promotional strategies abroad and in the region. As a result, the total number of hours worked expanded by 1.4 percent in 2003, in contrast to the contraction of 1.7 percent one year prior (2002). However, these aggregate productivity indicators could be influenced by errors in the real GDP and the labour series. Therefore, it is important that the results be complimented with survey estimates.

Productivity in the Four Sectors Surveyed 2004

The 2003 Productivity Survey (conducted in 2004) indicated that productivity growth in the accommodation segment of the economy fell by approximately 5.9 percent, due to a decrease in output and a significant increase in the number of hours worked.

Owing to a reduction in hours worked and an expansion in output in 2003, labour productivity in the manufacturing industry surveyed rose by 10.6 percent.

For the distribution establishments, total output rose from \$68.9 million in 2002 to \$77.2 million in 2003, representing an expansion of 11.9 percent. Hours worked for this industry increased by 45.2 percent, while labour productivity grew by 10.7 percent.

For the nine financial institutions surveyed, the average hours worked and output increased by 0.2 percent and 2.9 percent, respectively, hence labour productivity growth for this industry was calculated at 5.5 percent for 2003.

Absenteeism

The report also presents empirical estimates of the impact of absenteeism on financial, accommodation, wholesale and manufacturing establishments. In all instances, absenteeism is measured by the number of uncertified sick days. The results show that on average, one day of sick leave costs accommodation establishments approximately \$196.20 in lost real output per day. Given that total uncertified sick leave in 2003 was estimated at 2,603 days one can infer that the firms surveyed lost approximately \$510,708.60 in 2003 on account of uncertified sick leave.

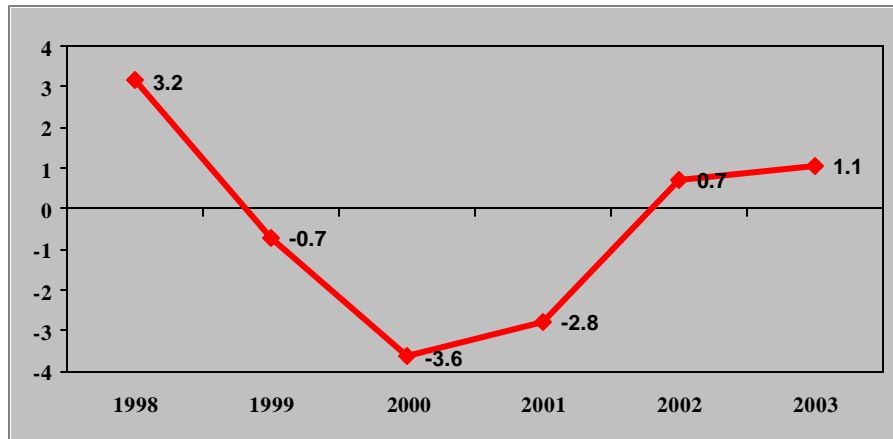
For manufacturing firms, the loss in net value-added due to one day of worker absence was, on average, \$57.89 per day. Combining with the information on uncertified sick leave, one can estimate that absenteeism cost the average manufacturing firm surveyed approximately \$305,080.30 in 2003.

The results for the distribution establishments show that, overall, one day of sick leave costs wholesale and retail firms approximately \$156.90 in real output per day. Total uncertified sick leave in 2003 was estimated at 2,569 days, thus one can say that the firms surveyed lost approximately \$403,076.10 per firm, in 2003 on account of uncertified sick leave.

The financial institutions experienced a similar phenomenon, in that, on average, the shortfall in real output per day, due to one worker's absence was \$120.20. It can be determined through the use of total uncertified sick leave in 2003 that the firms surveyed lost approximately \$503,517.00 in 2003.

