

CHAPTER - IV

NATURE OF ABSENTEEISM

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The nature of absenteeism uncovers the different dimensions of the problem. An analysis made in this chapter would enable us to suggest some remedial measures to be taken by the management to control the problem of absenteeism.

A comparative study of the nature of absenteeism in public sector undertaking and private sector undertaking is carried out to know in what way the problem of absenteeism faced by the public sector undertaking is different from that, faced by the private sector undertaking or vice versa. Once we come to know the difference and the reasons as to why such a difference exists, we can point out the mistakes committed by the management in two sectors.

The nature of absenteeism of the total two hundred sampled worker is studied by taking in to account the quantum of absenteeism, incidence of absenteeism and pattern of absenteeism.

The quantum of absenteeism is studied by taking in to account the total absenteeism rate only. As stated earlier, total absenteeism rate refers to absence due to all causes such as leave with wages, authorised leave, unauthorised leave, sick leave, leave due to accident, casual leave, strike and hartals, holidays and senthome etc. The quantum of absenteeism describes the trend of absenteeism in two sectors i.e public sector and private sector.

The concept of incidence of absenteeism tries to locate the areas of absence behaviour of the workers in different organisations and production processes. The incidence of absenteeism is studied month



wise by taking into account the year of 1992 only. The concept is also extended to the sub departments of spinning, weaving, processing folding and workshop as well. The concept of incidence of absenteeism is further extended to the cause wise analysis.

An analysis of the pattern of absenteeism is done here, by making use of only one conceptual instrument i.e. Frequency distribution of absenteeism rate.

Table 4.1

MONTHWISE TOTAL ABSENTEEISM RATE OF THE TOTAL SAMPLE

Month	Total Absenteeism rate
January	15.77 %
February	20.02 %
March	21.20 %
April	20.90 %
May	21.14 %
June	19.58 %
July	17.04 %
August	14.35 %
September	17.65 %
October	17.37 %
November	15.13 %
December	15.58 %
For whole year	17.97 %

An analysis of the above table 4.1 indicates that the absenteeism rate is high during the month of February, March, April, May. During the month of January, August, November, December absenteeism rate is low. In the month of March absenteeism rate is at the highest level i.e. 21.20%. In the month of August it is at the lowest being 14.35%

Comparing to the second half of the year, absenteeism rate is high during the first half.

