

YouGov/Wolters Kluwer

Absences

Sample Size: 4407 GB Adults

Fieldwork: 3rd - 4th February 2015

Total	Gender		Age					Social Grade		Region							
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE	North	Midlands	East	London	South	England	Wales	Scotland

Employment status

Unweighted base	4407	2130	2277	494	522	785	1045	1561	2502	1905	1005	662	412	585	920	3584	252	571
Base: All GB Adults	4407	2115	2292	529	686	809	841	1543	2424	1983	1084	723	423	564	1009	3803	220	383
Working full time (30 or more hours per week)	52%	60%	44%	35%	76%	77%	66%	25%	58%	44%	50%	49%	53%	55%	54%	52%	44%	53%
Working part time (8-29 hours a week)	10%	6%	14%	7%	8%	12%	14%	8%	9%	11%	10%	11%	9%	7%	11%	10%	13%	8%
Working part time (Less than 8 hours a week)	1%	1%	1%	0%	0%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Full time student	5%	5%	6%	40%	4%	0%	0%	0%	1%	10%	5%	7%	4%	8%	3%	5%	5%	7%
Retired	21%	19%	22%	1%	1%	1%	3%	56%	24%	16%	20%	20%	21%	20%	21%	21%	20%	21%
Unemployed	4%	6%	3%	12%	8%	4%	3%	2%	2%	7%	7%	4%	4%	3%	3%	4%	7%	4%
Not working	6%	3%	8%	3%	3%	5%	10%	6%	4%	8%	5%	6%	7%	5%	5%	6%	9%	4%
Other	2%	1%	2%	2%	1%	1%	3%	1%	1%	2%	2%	2%	1%	1%	2%	2%	1%	1%

Employment status - employee/self-employed

Unweighted base	2790	1446	1344	209	444	698	864	575	1699	1091	617	420	266	376	606	2285	146	359
Base: All GB Adults who are working	2747	1399	1347	222	580	723	683	539	1637	1110	659	439	265	355	662	2380	128	239
Employee	86%	87%	86%	82%	90%	92%	85%	78%	89%	82%	86%	89%	86%	82%	87%	87%	84%	85%
Self-employed	10%	10%	9%	6%	8%	7%	10%	16%	8%	11%	8%	7%	11%	14%	9%	9%	13%	10%
Not applicable	4%	3%	5%	12%	2%	1%	5%	6%	3%	7%	5%	4%	3%	3%	4%	4%	3%	5%

Which, if any, of the following types of **absence** have you taken off work in the last twelve months (i.e. since January 2014)? (Please select all that apply)

Unweighted base	2364	1234	1130	171	398	630	729	436	1501	863	525	363	225	308	516	1937	122	305
Base: All GB Adult employees	2371	1215	1156	183	522	662	583	421	1459	911	570	391	228	293	577	2059	108	204
Genuine sickness (i.e. short-term and long-term)	49%	45%	53%	57%	53%	50%	46%	42%	50%	46%	45%	49%	49%	52%	52%	49%	49%	44%
Non-genuine sickness (i.e. pretending I was sick to get time off work)	5%	5%	5%	16%	5%	5%	3%	1%	5%	5%	3%	3%	7%	7%	7%	5%	5%	4%
Holidays (e.g. entitled holidays including annual leave, bank/public holidays etc.)	75%	73%	76%	73%	76%	76%	74%	72%	79%	68%	74%	72%	73%	78%	77%	75%	73%	74%
Sabbatical or secondment (e.g. a period of paid/ unpaid leave granted to an employee for study or travel)	1%	1%	1%	1%	1%	2%	0%	1%	1%	1%	1%	1%	-	1%	1%	1%	1%	1%
Statutory time off (e.g. jury service, attending trade union meetings, external training etc.)	7%	8%	5%	6%	8%	6%	8%	3%	7%	6%	4%	6%	5%	7%	8%	6%	6%	11%
Time off at the employer's discretion (e.g. compassionate leave, medical or dental appointments etc.)	25%	22%	29%	24%	30%	25%	25%	20%	28%	21%	23%	23%	21%	23%	31%	25%	28%	24%
Time off for dependents (e.g. time off to deal with an emergency involving your spouse, partner, parent or child)	14%	12%	16%	8%	14%	19%	13%	10%	15%	12%	13%	15%	14%	14%	15%	14%	13%	15%
Other	3%	2%	3%	4%	5%	2%	1%	2%	2%	3%	3%	1%	4%	3%	2%	3%	4%	3%
Don't know/ can't recall	1%	1%	1%	2%	2%	1%	1%	-	1%	2%	1%	2%	-	3%	0%	1%	-	1%
Not applicable - I have not taken any time off in the last twelve months	14%	14%	13%	11%	11%	12%	14%	20%	13%	16%	16%	15%	16%	11%	11%	14%	15%	15%

