SICKNESS ABSENCE OF WOMEN BUS CONDUCTORS IN LONDON TRANSPORT (1953-1957)

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The sickness-absence experience of women bus conductors employed by London Transport on their central (red) buses is analysed for the years 1953 to 1957 inclusive. The experience of single and married women is given separately, and only absences lasting four days or more (all of which are supported by medical certificate) are included. Results are given in quinquennial age groups for each of 20 broad diagnostic groups and comment is made on each group, emphasis being placed on the comparative experiences of single and married women. Both the numbers of spells of absence and the numbers of days of absence are considered. It is found generally that married women conductors have considerably more sickness absence than single women conductors of the same age: this applies both to spells and days of absence. Analysis of the difference by diagnostic group suggests that there is a propensity, of social origin, for married women to have more absences.

An account of the principles and methods followed in the compilation of the London Transport sickness-absence statistics was given in *Health in Industry* (London Transport Executive, 1956). The sickness-absence experience of various groups of London Transport male wages staff (including male conductors) and male and female clerical staff over the period 1949-52 was set out in detail in that publication, analysed by age and by broad diagnostic group. This paper extends that work by giving some similar analyses, but for the subsequent quinquennium, for a group of London Transport female wages staff, namely the women conductors of the central (red) buses.

The sickness-absence experience of single and married women has been separated, and emphasis has been placed on the comparison of the sickness absence of these "single" and "married" women who both follow the same occupation. The subdivision into single and married women is according to whether they are known as "Miss" or "Mrs" respectively; information is not available to the employer enabling the "Mrs" group to be subdivided into women with husbands living and widows.

Recruitment of women conductors started in 1940, was discontinued after the war, recommenced in 1950, and has continued to the present time. Thus the population under consideration consists

mainly of women with less than eight years' service but there are some with up to 18 years' service.

"Sickness absence" is taken to mean absence from work accepted by the employer as attributable to sickness or injury. Medical certificates are required not later than the third day of absence. This investigation has been limited to spells of absence lasting four days or longer, and thus includes only absences supported by a medical certificate. The majority of spells of sickness absence terminate with the employee's recovery and return to her former work. When an absence lasts for six months, however, the recorded absence is curtailed at 182 days, as after that duration of absence, an administrative decision may be taken regarding the retention of the employee's name on the books, or her premature retirement on the grounds of ill health. It should be noted that in all cases, the number of days' absence ascribed to a particular spell of absence is the number of days on the calendar from the first day of absence from work to the day preceding the employee's return to work, both dates inclusive; in other words, the length of a spell of absence in days is recorded on the basis of seven days to the week.

Women conductors are medically examined before appointment and must reach appropriate physical standards. An employee who has been absent for more than four weeks (or in the case of certain

diagnoses certified by the general practitioner, including accidents, for a shorter period) must be certified fit by a London Transport Medical Officer before resuming duty. When the appropriate standard of health is not reached, the employee may be found suitable alternative employment, but the scope for alternative employment of women in the London Transport Executive's undertaking is very limited.

This investigation covers the five years 1953 to 1957. Sick pay was not paid to women conductors before December 1956. Since then, limited amounts have been payable, after a week of absence, to women conductors who are over age 25 and who have more than five years' service. Many of the married women do not contribute to the National Insurance Scheme, and thus receive no sickness benefit from the State. Women conductors have been eligible for membership of the Sick Benefit Section of a large Friendly Society, which draws its membership mainly from the bus crews, only since March 1957. Thus throughout the majority of the quinquennium under review, women could not obtain sickness benefit from this source.

The detailed results of the investigation are set out in Tables 1 to 21 in the Appendix. In these Tables data are given for single and married women, and subdivided into quinquennial age groups. Sickness absence has been split into 20 broad diagnostic groups, which conform to those given by London Transport Executive (1956), and are based on the three-figure International Statistical Classification of Diseases and Injuries adopted in 1948 by the World Health Organization.

For each diagnostic group, and each quinquennial age group, the following indices have been calculated:

- (i) *Average annual duration per person*, which is the average number of calendar days of sickness absence per employee per annum;
- (ii) *Annual inception rate (spells)*, which is the average number of spells commencing in a year per employee;
- (iii) *Average length of spell*, which is the average length in days of each recorded spell of sickness absence.

In addition, the number of "man-years" of exposure to risk, the number of spells of absence commencing in the period, and the number of days of absence during the period are given. It is emphasized that these only relate to spells of four days' duration or more.

Graphs have been drawn to assist in the interpretation of the Tables, with particular reference to the comparison between the sickness-absence experiences of married and single women. There

were no single women bus conductors older than 60, the normal retiring age, and very few married women conductors over that age; the graphs have therefore been curtailed at age 60. It should also be noted that the exposed-to-risk figures for single women in the 50-54 and the 55-59 age groups and for married women in the 55-59 age group are very small, and consequently little weight should be attached to the results for those groups. The corresponding sections of the graphs are shown as dotted lines.