Table 4.2
TOTAL ABSENTEEISM RATE IN PUBLIC SECTOR UNDERTAKING AND
PRIVATE SECTOR MONTHWISE

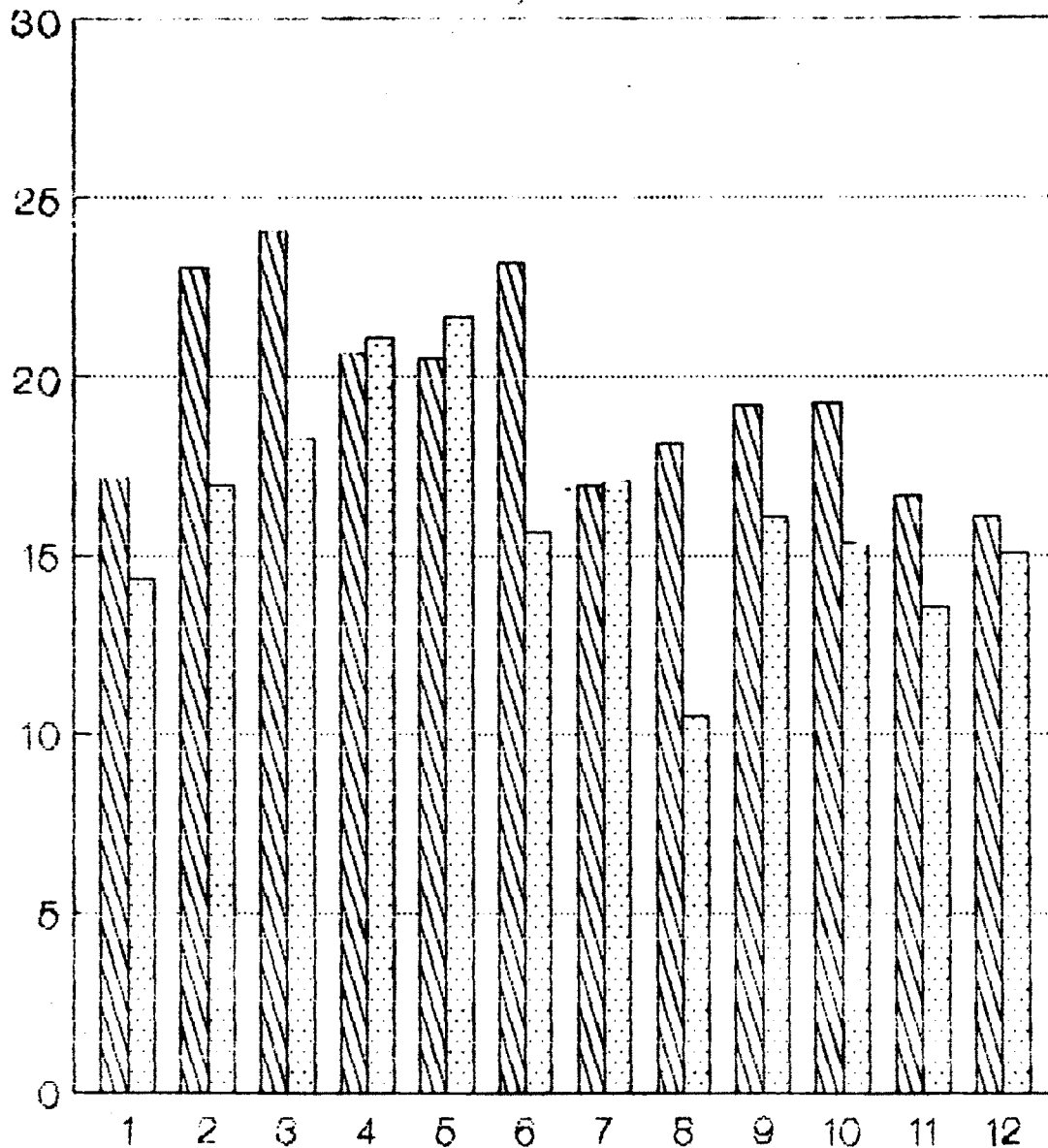
Month	Public Sector Undertaking	Private Sector Undertaking
January	17.15 %	14.37 %
February	23.10 %	16.95 %
March	24.08 %	18.29 %
April	20.67 %	21.14 %
May	20.55 %	21.71 %
June	23.22 %	15.68 %
July	16.95 %	17.13 %
August	18.12 %	10.54 %
September	19.22 %	16.10 %
October	19.30 %	15.38 %
November	16.68 %	13.59 %
December	16.08 %	15.11 %
For whole year	19.53 %	17.68 %

A perusal of the above table 4.2 shows that total absenteeism rate, for whole year of P.S.U. is higher than that of private sector undertaking. In case of P.S.U. absenteeism rate is high during the month of February, March, and June. Where as in case of private sector undertaking it is at higher level during the month of April and May.

In case of P.S.U. the absenteeism rate is at lower level during the month of July, November and December. On the other hand in case of private sector undertaking absenteeism rate is at lower level during the month of January, August, November and December.

During majority of the months i.e. 9 months, total absenteeism rate of P.S.U. is higher than that of private sector undertaking.

GRAPHICAL PRESENTATION OF TOTAL ABSETEEISM RATE IN PSU & PVT. SECTOR UNDERTAKING, MONTHWISE



PSU
 PVT. S.U.

1. January 2. February 3. March 4. April 5. May 6. June
 7. July 8. August 9. September 10. October 11. November 12. December