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Absences

Sample Size: 4407 GB Adults

Fieldwork: 3rd - 4th February 2015

Government Region												Working status						
North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	England	Wales	Scotland	Working full time	Working part time	ALL WORKERS (NET)	Full time student	Retired	Unemployed	Not working/ Other

Employment status

Unweighted base	184	462	359	312	350	412	585	545	375	3584	252	571	2311	476	2787	238	905	168	309
Base: All GB Adults	200	506	379	342	381	423	564	607	403	3803	220	383	2281	461	2742	244	909	196	316
Working full time (30 or more hours per week)	62%	48%	46%	45%	53%	53%	55%	55%	52%	52%	44%	53%	100%	-	83%	1%	-	-	0%
Working part time (8-29 hours a week)	9%	9%	13%	13%	9%	9%	7%	11%	10%	10%	13%	8%	0%	92%	16%	-	-	-	2%
Working part time (Less than 8 hours a week)	1%	1%	0%	1%	0%	1%	1%	1%	1%	1%	1%	1%	-	8%	1%	-	0%	-	-
Full time student	6%	5%	6%	7%	7%	4%	8%	3%	4%	5%	5%	7%	-	-	-	99%	-	-	-
Retired	10%	22%	23%	22%	19%	21%	20%	20%	23%	21%	20%	21%	-	-	-	1%	100%	-	-
Unemployed	6%	8%	6%	5%	2%	4%	3%	3%	3%	4%	7%	4%	-	-	-	0%	-	99%	-
Not working	4%	7%	4%	5%	7%	7%	5%	5%	4%	6%	9%	4%	0%	0%	0%	-	-	0%	76%
Other	3%	1%	2%	2%	2%	1%	1%	2%	2%	2%	1%	1%	-	-	-	-	0%	0%	22%

Employment status - employee/self-employed

Unweighted base	125	274	218	188	232	266	376	363	243	2285	146	359	2308	475	2783	1	1	-	5
Base: All GB Adults who are working	143	291	225	200	239	265	355	409	253	2380	128	239	2278	461	2738	1	1	-	6
Employee	90%	87%	83%	91%	87%	86%	82%	89%	84%	87%	84%	85%	87%	81%	86%	-	-	-	78%
Self-employed	6%	7%	11%	5%	8%	11%	14%	8%	10%	9%	13%	10%	9%	14%	10%	-	-	-	10%
Not applicable	4%	6%	5%	4%	4%	3%	3%	3%	5%	4%	3%	5%	4%	5%	4%	100%	100%	-	12%

Which, if any, of the following types of **absence** have you taken off work in the last twelve months (i.e. since January 2014)? (Please select all that apply)