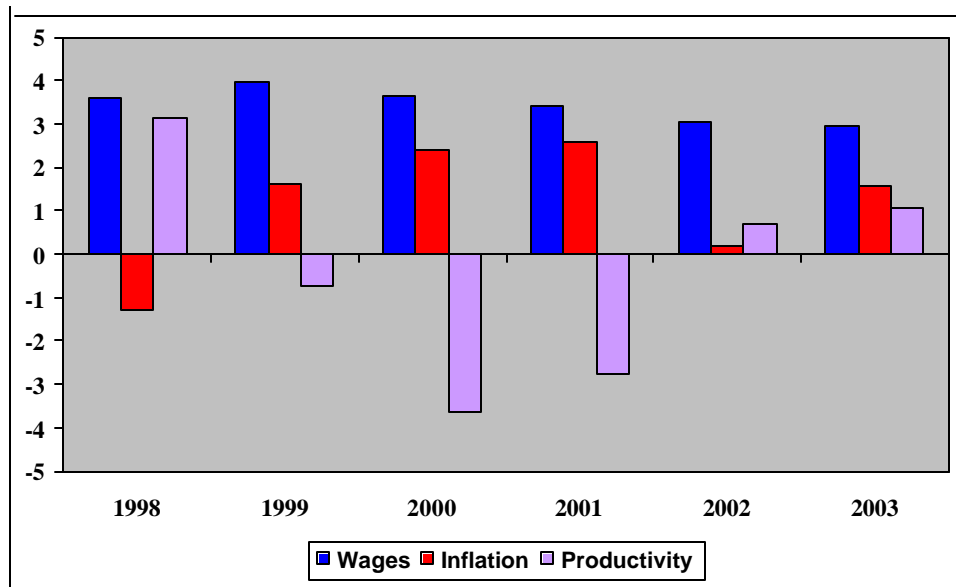
Results for the 2004 Study

Figure 1: Productivity Growth



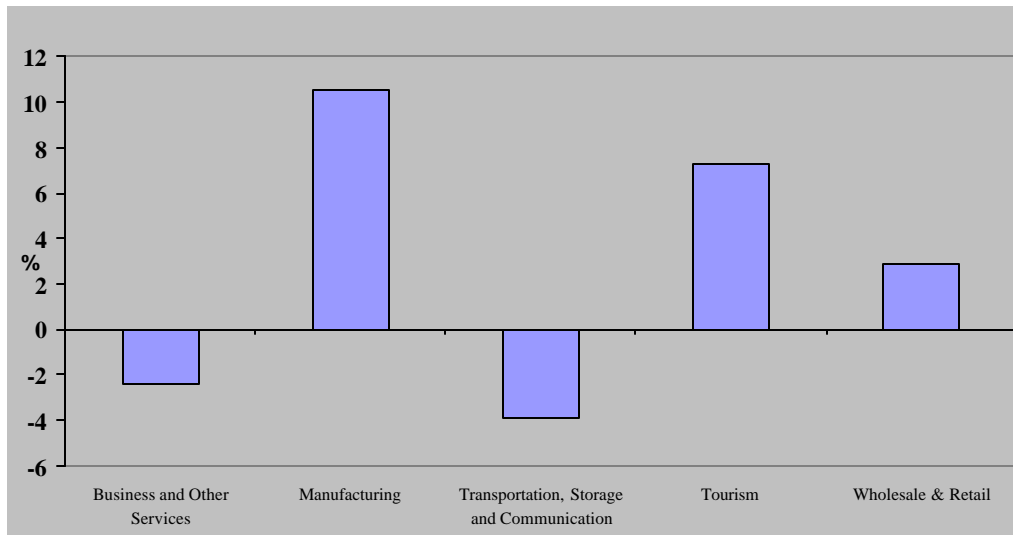
Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 2: Wage Growth, Price Inflation and Productivity



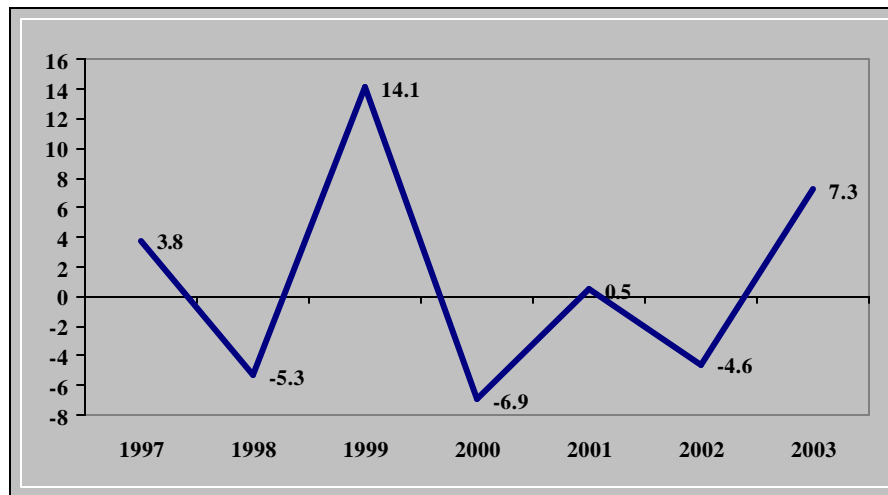
Source: Barbados Statistical Service, Barbados Workers Union and Central Bank of Barbados