Broad Diagnostic Groups

All Diagnostic Groups Combined.—(Table 1).

Graph 1a and b show quite clearly that the single women bus conductors experience significantly lighter sickness absence than the married women. This is so at all ages. The excess for married women is of the order of 40% for spells, and as much as 60% for days of absence. In each case, the annual inception rate (spells) remains fairly constant, but the average annual duration per person increases steadily with age.

BDG. 1.—Tuberculosis (Table 2) (International Code Nos. 001-019).

There were only seven spells among the single women, compared with 11 amongst the married women. This difference is not significant. No comparison by age is possible with such small numbers. The curtailment of absence at 182 days has a particularly important effect on the recording of absences caused by tuberculosis.

BDG. 2.—Infective and Parasitic Diseases (Table 3) (International Code Nos. 020-138).

Although the rates are rather erratic, there is a general tendency for single women to have the better experience (Graph 2a and b). The low rates, both for spells and days, in the age-group 35-44, are probably due to the termination of childhood infective diseases. After age 45, the only disease of any numerical importance is herpes zoster. It may be that single women have the better experience because they have less contact with children.

BDG. 3.—Neoplasms (Table 4) (International Code Nos. 140-239).

In nearly every age group, single women had the lower incidence of spells. The effect on days of absence was not so marked. There was a definite increase in the average annual duration per person as age increased (Graph 3a and b): this is the same trend as for male conductors given in *Health in Industry* (1956), but is not so marked at ages over 50.

ALL DIAGNOSES

GRAPH 1a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 1b.—Annual inception rate (spells).

GRAPH 2a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

B.D.G. 2

GRAPH 2b.—Annual inception rate (spells).

GRAPH 3a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

B.D.G. 3

GRAPH 3b.—Annual inception rate (spells).

GRAPH 4a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 4b.—Annual inception rate (spells).

GRAPH 5a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 5b.—Annual inception rate (spells).

BDG. 4.—Functional Nervous Disorders (Table 5) (International Code Nos. 300-318).

The annual inception rate (spells) is lower for single women at nearly all ages, but there is little difference between the sickness-absence experience of married and single women as far as the average annual durations per person are concerned. The rise in rates with age at the younger ages of single women is considerable and not unexpected (Graph 4a and b).

BDG. 5.—Organic Nervous Disorders (Table 6) (International Code Nos. 330-369, 780, 781).

In nearly every age group, the single women's experience is the lower. This is particularly marked after age 45, when the single women's rates decrease as age increases, but it must be borne in mind that the number of single women bus conductors over age 50 is not very large (Graph 5a and b).

BDG. 6.—Diseases of the Eye (Table 7) (International Code Nos. 370-389).

In this diagnostic group, the rates for married and single women are similar (Graph 6a and b).

BDG. 7.—Diseases of the Ear (Table 8) (International Code Nos. 390-398).

As in diseases of the eye, there is little difference between the rates for married and single women. The diagnoses included in groups 6 and 7 are usually precise, and in neither group is there any reason to expect any differences in incidence between married and single women (Graph 7a and b).

BDG. 8.—Diseases of the Circulatory System (Table 9) International Code Nos. 400-468, 782).

Both rates are consistently lower for single women (Graph 8a and b). There is a considerable increase in the rates for married women after age 45.

GRAPH 6a.—Average annual duration per person.
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 6b.—Annual inception rate (spells).
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 7a.—Average annual duration per person.
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 7b.—Annual inception rate (spells).
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 8a.—Average annual duration per person.
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 8b.—Annual inception rate (spells).
Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 9a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 9b.—Annual inception rate (spells).

GRAPH 10a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 10b.—Annual inception rate (spells).

Varicose veins are included in this group and are known to be more common among married women.

BDG. 9.—Colds and Influenza (Table 10) (International Code Nos. 470, 480-483).

This group accounts for about one-quarter of the spells of more than three days' duration of single and married women. Rates are, however, considerably lower for single women than for married women, in some age groups by as much as 50% for spells and over 100% for days per person (Graph 9a and b). It will be remembered that colds and influenza are thought to be more common in families with school children.

BDG. 10.—Bronchitis (Table 11) (International Code Nos. 500-502).

The annual inception rate (spells) for single women is consistently lower than for married women, but the differences in days of absence are not so large (Graph 10a and b). As might be expected, the average length of spell increases with age. It has not been possible to investigate geographical variations in this paper. Our recent paper

on bronchitis (Cornwall and Raffle, 1961) discusses this point. Differences in the smoking habits of single and married women may account for the differences noted, but there is no evidence to support this.

BDG. 11.—Other Respiratory Diseases (Table 12) (International Code Nos. 471-475, 490-493, 510-527, 763, 783).

This is a heterogeneous group, and no firm conclusions are possible. Although the annual inception rate (spells) for single women is consistently lower at ages up to 50, the percentage excess for married women is only about 20%. The pattern is less clear for average annual duration (Graph 11a and b). The incidence of spells decreases as age increases, up to age 50. There was a similar trend for male bus conductors for the previous quinquennium, given in *Health in Industry* (1956).