Unweighted base	111	233	181	162	201	225	308	315	201	1937	122	305	1990	371	2361	-	-	-	3
Base: All GB Adult employees	129	253	188	183	209	228	293	364	213	2059	108	204	1992	374	2366	-	-	-	5
Genuine sickness (i.e. short-term and long-term)	49%	43%	46%	51%	47%	49%	52%	51%	53%	49%	49%	44%	50%	43%	49%	-	-	-	10%
Non-genuine sickness (i.e. pretending I was sick to get time off work)	4%	1%	6%	4%	1%	7%	7%	9%	2%	5%	5%	4%	5%	6%	5%	-	-	-	-
Holidays (e.g. entitled holidays including annual leave, bank/public holidays etc.)	83%	71%	71%	70%	73%	73%	78%	76%	80%	75%	73%	74%	76%	66%	75%	-	-	-	100%
Sabbatical or secondment (e.g. a period of paid/ unpaid leave granted to an employee for study or travel)	3%	0%	-	-	2%	-	1%	1%	0%	1%	1%	1%	1%	0%	1%	-	-	-	21%
Statutory time off (e.g. jury service, attending trade union meetings, external training etc.)	6%	3%	3%	7%	6%	5%	7%	10%	6%	6%	6%	11%	7%	3%	7%	-	-	-	-
Time off at the employer's discretion (e.g. compassionate leave, medical or dental appointments etc.)	18%	28%	21%	21%	24%	21%	23%	31%	31%	25%	28%	24%	27%	18%	25%	-	-	-	-
Time off for dependents (e.g. time off to deal with an emergency involving your spouse, partner, parent or child)	13%	12%	13%	16%	14%	14%	14%	12%	18%	14%	13%	15%	13%	20%	14%	-	-	-	-
Other	4%	5%	1%	2%	0%	4%	3%	2%	3%	3%	4%	3%	2%	5%	3%	-	-	-	-
Don't know/ can't recall	-	0%	4%	1%	2%	-	3%	1%	-	1%	-	1%	1%	1%	1%	-	-	-	-
Not applicable - I have not taken any time off in the last twelve months	8%	20%	16%	15%	15%	16%	11%	10%	12%	14%	15%	15%	13%	19%	14%	-	-	-	-

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Total	Gender		Age					Social Grade		Region							
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE	North	Midlands	East	London	South	England	Wales	Scotland

****Thinking about all the time you took off in the last twelve months (e.g. sickness, sabbaticals, time off for dependents etc.) that doesn't include your entitled holiday leave...**

****Approximately, how many days, if any, have you taken off work in the last twelve months (i.e. since January 2014)? (If you are unsure, please provide your best estimate)**

Unweighted base	1550	755	795	114	289	424	470	253	1005	545	313	238	138	203	374	1266	77	207
Base: All GB Adult employees who took time off in last 12 months, apart from entitled holidays	1524	736	788	125	371	436	363	231	971	554	340	252	140	184	409	1324	69	131
1 to 5 days	56%	55%	58%	55%	58%	57%	58%	51%	58%	54%	52%	59%	55%	56%	56%	56%	70%	56%
6 to 10 days	14%	16%	11%	15%	15%	16%	10%	14%	13%	16%	16%	12%	9%	15%	16%	14%	4%	12%
11 to 15 days	6%	6%	5%	6%	4%	8%	5%	5%	4%	8%	4%	6%	13%	5%	5%	6%	5%	7%
16 to 20 days	6%	8%	5%	13%	6%	3%	7%	7%	6%	7%	8%	10%	3%	5%	5%	7%	1%	5%
21 days or more	16%	13%	19%	10%	14%	15%	17%	22%	18%	13%	16%	13%	16%	17%	16%	16%	20%	16%
Don't know/ can't recall	2%	3%	2%	0%	3%	1%	3%	2%	2%	3%	3%	0%	3%	2%	2%	2%	0%	3%

****Thinking about your last full holiday year that you worked (e.g. January 2014 to December 2014, April 2013 to March 2014 etc.)...**

****Which ONE of the following statements BEST describes how much annual leave you took in your last full holiday year_?**

Unweighted base	2364	1234	1130	171	398	630	729	436	1501	863	525	363	225	308	516	1937	122	305
Base: All GB Adult employees	2371	1215	1156	183	522	662	583	421	1459	911	570	391	228	293	577	2059	108	204
I took all of my holiday leave	59%	58%	60%	48%	58%	61%	60%	62%	56%	65%	63%	63%	60%	48%	58%	59%	50%	67%
I **did not** take all of my holiday leave, but I **could** roll the remaining holiday over into the next holiday year	24%	24%	24%	14%	25%	27%	25%	21%	29%	15%	21%	19%	26%	32%	26%	24%	28%	20%
I **did not** take all of my holiday leave, and I **couldn't** roll all/ some of it over into the next holiday year	7%	9%	5%	15%	6%	5%	7%	9%	7%	8%	8%	7%	6%	9%	7%	7%	8%	7%
Don't know/ Can't recall	2%	3%	1%	5%	3%	2%	1%	2%	2%	4%	3%	4%	1%	3%	1%	2%	3%	3%
Not applicable - I have not worked a full holiday year	3%	1%	4%	11%	3%	1%	2%	2%	2%	4%	3%	1%	5%	2%	3%	3%	3%	2%
Not applicable - I do not receive any holiday leave	5%	4%	5%	8%	5%	4%	5%	5%	5%	5%	2%	6%	2%	6%	6%	5%	9%	3%