Figure 3: Productivity Change for Specific Industries in 2003



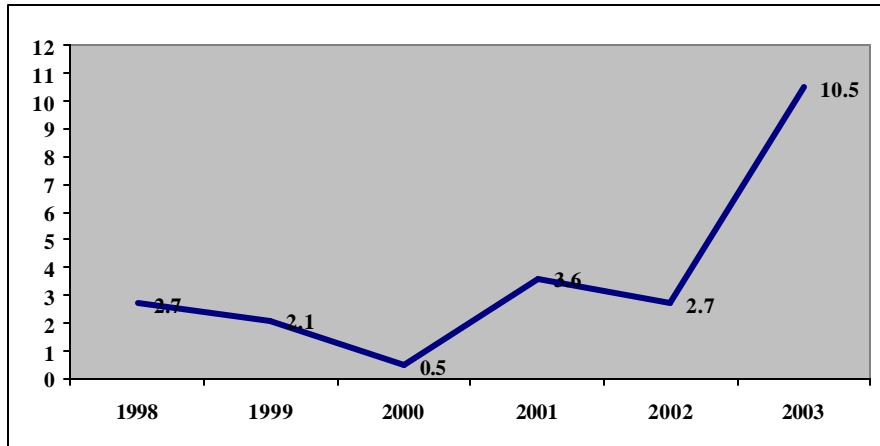
Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 4: Productivity Change for Tourism



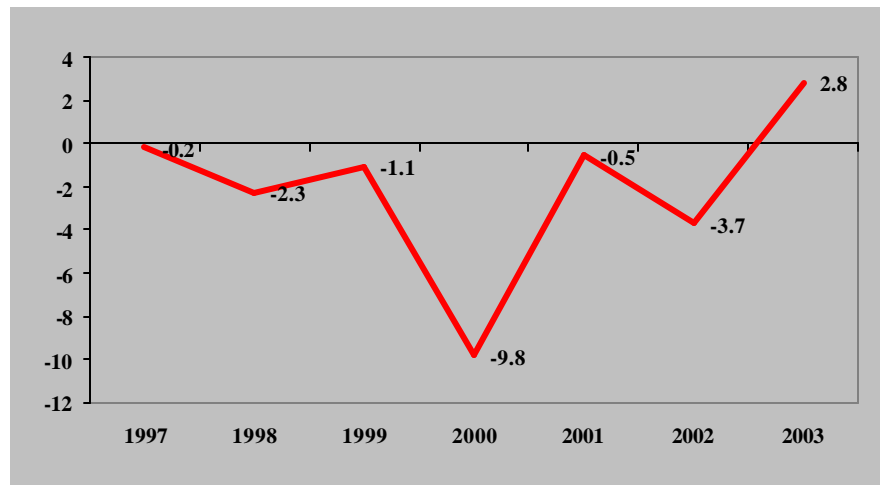
Computed from: Hours Worked from the Labour Force Survey and Real GDP
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 5: Productivity Change for Manufacturing



Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Figure 6: Productivity Change for Wholesale and Retail



Computed from: Hours Worked from the Labour Force Survey and Real GDP.
Source: Barbados Statistical Service and the Central Bank of Barbados

Table 1: Productivity Indicators and Components for Accommodation Establishments

	2002	2003	Percent Change
Output (Index)			
<i>All Establishments</i>	100.0	99.6	(0.4)
Profitability (BDS \$)			
<i>All Establishments</i>	\$3,933,741	\$31,513,255	
Hours Worked (Index)			
<i>All Establishments</i>	100.0	112.5	12.5
Average Employment (Index)			
<i>All Establishments</i>	100.0	101.1	1.1
Average Labour Costs (Index)			
<i>All Establishments</i>	100.0	63.5	(36.5)
Labour Productivity (Index)			
<i>All Establishments</i>	100.0	94.1	(5.9)
Output per Employee (Index)			
<i>All Establishments</i>	100.0	107.3	7.3
Unit Labour Costs (Index)			
<i>All Establishments</i>	100.0	66.8	(33.2)