BDG. 12.—Diseases of the Stomach and Duodenum (Table 13) (International Code Nos. 540-545, 784).

No clear pattern emerges here (Graph 12a and b). There is no increase in the incidence of this type of

GRAPH 11a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 11b.—Annual inception rate (spells).

disease as age increases. This is in marked contrast to the results for men given in *Health in Industry* (1956), and referred to in detail by Raffle (1959).

BDG. 13.—Hernia of Abdominal Cavity (Table 14) (International Code Nos. 560-561).

There are very few data in this diagnostic group **BDG. 14.—Other Diseases of the Digestive System** (Table 15) (International Code Nos. 530-539, 550-553, 570-587, 764, 785).

This is a heterogeneous group, but at all ages,

GRAPH 12a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 12b.—Annual inception rate (spells).

GRAPH 13a.—Average annual duration per person.

Key: — Single women (..... over age 50); - - - Married women (..... over age 55).

GRAPH 13b.—Annual inception rate (spells)

married women's rates are higher (Graph 13a and b) than those of single women. The excess is of the order of 30% for spells and 35% for days.

In contrast to the experience of male bus conductors, given in *Health in Industry* (1956), the incidence of spells of sickness absence attributed to this diagnostic group decreases as age increases, both for married and single women conductors.

BDG. 15.—Diseases of Women (Table 16) (International Code Nos. 620-689).

At all ages, single women's rates are lower, by an appreciable margin, as would be expected (Graph 14a and b).

BDG. 16.—Diseases of the Skin (Table 17) (International Code Nos. 690-698, 700-716).

This group shows little difference between the rates of married and single women, and little variation with age (Graph 15a and b). If the use of modern detergents is a factor in the incidence of sickness absence in this diagnostic group, it might have been expected that married women's rates would have been the higher.

BDG. 17.—Diseases of Bones and Organs of

Movement (Table 18) (International Code Nos. 720-749, 787).

The incidence of sickness absence attributed to this group appears to increase generally with age. For the annual inception rate (spells), single women's rates are consistently lower than those of married women, but for days, the differences are not so marked (Graph 16a and b).

BDG. 18.—Accidents on Duty (Table 19) (International Code Nos. (N) 800-999).

Single women bus conductors experience lower rates of absence caused by accidents on duty. It does not necessarily follow, however, that single women bus conductors have less accidents than married women bus conductors, but merely that they have fewer absences (of more than three days' duration) resulting from accidents (Graph 17a and b).

BDG. 19.—Accidents off Duty (Table 20) (International Code Nos. (N) 800-999).

In this group again, the single women's rates are predominantly lower. This should possibly be expected, as most married women undertake the dual task of conducting a bus and running a home.

GRAPH 16a.—Average annual duration per person.

GRAPH 16b.—Annual inception rate (spells).

Key: — Single women (..... over age 50); - - - - Married women (..... over age 55).

GRAPH 17a.—Average annual duration per person.

GRAPH 17b.—Annual inception rate (spells).

Key: — Single women (..... over age 50); - - - - Married women (..... over age 55).

GRAPH 18a.—Average annual duration per person.

GRAPH 18b.—Annual inception rate (spells).

Key: — Single women (..... over age 50); - - - - Married women (..... over age 55)

There is no general increase of spells with age. (See Graph 18a and b.)

BDG. 20.—Miscellaneous (Table 21) (International Code Nos. 000, 240-299, 320-326, 590-617, 750-762, 765-776, 786, 788-795).

The lower rates for single women are probably only a reflection of the general tendency in most diagnostic groups (Graph 19a and b).

Conclusion

It may be concluded from the above analysis that single women bus conductors experience appreciably less sickness absence than their married women colleagues. The extent of the difference for each diagnostic group may best be measured by the ratio of the rate (for spells or days) for all married

women to the rate for all single women, the rates being indirectly standardized to allow for the different age distributions of the two groups. The following Table sets out the results.

It will be observed that, for most diagnostic groups, the percentage differences are very similar to the average for all diagnoses. This suggests that there is a propensity, of a social origin, for married women to have more absences: it is spread over all diagnoses and the resulting increase in rates is varied only (a) downwards, in the relatively few diagnostic groups where a condition can be accurately diagnosed, or (b) upwards, where there are sound medical reasons for a difference in actual morbidity.