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Government Region												Working status						
North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	England	Wales	Scotland	Working full time	Working part time	ALL WORKERS (NET)	Full time student	Retired	Unemployed	Not working/ Other

****Thinking about all the time you took off in the last twelve months (e.g. sickness, sabbaticals, time off for dependents etc.) that doesn't include your entitled holiday leave...**

****Approximately, how many days, if any, have you taken off work in the last twelve months (i.e. since January 2014)? (If you are unsure, please provide your best estimate)**

Unweighted base	69	138	106	108	130	138	203	225	149	1266	77	207	1324	224	1548	-	-	-	2
Base: All GB Adult employees who took time off in last 12 months, apart from entitled holidays	81	150	109	125	127	140	184	256	153	1324	69	131	1301	222	1523	-	-	-	1
1 to 5 days	59%	43%	60%	57%	61%	55%	56%	57%	55%	56%	70%	56%	56%	58%	56%	-	-	-	-
6 to 10 days	21%	14%	15%	12%	12%	9%	15%	17%	16%	14%	4%	12%	14%	15%	14%	-	-	-	-
11 to 15 days	6%	6%	1%	6%	5%	13%	5%	4%	7%	6%	5%	7%	6%	6%	6%	-	-	-	-
16 to 20 days	4%	10%	10%	11%	8%	3%	5%	6%	5%	7%	1%	5%	6%	6%	6%	-	-	-	-
21 days or more	9%	22%	13%	13%	13%	16%	17%	17%	14%	16%	20%	16%	16%	14%	16%	-	-	-	100%
Don't know/ can't recall	1%	6%	2%	0%	0%	3%	2%	1%	3%	2%	0%	3%	2%	0%	2%	-	-	-	-

****Thinking about your last full holiday year that you worked (e.g. January 2014 to December 2014, April 2013 to March 2014 etc.)...**

****Which ONE of the following statements BEST describes how much annual leave you took in your last full holiday year_?**

Unweighted base	111	233	181	162	201	225	308	315	201	1937	122	305	1990	371	2361	-	-	-	3
Base: All GB Adult employees	129	253	188	183	209	228	293	364	213	2059	108	204	1992	374	2366	-	-	-	5
I took all of my holiday leave	57%	63%	65%	59%	66%	60%	48%	58%	57%	59%	50%	67%	59%	63%	59%	-	-	-	31%
I **did not** take all of my holiday leave, but I **could** roll the remaining holiday over into the next holiday year	24%	20%	20%	18%	21%	26%	32%	23%	31%	24%	28%	20%	26%	14%	24%	-	-	-	69%
I **did not** take all of my holiday leave, and I **couldn't** roll all/ some of it over into the next holiday year	15%	9%	3%	10%	4%	6%	9%	8%	5%	7%	8%	7%	8%	6%	7%	-	-	-	-
Don't know/ Can't recall	1%	3%	5%	6%	2%	1%	3%	1%	1%	2%	3%	3%	2%	3%	2%	-	-	-	-
Not applicable - I have not worked a full holiday year	-	3%	5%	1%	2%	5%	2%	2%	4%	3%	3%	2%	2%	4%	3%	-	-	-	-
Not applicable - I do not receive any holiday leave	2%	2%	2%	6%	6%	2%	6%	9%	2%	5%	9%	3%	3%	11%	5%	-	-	-	-

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Total	Gender		Age					Social Grade		Region							
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE	North	Midlands	East	London	South	England	Wales	Scotland