Source: 2004 Productivity Survey

Table 2.1: Output for Manufacturing Establishments

	2002	2003	Percent Change
<i>Net Value-Added (BDS \$)</i>			
<i>All Establishments</i>	\$130,937,981	\$139,722,946	6.7
Food, Beverages and Tobacco	\$15,407,986	\$16,540,203	7.3
Chemicals	\$ 974,554	\$1,037,402	6.4
Non-Metallic Mineral Products	\$9,453,717	\$9,184,357	(2.8)
Electricity, Gas, Water & Electronic Components	\$103,536,294	\$111,307,719	7.5
Other	\$1,565,430	\$1,653,265	5.6
<i>Value-Added (Index)</i>			
<i>All Establishments</i>	100.0	107.1	7.1
Food, Beverages and Tobacco	100.0	112.0	11.9
Chemicals	100.0	106.2	6.2
Non-Metallic Mineral Products	100.0	84.5	2.5
Electricity, Gas, Water & Electronic Components	100.0	108.3	8.3
Other	100.0	112.9	12.9

Source: 2004 Productivity Survey

Table 2.2: Labour Input Indicators for Manufacturing Establishments

	2002	2003	Percent Change
<i>Hours Worked (Index)</i>			
<i>All Establishments</i>	100	96.5	(3.5)
Food, Beverages and Tobacco	100	96.9	(3.0)
Chemicals	100	105.3	5.3
Non-Metallic Mineral Products	100	90.6	(9.4)
Electricity, Gas, Water & Electronic Components	100	106.3	6.3
Other	100	91.7	(8.3)
<i>Employment (Persons)</i>			
<i>All Establishments</i>	261	271	3.8
Food, Beverages and Tobacco	135	135	-
Chemicals	114	190	66.7
Non-Metallic Mineral Products	484	484	-
Electricity, Gas, Water & Electronic Components	8	15	87.5
Other	68	75	10.3

Source: 2004 Productivity Survey

Table 2.3: Productivity Indicators for Manufacturing Establishments

	2002	2003	Percent Change
Labour Productivity (Index)			
<i>All Establishments</i>	100.0	110.6	10.6
Food, Beverages and Tobacco	100.0	115.3	15.0
Chemicals	100.0	101.0	1.0
Non-Metallic Mineral Products	100.0	93.8	(6.2)
Electricity, Gas, Water & Electronic Components	100.0	102.1	2.1
Other	100.0	121.3	21.3
Value-Added per Employee			
<i>All Establishments</i>	\$ 928,463	\$911,926	(1.8)
Food, Beverages and Tobacco	\$246,967	\$232,014	(6.1)
Chemicals	\$19,303	\$20,623	6.8
Non-Metallic Mineral Products	\$ 243,040	\$ 229,466	(5.6)
Electricity, Gas, Water & Electronic Components	\$340,533	\$333,278	(2.1)
Other	\$102,759	\$105,683	2.8

Source: 2004 Productivity Survey

Table 3.1: Output for Wholesale and Retail Establishments

	2002	2003	Percent Change
Net Value -Added (BDS \$)			
<i>All Establishments</i>	\$68,962,696	\$77,201,215	11.9
Car dealerships and Gas stations	\$4,313,666	\$4,962,118	15.0
Wholesale & Commission Trade	\$5,684,897	\$8,482,940	49.2
Retail Trade	\$58,964,133	\$63,756,156	8.1
Value-Added (Index)			
<i>All Establishments</i>	100	107.1	7.1
Car dealerships and Gas stations	100	141.1	41.1
Wholesale & Commission Trade	100	121.5	21.5
Retail Trade	100	86.4	(13.6)

Source: 2004 Productivity Survey

Table 3.2: Labour Input Indicators for Wholesale and Retail Establishments

	2002	2003	Percent Change
<i>Hours Worked (Index)</i>			
<i>All Establishments</i>	100.0	123.5	23.5
Car dealerships and Gas stations	100.0	119.9	19.9
Wholesale & Commission Trade	100.0	108.7	8.7
Retail Trade	100.0	112.3	12.3
<i>Employment (Persons)</i>			
<i>All Establishments</i>	949	1209	27.4
Car dealerships and Gas stations	62	63	1.6
Wholesale & Commission Trade	111	105	(5.4)
Retail Trade	776	1041	34.1