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TABLE PERCENTAGE RATIO OF SICKNESS OF MARRIED WOMEN TO THAT OF SINGLE WOMEN, ADJUSTED FOR AGE			
Broad Diagnostic Group No.	Short Descriptions	% Ratio of Average Annual Durations (Days)	% Ratio of Annual Inception Rates (Spells)
1	Tuberculosis	159	117
2	Infective and parasitic diseases	134	132
3	Neoplasms	195	200
4	Functional nervous disorders	124	138
5	Organic nervous disorders	161	166
6	Diseases of the eye	134	117
7	Diseases of the ear	100	143
8	Diseases of the circulatory system	197	149
9	Colds and influenza	144	135
10	Bronchitis	119	133
11	Other respiratory diseases	117	120
12	Diseases of the stomach and duodenum	122	130
13	Hernia of abdominal cavity	367	1,205
14	Other diseases of the digestive system	140	133
15	Diseases of women	280	267
16	Diseases of the skin	129	113
17	Diseases of bones and organs of movement	130	133
18	Accidents on duty	155	139
19	Accidents off duty	155	138
20	Miscellaneous	175	164
	All diagnostic groups	147	140

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APPENDIX

ABSENCES OF FOUR DAYS DURATION OR MORE IN MARRIED AND SINGLE WOMEN BUS CONDUCTORS, 1953-1957.

TABLE 1: ALL DIAGNOSES

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	27,413	19,467	13.049	21.550	2,151	1,442	1.024	1.596	12.7	13.5
25-29	1,668	1,971	24,513	45,835	14.683	23.238	1,710	3,057	1.024	1.550	14.3	15.0
30-34	1,082	2,447	15,434	52,561	14.261	21.497	1,026	3,355	0.948	1.372	15.0	15.7
35-39	694	2,611	10,160	58,623	14.630	22.453	599	3,449	0.863	1.321	17.0	17.0
40-44	625	2,679	9,637	62,358	15.419	23.260	587	3,318	0.939	1.238	16.4	18.8
45-49	460	1,898	8,889	53,037	19.325	27.950	446	2,468	0.970	1.301	19.9	21.5
50-54	142	670	2,642	20,174	18.671	30.079	111	920	0.784	1.372	23.8	21.9
55-59	17	100	239	3,394	14.059	34.110	10	162	0.588	1.628	23.9	21.0
(60 and over)	—	15	—	665	—	44.334	—	19	—	1.267	—	35.0
Total	6,788	13,295	98,927	316,114	—	—	6,640	18,190	—	—	—	—

TABLE 2: BROAD DIAGNOSTIC GROUP 1: TUBERCULOSIS (I.S.C. Nos. 001-019)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	260	179	0.124	0.198	3	—	0.001	—	86.7	—
25-29	1,668	1,971	574	1,113	0.344	0.564	4	5	0.002	0.003	143.5	222.6
30-34	1,082	2,447	180	392	0.166	0.160	—	2	—	0.001	—	196.0
35-39	694	2,611	—	326	—	0.125	—	3	—	0.001	—	108.7
40-44	625	2,679	—	—	—	—	—	—	—	—	—	—
45-49	460	1,898	—	182	—	0.096	—	1	—	0.001	—	182.0
50-54	142	670	—	—	—	—	—	—	—	—	—	—
55-59	17	100	—	—	—	—	—	—	—	—	—	—
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	1,014	2,192	—	—	7	11	—	—	—	—

TABLE 3: BROAD DIAGNOSTIC GROUP 2: INFECTIVE AND PARASITIC DISEASES (I.S.C. Nos. 020-138)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	500	113	0.238	0.125	28	13	0.013	0.014	17.9	8.7
25-29	1,668	1,971	203	891	0.122	0.452	20	51	0.012	0.026	10.2	17.5
30-34	1,082	2,447	322	499	0.298	0.204	16	22	0.015	0.009	20.1	22.7
35-39	694	2,611	43	278	0.062	0.106	4	21	0.006	0.008	10.8	13.2
40-44	625	2,679	102	390	0.163	0.145	4	22	0.006	0.008	25.5	17.7
45-49	460	1,898	68	752	0.148	0.396	2	26	0.004	0.014	34.0	28.9
50-54	142	670	16	137	0.113	0.204	1	7	0.007	0.010	16.0	19.6
55-59	17	100	—	9	—	0.090	—	1	—	0.010	—	9.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	1,254	3,069	—	—	75	163	—	—	—	—

*Excludes days beyond first six months of absence.

TABLE 4: BROAD DIAGNOSTIC GROUP 3: NEOPLASMS (I.S.C. Nos. 140-239)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	103	134	0.049	0.148	3	5	0.001	0.006	34.3	26.8
25-29	1,668	1,971	29	462	0.017	0.234	1	11	0.001	0.006	29.0	42.0
30-34	1,082	2,447	110	558	0.102	0.228	3	14	0.003	0.006	36.7	39.9
35-39	694	2,611	309	1,098	0.445	0.421	7	15	0.010	0.006	44.1	73.2
40-44	625	2,679	82	831	0.131	0.310	1	16	0.002	0.006	82.0	51.9
45-49	460	1,898	200	1,265	0.435	0.667	2	21	0.004	0.011	100.0	60.2
50-54	142	670	—	396	—	0.590	—	2	—	0.003	—	198.0
55-59	17	100	—	44	—	0.442	—	1	—	0.010	—	44.0
(60 and over)	—	15	—	47	—	3.133	—	—	—	—	—	—
Total	6,788	13,295	833	4,835	—	—	17	85	—	—	—	—

