

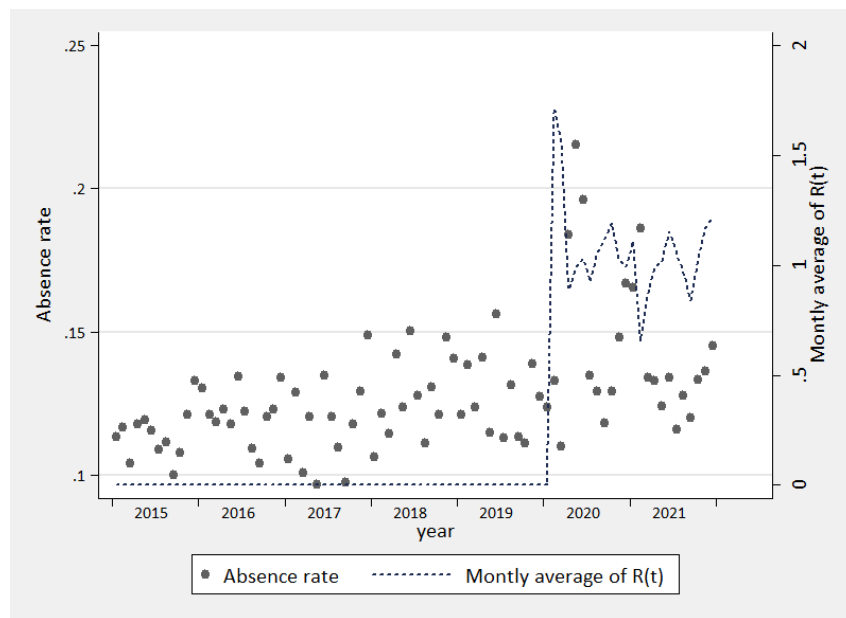
Table 1 - Absenteeism type by year for three Portuguese hospitals ^(a)

Absence type	2015	2016	2017	2018	2019	2020	2021
Family support	7.18 (1.58)	10.62 (2.15)	7.93 (2.06)	9.67 (1.55)	10.06 (2.39)	9.86 (4.00)	8.49 (1.72)
Marriage leave	9.04 (6.76)	9.18 (6.80)	8.08 (5.91)	8.74 (6.60)	8.31 (5.37)	2.92 (2.74)	7.82 (7.65)
Unpaid leave	0.02 (0.07)	0.03 (0.09)	0.00 (0.01)	0.00 (0.01)	0.00 (0.01)	3.84 (8.15)	0.11 (0.28)
Disciplinary action	0.25 (0.26)	0.27 (0.46)	0.00 (0.00)	0.62 (1.62)	0.30 (0.50)	0.06 (0.21)	0.16 (0.27)
Sick leave	455.73 (45.88)	526.87 (80.97)	428.92 (88.14)	506.37 (79.27)	527.57 (54.97)	835.92 (459.28)	663.70 (112.56)
Bereavement leave	9.19 (2.10)	8.84 (1.16)	7.92 (2.75)	9.02 (1.79)	9.21 (1.83)	9.09 (2.05)	10.72 (2.86)
Strike action	31.17 (25.59)	25.64 (26.54)	49.95 (60.33)	89.81 (43.39)	71.36 (62.36)	14.31 (22.10)	3.47 (9.20)
Unjustified	8.64 (6.94)	18.69 (6.02)	17.43 (9.24)	23.47 (6.40)	12.62 (4.90)	18.22 (9.71)	14.30 (9.84)
Work-related injuries	151.37 (48.35)	157.58 (56.34)	111.10 (48.88)	108.50 (54.71)	113.32 (51.51)	38.37 (23.53)	59.61 (42.08)
Holidays	55.99 (7.91)	55.09 (7.56)	39.07 (7.24)	41.06 (6.51)	49.24 (10.32)	92.53 (51.99)	89.80 (58.02)
Parental leave	3.53 (2.02)	3.25 (2.33)	2.02 (1.57)	2.31 (1.92)	2.29 (1.58)	1.59 (1.26)	1.07 (0.80)
Study leave	392.06 (29.82)	427.08 (56.60)	348.75 (68.37)	401.95 (42.91)	428.96 (41.15)	480.61 (160.94)	439.95 (32.75)
Other	6.10 (3.45)	6.34 (3.43)	6.71 (3.84)	8.13 (4.13)	9.97 (6.30)	5.06 (4.69)	9.18 (3.98)
TOTAL	11.30 (0.99)	12.47 (1.66)	10.18 (2.38)	11.95 (1.97)	12.36 (1.35)	15.07 (6.48)	13.06 (1.75)
Monthly absence rate ^(b)	11.62 (1.87)					14.38 (4.83)	

Legend: Average rate per 10.000 workers (standard deviation). ^(a) Selected hospitals: Centro Hospitalar Universitário de Lisboa Norte, EPE, Centro Hospitalar Universitário do Porto, EPE, and Centro Hospitalar e Universitário de Coimbra, EPE.

^(b) Before versus after March 2020.

Figure 1 – Mean monthly absence rate by year and COVID-19 transmission^(a)



^(a) measured as measured as the monthly average reproductive number R(t).