Source: 2004 Productivity Survey

Table 3.3: Productivity Indicators for Wholesale and Retail Establishments

	2002	2003	Percent Change
<i>Labour Productivity (Index)</i>			
<i>All Establishments</i>	100.0	110.7	10.7
Car dealerships and Gas stations	100.0	107.9	7.9
Wholesale and Commission Trade	100.0	106.2	6.2
Retail Trade	100.0	108.2	8.2
<i>Value-Added per Employee</i>			
All Establishments	\$1,649,965	\$1,752,482	6.2
Car dealerships and Gas stations	\$348,873	\$371,570	6.5
Wholesale and Commission Trade	\$317,907	\$441,601	38.9
Retail Trade	\$983,184	\$939,310	(4.5)

Source: 2004 Productivity Survey

Table 4.1: Output for Financial Institutions

	2002	2003	Percent Change
<i>Output (BDS \$)</i>			
<i>All Establishments</i>	\$131,620,067	\$135,546,564	2.9
Finance & Trust	\$9,297,047	\$10,560,688	13.6
Commercial Bank	\$102,061,356	\$102,226,116	0.2
Credit Union	\$20,261,664	\$22,759,760	12.3
<i>Value-Added (Index)</i>			
<i>All Establishments</i>	100	105.8	5.8
Finance & Trust	100	125.4	25.4
Commercial Bank	100	100.7	0.7
Credit Union	100	122.7	22.7

Source: 2004 Productivity Survey

Table 4.2: Labour Input Indicators for Financial Institutions

	2002	2003	Percent Change
<i>Hours Worked (Index)</i>			
All Establishments	100	100.2	0.2
Finance & Trust	100	117.7	17.7
Commercial Bank	100	98.5	(1.5)
Credit Union	100	103.1	3.1
<i>Employment (Persons)</i>			
All Establishments	825	887	7.5
Finance & Trust	29	35	20.7
Commercial Bank	619	651	5.2
Credit Union	177	201	13.6

Source: 2004 Productivity Survey

Table 4.3: Productivity Indicators for Financial Institutions

	2002	2003	Percent Change
<i>Labour Productivity (Index)</i>			
<i>All Establishments</i>	100	105.5	5.5
Finance & Trust	100	107.7	7.7
Commercial Bank	100	102.5	2.5
Credit Union	100	119.6	19.6
<i>Output per Employee</i>			
<i>All Establishments</i>	\$1,877,740	\$1,960,658	4.4
Finance & Trust	\$650,457	\$574,589	(11.7)
Commercial Bank	\$1,012,560	\$871,756	(13.9)
Credit Union	\$214,722	\$514,312	139.5

Source: 2004 Productivity Survey

Table 5.1: Absenteeism Indicators for Accommodation Establishments

	2002	2003	Percent Change
<i>Vacation (Days)</i>			
<i>All Establishments</i>	1,5036	4,0864	171.8
Guesthouses/Apartments/Apartment Hotels	175	175	-
Hotels	14,861	40,689	173.8
<i>Certified Sick Leave (Days)</i>			
<i>All Establishments</i>	5,639	5,107	(9.4)
Guesthouses/Apartments/Apartment Hotels	0	0	-
Hotels	5,639	5,107	(9.4)
<i>Uncertified Sick Leave (Days)</i>			
<i>All Establishments</i>	3,198	2,603	(18.6)
Guesthouses/Apartments/Apartment Hotels	13	18	38.5
Hotels	3,185	2,585	(18.8)
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
<i>All Establishments</i>	2.0	4.0	
Guesthouses/Apartments/Apartment Hotels	2.0	2.0	
Hotels	2.0	4.0	