TABLE 5: BROAD DIAGNOSTIC GROUP 4: FUNCTIONAL NERVOUS DISORDERS (I.S.C. Nos. 300-318)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,312	945	0.625	1.046	70	63	0.033	0.070	18.7	15.0
25-29	1,668	1,971	1,957	2,167	1.172	1.099	71	127	0.043	0.064	27.6	17.1
30-34	1,082	2,447	1,433	3,608	1.324	1.476	49	164	0.045	0.067	29.2	22.0
35-39	694	2,611	620	3,975	0.893	1.522	39	176	0.056	0.067	15.9	22.6
40-44	625	2,679	878	2,938	1.405	1.096	43	154	0.069	0.057	20.4	19.1
45-49	460	1,898	287	2,982	0.624	1.572	18	113	0.039	0.060	15.9	26.4
50-54	142	670	16	1,193	0.113	1.779	2	53	0.014	0.079	8.0	22.5
55-59	17	100	—	235	—	2.362	—	8	—	0.080	—	29.4
(60 and over)	—	15	—	53	—	3.533	—	1	—	0.067	—	53.0
Total	6,788	13,295	6,503	18,096	—	—	292	859	—	—	—	—

TABLE 6: BROAD DIAGNOSTIC GROUP 5: ORGANIC NERVOUS DISORDERS (I.S.C. Nos. 330-369, 780, 781)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	613	297	0.292	0.329	36	24	0.017	0.027	17.0	12.4
25-29	1,668	1,971	237	814	0.142	0.413	22	47	0.013	0.024	10.8	17.3
30-34	1,082	2,447	297	1,335	0.274	0.546	16	77	0.015	0.031	18.6	17.3
35-39	694	2,611	169	1,207	0.243	0.462	11	79	0.016	0.030	15.4	15.3
40-44	625	2,679	359	1,216	0.574	0.454	17	80	0.027	0.030	21.1	15.2
45-49	460	1,898	62	892	0.135	0.470	4	49	0.009	0.026	15.5	18.2
50-54	142	670	6	389	0.042	0.580	1	27	0.007	0.040	6.0	14.4
55-59	17	100	—	136	—	1.367	—	4	—	0.040	—	34.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	1,743	6,286	—	—	107	387	—	—	—	—

TABLE 7: BROAD DIAGNOSTIC GROUP 6: DISEASES OF THE EYE (I.S.C. Nos. 370-389)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	231	82	0.110	0.091	14	6	0.007	0.007	16.5	13.7
25-29	1,668	1,971	44	181	0.026	0.092	5	16	0.003	0.008	8.8	11.3
30-34	1,082	2,447	107	420	0.099	0.172	12	25	0.011	0.010	8.9	16.8
35-39	694	2,611	42	184	0.060	0.070	5	23	0.007	0.009	8.4	8.0
40-44	625	2,679	43	301	0.069	0.112	6	25	0.010	0.009	7.2	12.0
45-49	460	1,898	20	502	0.043	0.265	3	16	0.007	0.008	6.7	31.4
50-54	142	670	121	179	0.855	0.267	2	8	0.014	0.012	60.5	22.4
55-59	17	100	—	18	—	0.181	—	3	—	0.030	—	6.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	608	1,867	—	—	47	122	—	—	—	—

*Excludes days beyond first six months of absence.

TABLE 8 : BROAD DIAGNOSTIC GROUP 7: DISEASES OF THE EAR (I.S.C. Nos. 390-398)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	63	81	0.030	0.090	9	6	0.004	0.007	7.0	13.5
25-29	1,668	1,971	353	251	0.211	0.127	16	19	0.010	0.010	22.0	13.2
30-34	1,082	2,447	12	252	0.011	0.103	1	20	0.001	0.008	12.0	12.6
35-39	694	2,611	45	276	0.065	0.106	2	19	0.003	0.007	22.5	14.5
40-44	625	2,679	97	354	0.155	0.132	4	21	0.006	0.008	24.3	16.9
45-49	460	1,898	84	85	0.183	0.045	3	9	0.007	0.005	28.0	9.4
50-54	142	670	—	36	—	0.054	—	1	—	0.001	—	36.0
55-59	17	100	—	13	—	0.131	—	1	—	0.010	—	13.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	653	1,348	—	—	35	96	—	—	—	—

TABLE 9 : BROAD DIAGNOSTIC GROUP 8: DISEASES OF THE CIRCULATORY SYSTEM (I.S.C. Nos. 400-468, 782)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	334	190	0.159	0.210	20	14	0.010	0.015	16.7	13.6
25-29	1,668	1,971	461	605	0.276	0.307	21	25	0.013	0.013	22.0	24.2
30-34	1,082	2,447	107	1,021	0.099	0.418	8	46	0.007	0.019	13.4	22.2
35-39	694	2,611	217	1,423	0.312	0.545	5	44	0.007	0.017	43.4	32.3
40-44	625	2,679	162	1,663	0.259	0.620	8	45	0.013	0.017	20.3	37.0
45-49	460	1,898	100	1,162	0.217	0.612	9	36	0.020	0.019	11.1	32.3
50-54	142	670	11	1,224	0.078	1.835	1	30	0.007	0.045	11.0	40.8
55-59	17	100	—	188	—	1.889	—	5	—	0.050	—	37.6
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	1,392	7,476	—	—	72	245	—	—	—	—