****Previously you said that you did not take all of your entitled holiday leave in the last full holiday year...**

****Which, if any, of the following are reasons why you did not take all of your entitled annual holiday leave? (Please select all that apply)**

Unweighted base	770	445	325	53	126	200	250	141	546	224	156	106	77	127	175	641	40	89
Base: All GB Adult employees who did not take all their holiday leave	746	410	335	53	163	214	191	124	533	212	168	102	74	120	189	653	39	54
I didn't give my work enough notice for the day(s) I wanted to book off	3%	3%	3%	7%	4%	3%	2%	0%	2%	4%	4%	3%	5%	3%	2%	3%	2%	3%
The day(s) I wanted to take off clashed with another colleague's holiday	15%	15%	15%	25%	15%	12%	14%	18%	11%	25%	17%	12%	14%	17%	17%	16%	10%	10%
I felt I couldn't take off the day(s)	13%	13%	13%	22%	16%	13%	11%	10%	13%	14%	15%	13%	8%	14%	12%	13%	13%	15%
My workload was too heavy to take off the day(s)	33%	35%	32%	16%	31%	38%	35%	33%	38%	22%	22%	38%	33%	38%	35%	32%	36%	41%
I was worried what my work would think if I took off the day(s)	4%	6%	2%	7%	6%	5%	1%	3%	4%	3%	2%	4%	1%	5%	4%	3%	16%	6%
I could roll over leftover day(s) into the next holiday year	45%	43%	48%	31%	55%	47%	43%	42%	51%	32%	48%	40%	47%	49%	43%	45%	47%	47%
I didn't feel I needed to take off the day(s)	23%	27%	18%	33%	27%	20%	22%	18%	24%	20%	23%	16%	32%	29%	23%	24%	12%	18%
Other	9%	6%	12%	4%	12%	7%	9%	11%	6%	17%	10%	7%	8%	7%	13%	10%	6%	5%
Don't know	1%	1%	1%	2%	1%	1%	1%	-	1%	1%	1%	0%	2%	2%	0%	1%	-	0%

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Government Region												Working status						
North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	England	Wales	Scotland	Working full time	Working part time	ALL WORKERS (NET)	Full time student	Retired	Unemployed	Not working/ Other

****Previously you said that you did not take all of your entitled holiday leave in the last full holiday year...**

****Which, if any, of the following are reasons why you did not take all of your entitled annual holiday leave? (Please select all that apply)**

	Unweighted base	40	68	48	48	58	77	127	104	71	641	40	89	691	78	769	-	-	-	1
Base: All GB Adult employees who did not take all their holiday leave		51	73	43	51	51	74	120	112	77	653	39	54	669	73	742	-	-	-	3
I didn't give my work enough notice for the day(s) I wanted to book off		11%	-	3%	4%	2%	5%	3%	3%	-	3%	2%	3%	3%	5%	3%	-	-	-	-
The day(s) I wanted to take off clashed with another colleague's holiday		27%	14%	11%	17%	7%	14%	17%	18%	15%	16%	10%	10%	14%	22%	15%	-	-	-	-
I felt I couldn't take off the day(s)		15%	16%	15%	12%	15%	8%	14%	12%	12%	13%	13%	15%	14%	8%	13%	-	-	-	-
My workload was too heavy to take off the day(s)		24%	18%	25%	36%	40%	33%	38%	32%	40%	32%	36%	41%	35%	17%	33%	-	-	-	-
I was worried what my work would think if I took off the day(s)		1%	1%	6%	2%	7%	1%	5%	5%	1%	3%	16%	6%	4%	2%	4%	-	-	-	-
I could roll over leftover day(s) into the next holiday year		37%	50%	58%	35%	45%	47%	49%	39%	48%	45%	47%	47%	47%	35%	46%	-	-	-	-
I didn't feel I needed to take off the day(s)		23%	29%	12%	20%	12%	32%	29%	27%	16%	24%	12%	18%	23%	26%	23%	-	-	-	-
Other		9%	11%	10%	8%	6%	8%	7%	13%	13%	10%	6%	5%	8%	19%	9%	-	-	-	100%
Don't know		-	2%	-	-	1%	2%	2%	-	1%	1%	-	0%	1%	1%	1%	-	-	-	-