Source: 2004 Productivity Survey

Table 5.2: Absenteeism Indicators for Manufacturing Establishments

	2002	2003	Percent Change
<i>Vacation (Days)</i>			
<i>All Establishments</i>	9,294	16,182	74.1
Food, Beverages and Tobacco	2,376	3,225	35.7
Chemicals	200	200	-
Non-Metallic Mineral Products	1,954	3,374	72.7
Electricity, Gas, Water & Electronic Components	4,048	9,019	122.8
Other	716	364	(49.7)
<i>Certified Sick Leave (Days)</i>			
<i>All Establishments</i>	4,518	5,270	16.7
Food, Beverages and Tobacco	787	925	17.5
Chemicals	45	39	(13.3)
Non-Metallic Mineral Products	374	1308	249.7
Electricity, Gas, Water & Electronic Components	2,777	2,928	5.4
Other	535	70	(86.9)
<i>Uncertified Sick Leave (Days)</i>			
<i>All Establishments</i>	1,757	2,098	19.4
Food, Beverages and Tobacco	405	563	39.0
Chemicals	36	36	-
Non-Metallic Mineral Products	647	973	50.4
Electricity, Gas, Water & Electronic Components	365	490	34.2
Other	304	36	(88.2)
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
<i>All Establishments</i>	7.0	8.0	
Food, Beverages and Tobacco	5.0	4.0	
Chemicals	10.0	20.0	
Non-Metallic Mineral Products	6.0	20.0	
Electricity, Gas, Water & Electronic Components	5.0	20.0	
Other	7.0	3.0	

Source: 2004 Productivity Survey

Table 5.3: Absenteeism Indicators for Wholesale and Retail Establishments

	2002	2003	Percent Change
<i>Vacation (Days)</i>			
<i>All Establishments</i>	17,652	17,011	(3.6)
Car dealerships and Gas stations	900	1,474	63.8
Wholesale and Commission Trade	1,925	1,883	(2.2)
Retail Trade	14,827	13,654	(7.9)
<i>Certified Sick Leave (Days)</i>			
<i>All Establishments</i>	4,788	5,435	3.5
Car dealerships and Gas stations	135	144	6.7
Wholesale and Commission Trade	509	660	29.7
Retail Trade	4,144	4,631	11.8
<i>Uncertified Sick Leave (Days)</i>			
<i>All Establishments</i>	1,650	2,569	55.7
Car dealerships and Gas stations	14	35	150
Wholesale and Commission Trade	333	515	54.7
Retail Trade	1,303	2,019	54.9
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
<i>All Establishments</i>	2.0	2.0	
Car dealerships and Gas stations	1.0	3.0	
Wholesale and Commission Trade	7.0	4.0	
Retail Trade	28.0	10.0	

Source: 2004 Productivity Survey

Table 5.4: Absenteeism Indicators for Financial Institutions

	2002	2003	Percent Change
<i>Vacation (Days)</i>			
<i>All Establishments</i>	15,934	11,347	(28.8)
Finance & Trust	425	415	(2.4)
Commercial Banks	9,683	2,367	(75.6)
Credit Unions	5,826	4,875	(16.3)
<i>Certified Sick Leave (Days)</i>			
<i>All Establishments</i>	4,502	4,189	(6.9)
Finance & Trust	58	99	70.7
Commercial Banks	3,391	3,484	2.7
Credit Unions	1,053	606	(42.5)
<i>Uncertified Sick Leave (Days)</i>			
<i>All Establishments</i>	2,840	3,239	14.0
Finance & Trust	61	61	-
Commercial Banks	1,572	1,856	18.1
Credit Unions	1,207	1,322	9.5
<i>Certified + Uncertified Sick Leave + Vacation (Ratio to Total Hours Worked)</i>			
<i>All Establishments</i>	10.0	6.0	
Finance & Trust	8.0	2.0	
Commercial Banks	9.0	5.0	
Credit Unions	20.0	10.0	

Source: 2004 Productivity Survey

Table 5.5: Estimated Impact of Absenteeism

	Lost Net Value -Added/Output per day
<i>Accommodation</i>	
<i>All Establishments</i>	\$196.20
Guesthouses/Apartments/Apartment Hotels	\$35.16
Hotels	\$175.98
<i>Manufacturing</i>	
<i>All Establishments</i>	\$57.89
Food, Beverages and Tobacco	\$62.73
Electricity, Gas, Water and Electronic Components	\$79.02
Chemicals	\$55.63
Non-Metallic Mineral Products	\$65.30
Other	\$51.23

<i>Distribution</i>	
<i>All Establishments</i>	\$156.90
Car dealerships and Gas stations	\$89.98
Wholesale and Commission Trade	\$94.90
Retail Trade	\$121.07
<i>Financial</i>	
<i>All Establishments</i>	\$120.20
Finance & Trust	\$67.03
Commercial Banks	\$89.23
Credit Unions	\$76.34

Source: 2004 Productivity Survey