TABLE 10 : BROAD DIAGNOSTIC GROUP 9: COLDS AND INFLUENZA (I.S.C. Nos. 470, 480-483)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	5,066	3,599	2.411	3.984	559	347	0.266	0.384	9.1	10.4
25-29	1,668	1,971	4,297	7,373	2.574	3.738	430	682	0.258	0.346	10.0	10.8
30-34	1,082	2,447	2,971	8,974	2.745	3.670	262	760	0.242	0.311	11.3	11.8
35-39	694	2,611	1,457	10,944	2.098	4.192	129	893	0.186	0.342	11.3	12.3
40-44	625	2,679	1,424	9,771	2.278	3.645	121	752	0.194	0.280	11.8	13.0
45-49	460	1,898	1,458	6,963	3.170	3.670	105	513	0.228	0.270	13.9	13.6
50-54	142	670	270	3,004	1.908	4.479	21	218	0.148	0.325	12.9	13.8
55-59	17	100	39	456	2.294	4.583	3	33	0.176	0.332	13.0	13.8
(60 and over)	—	15	—	55	—	3.667	—	4	—	0.267	—	13.8
Total	6,788	13,295	16,982	51,139	—	—	1,630	4,202	—	—	—	—

TABLE 11 : BROAD DIAGNOSTIC GROUP 10: BRONCHITIS (I.S.C. Nos. 500-502)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,694	1,057	0.806	1.170	130	80	0.062	0.089	13.0	13.2
25-29	1,668	1,971	1,815	2,634	1.087	1.335	131	198	0.078	0.100	13.9	13.3
30-34	1,082	2,447	1,180	3,683	1.090	1.506	82	252	0.076	0.103	14.4	14.6
35-39	694	2,611	1,010	3,704	1.454	1.419	50	275	0.072	0.105	20.2	13.5
40-44	625	2,679	913	5,093	1.461	1.900	59	310	0.094	0.116	15.5	16.4
45-49	460	1,898	761	3,652	1.654	1.925	29	200	0.063	0.105	26.2	18.3
50-54	142	670	532	2,358	3.760	3.516	14	105	0.099	0.157	38.0	22.5
55-59	17	100	18	412	1.059	4.141	1	25	0.059	0.251	18.0	16.5
(60 and over)	—	15	—	184	—	12.267	—	5	—	0.333	—	36.8
Total	6,788	13,295	7,923	22,777	—	—	496	1,450	—	—	—	—

*Excludes days beyond first six months of absence.

TABLE 12: BROAD DIAGNOSTIC GROUP 11: OTHER RESPIRATORY DISEASES (I.S.C. Nos. 471-475, 490-493, 510-527, 763, 783)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	3,048	1,762	1.451	1.951	266	147	0.127	0.163	11.5	12.0
25-29	1,668	1,971	2,455	3,531	1.471	1.790	208	289	0.125	0.147	11.8	12.2
30-34	1,082	2,447	1,556	3,506	1.438	1.434	104	294	0.096	0.120	15.0	11.9
35-39	694	2,611	724	4,021	1.043	1.540	53	273	0.076	0.105	13.7	14.7
40-44	625	2,679	1,080	4,186	1.728	1.561	46	243	0.074	0.091	23.5	17.2
45-49	460	1,898	532	3,400	1.157	1.792	34	174	0.074	0.092	15.6	19.5
50-54	142	670	223	1,099	1.576	1.639	14	64	0.099	0.095	15.9	17.2
55-59	17	100	39	401	2.294	4.030	2	12	0.118	0.121	19.5	33.4
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	9,657	21,906	—	—	727	1,496	—	—	—	—

TABLE 13: BROAD DIAGNOSTIC GROUP 12: DISEASES OF STOMACH AND DUODENUM (I.S.C. Nos. 540-545, 784)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,726	1,193	0.822	1.321	122	102	0.058	0.113	14.1	11.7
25-29	1,668	1,971	1,368	2,090	0.819	1.060	85	180	0.051	0.091	16.1	11.6
30-34	1,082	2,447	1,273	2,711	1.176	1.109	76	175	0.070	0.072	16.8	15.5
35-39	694	2,611	396	2,838	0.570	1.087	33	149	0.048	0.057	12.0	19.0
40-44	625	2,679	577	3,077	0.923	1.148	37	164	0.059	0.061	15.6	18.8
45-49	460	1,898	560	2,121	1.217	1.118	33	111	0.072	0.058	17.0	19.1
50-54	142	670	107	580	0.756	0.865	5	27	0.035	0.040	21.4	21.5
55-59	17	100	—	141	—	1.417	—	9	—	0.090	—	15.7
(60 and over)	—	15	—	14	—	0.933	—	2	—	0.133	—	7.0
Total	6,788	13,295	6,007	14,765	—	—	391	919	—	—	—	—

TABLE 14: BROAD DIAGNOSTIC GROUP 13: HERNIA OF ABDOMINAL CAVITY (I.S.C. Nos. 560-561)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	—	15	—	0.017	—	1	—	0.001	—	15.0
25-29	1,668	1,971	—	198	—	0.100	—	6	—	0.003	—	33.0
30-34	1,082	2,447	—	275	—	0.112	—	4	—	0.002	—	68.8
35-39	694	2,611	—	200	—	0.077	—	4	—	0.002	—	50.0
40-44	625	2,679	—	532	—	0.198	—	6	—	0.002	—	88.7
45-49	460	1,898	166	665	361	0.350	1	11	0.002	0.006	166.0	60.5
50-54	142	670	—	—	—	—	—	—	—	—	—	—
55-59	17	100	—	99	—	0.995	—	1	—	0.010	—	99.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	166	1,984	—	—	1	33	—	—	—	—

TABLE 15: BROAD DIAGNOSTIC GROUP 14: OTHER DISEASES OF THE DIGESTIVE SYSTEM (I.S.C. Nos. 530-539, 550-553, 570-587, 764, 785)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	2,213	1,154	1.053	1.277	149	83	0.071	0.092	14.9	13.9
25-29	1,668	1,971	1,572	2,914	0.942	1.477	113	207	0.068	0.105	13.9	14.1
30-34	1,082	2,447	838	3,139	0.774	1.284	69	218	0.064	0.089	12.1	14.4
35-39	694	2,611	607	3,351	0.874	1.283	36	188	0.052	0.072	16.9	17.8
40-44	625	2,679	389	2,472	0.622	0.922	30	169	0.048	0.063	13.0	14.6
45-49	460	1,898	601	3,329	1.307	1.754	28	146	0.061	0.077	21.5	22.8
50-54	142	670	64	866	0.452	1.291	6	32	0.042	0.048	10.7	27.1
55-59	17	100	—	53	—	0.533	—	4	—	0.040	—	13.3
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	6,284	17,278	—	—	431	1,047	—	—	—	—

*Excludes days beyond first six months of absence.

SICKNESS ABSENCE OF WOMEN BUS CONDUCTORS

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TABLE 16: BROAD DIAGNOSTIC GROUP 15: DISEASES OF WOMEN (I.S.C. Nos. 620-689)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,073	1,832	0.511	2.028	56	74	0.027	0.082	19.2	24.8
25-29	1,668	1,971	1,008	4,310	0.604	2.185	43	187	0.026	0.095	23.4	23.0
30-34	1,082	2,447	727	4,414	0.672	1.805	27	171	0.025	0.070	26.9	25.8
35-39	694	2,611	933	4,018	1.344	1.539	22	152	0.032	0.058	42.4	26.4
40-44	625	2,679	183	6,003	0.293	2.239	8	134	0.013	0.050	22.9	44.8
45-49	460	1,898	68	3,872	0.148	2.041	6	103	0.013	0.054	11.3	37.6
50-54	142	670	138	1,113	0.975	1.659	3	26	0.021	0.039	46.0	42.8
55-59	17	100	—	24	—	0.241	—	2	—	0.020	—	12.0
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	4,130	25,586	—	—	165	849	—	—	—	—

TABLE 17: BROAD DIAGNOSTIC GROUP 16: DISEASES OF THE SKIN (I.S.C. Nos. 690-698, 700-716)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	779	736	0.371	0.815	73	37	0.035	0.041	10.7	19.9
25-29	1,668	1,971	565	986	0.338	0.500	53	82	0.032	0.042	10.7	12.0
30-34	1,082	2,447	350	1,217	0.323	0.498	30	90	0.028	0.037	11.7	13.5
35-39	694	2,611	314	1,029	0.452	0.394	17	73	0.024	0.028	18.5	14.1
40-44	625	2,679	280	1,180	0.448	0.440	19	71	0.030	0.026	14.7	16.6
45-49	460	1,898	341	1,035	0.741	0.545	18	67	0.039	0.035	18.9	15.4
50-54	142	670	51	568	0.360	0.847	5	20	0.035	0.030	10.2	28.4
55-59	17	100	—	117	—	1.176	—	4	—	0.040	—	29.3
(60 and over)	—	15	—	50	—	3.333	—	2	—	0.133	—	25.0
Total	6,788	13,295	2,680	6,918	—	—	215	446	—	—	—	—

TABLE 18: BROAD DIAGNOSTIC GROUP 17: DISEASES OF BONES AND ORGANS OF MOVEMENT (I.S.C. Nos. 720-749, 787)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,758	1,059	0.837	1.172	111	87	0.053	0.096	15.8	12.2
25-29	1,668	1,971	2,074	2,975	1.242	1.508	121	191	0.072	0.097	17.1	15.6
30-34	1,082	2,447	937	4,378	0.866	1.791	67	243	0.062	0.099	14.0	18.0
35-39	694	2,611	1,407	4,735	2.026	1.814	66	264	0.095	0.101	21.3	17.9
40-44	625	2,679	1,082	7,030	1.731	2.622	66	341	0.106	0.127	16.4	20.6
45-49	460	1,898	1,122	6,341	2.439	3.342	52	289	0.113	0.152	21.6	21.9
50-54	142	670	353	2,404	2.495	3.584	14	104	0.099	0.155	25.2	23.1
55-59	17	100	112	317	6.588	3.186	1	18	0.059	0.181	112.0	17.6
(60 and over)	—	15	—	88	—	5.867	—	2	—	0.133	—	44.0
Total	6,788	13,295	8,845	29,327	—	—	498	1,539	—	—	—	—

TABLE 19: BROAD DIAGNOSTIC GROUP 18: ACCIDENTS ON DUTY (I.S.C. Nos. (N) 800-999)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,782	1,048	0.848	1.160	112	61	0.053	0.068	15.9	17.2
25-29	1,668	1,971	1,232	3,005	0.738	1.524	61	127	0.037	0.064	20.2	23.7
30-34	1,082	2,447	904	2,974	0.834	1.216	45	139	0.042	0.057	20.1	21.4
35-39	694	2,611	397	4,894	0.572	1.874	27	182	0.039	0.070	14.7	26.9
40-44	625	2,679	641	4,497	1.026	1.677	30	177	0.048	0.066	21.4	25.4
45-49	460	1,898	1,343	6,326	2.920	3.334	31	166	0.067	0.087	43.3	38.1
50-54	142	670	227	1,596	1.604	2.380	6	50	0.042	0.075	37.8	31
55-59	17	100	8	352	0.471	3.538	1	6	0.059	0.060	8.0	58.7
(60 and over)	—	15	—	—	—	—	—	—	—	—	—	—
Total	6,788	13,295	6,534	24,692	—	—	313	908	—	—	—	—

*Excludes days beyond first six months of absence.

TABLE 20: BROAD DIAGNOSTIC GROUP 19: ACCIDENTS OFF DUTY
(I.S.C. Nos. (N) 800-999)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	1,028	770	0.489	0.852	78	51	0.037	0.056	13.2	15.1
25-29	1,668	1,971	1,258	1,861	0.754	0.944	71	114	0.043	0.058	17.7	16.3
30-34	1,082	2,447	660	2,445	0.610	1.000	43	129	0.040	0.053	15.3	19.0
35-39	694	2,611	439	2,819	0.632	1.080	28	135	0.040	0.052	15.7	20.9
40-44	625	2,679	520	3,263	0.832	1.217	22	149	0.035	0.056	23.6	21.9
45-49	460	1,898	318	3,279	0.691	1.728	17	125	0.037	0.066	18.7	26.2
50-54	142	670	87	1,190	0.615	1.774	4	43	0.028	0.064	21.8	27.7
55-59	17	100	8	141	0.471	1.417	1	6	0.059	0.060	8.0	23.5
(60 and over)	—	15	—	159	—	10.600	—	2	—	0.133	—	79.5
Total	6,788	13,295	4,318	15,927	—	—	264	754	—	—	—	—

TABLE 21: BROAD DIAGNOSTIC GROUP 20: MISCELLANEOUS
(I.S.C. Nos. 000, 240-299, 320-326, 590-617, 750-762, 765-776, 786, 788, 789, 790-795)

Age Group	Exposure to Risk (Man Years)		No. of Days Sickness Absence*		Average Annual Duration Per Person (Days)		No. of Spells		Annual Inception Rate (Spells)		Average Length of Spell (Days)	
	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married	Single	Married
Up to 24	2,100	904	3,830	3,221	1.823	3.566	312	241	0.149	0.267	12.3	13.4
25-29	1,668	1,971	3,012	7,474	1.804	3.789	234	493	0.140	0.250	12.9	15.2
30-34	1,082	2,447	1,470	6,760	1.358	2.765	116	510	0.107	0.209	12.7	13.3
35-39	694	2,611	1,031	7,303	1.485	2.797	65	481	0.094	0.184	15.9	15.2
40-44	625	2,679	825	7,561	1.320	2.820	66	439	0.106	0.164	12.5	17.2
45-49	460	1,898	798	4,232	1.735	2.230	51	292	0.111	0.154	15.6	14.5
50-54	142	670	420	1,842	2.968	2.746	12	103	0.085	0.154	35.0	17.9
55-59	17	100	15	238	0.882	2.392	1	19	0.059	0.191	15.0	12.6
(60 and over)	—	15	—	15	—	1.000	—	1	—	0.067	—	15.0
Total	6,788	13,295	11,401	38,646	—	—	857	2,579	—	—	—	—

*Excludes days beyond first six months of absence.