Table 4.3
TOTAL ABSENTEEISM RATE IN DIFFERENT DEPARTMENTS OF P.S.U. AND
PRIVATE SECTOR UNDERTAKING

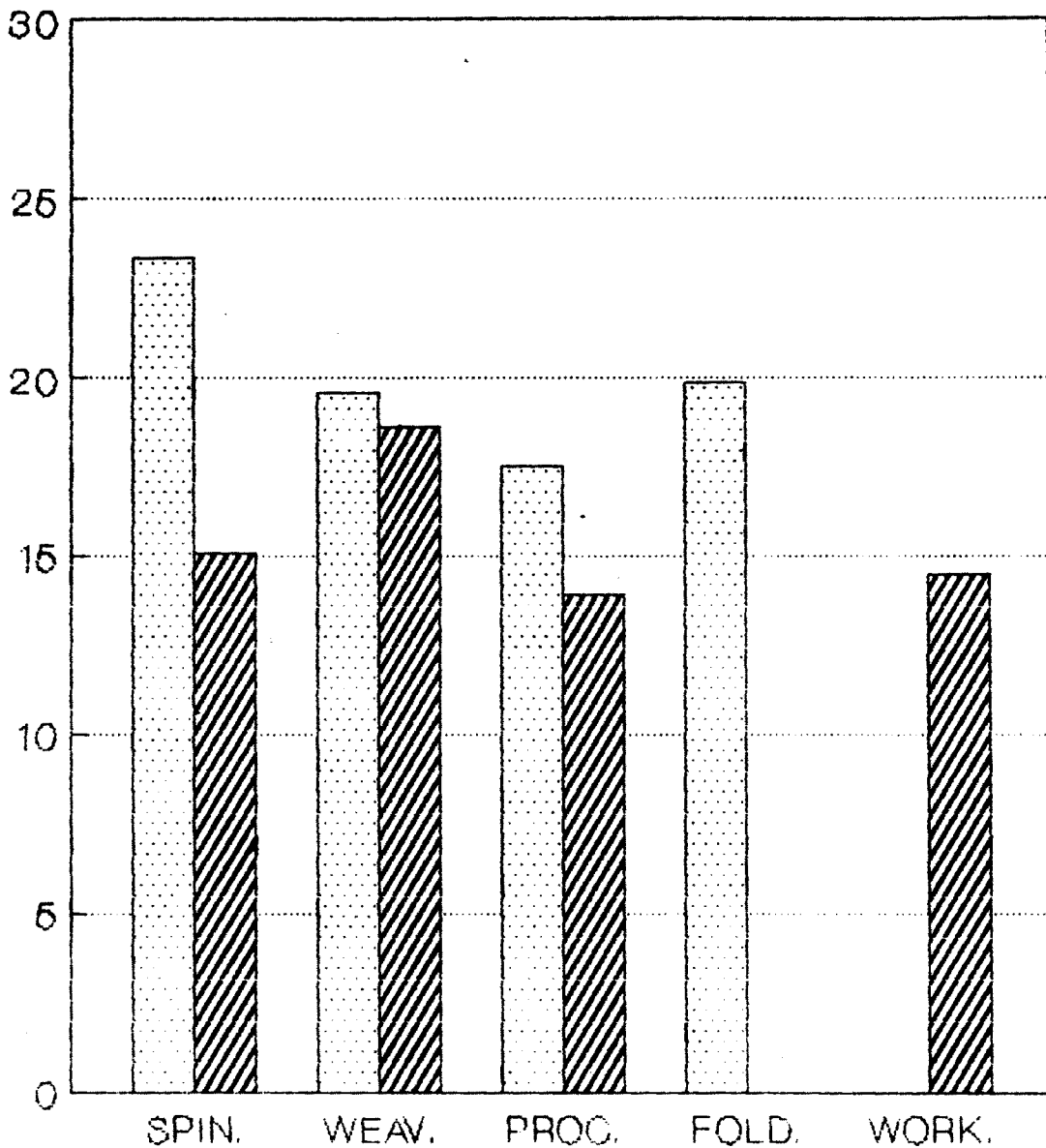
<u>Public Sector Undertaking</u>		<u>Private Sector Undertaking</u>	
<u>Departments</u>	<u>Absenteeism rate</u>	<u>Department</u>	<u>Absenteeism rate</u>
Spinning	23.34 %	Spinning	15.08 %
Weaving	19.59 %	Weaving	18.64 %
Processing	17.58 %	Processing	13.95 %
Folding	19.88 %	Workshop	14.40 %

Analysis of the above table 4.3 high lights that the absenteeism rate in all the departments of P.S.U. is higher than that of private sector undertaking.

In case of P.S.U. absenteeism rate is at the highest level in spinning department where as in case of private sector undertaking it is at the highest level in weaving department.


Comparing to other departments within the organisation, absenteeism rate is low in processing department of P.S.U. as well as private sector undertaking.

GRAPHICAL PRESENTATION OF TOTAL ABSENTEEISM RATE IN DIFFERENT DEPT.s OF PSU & PVT. SECTOR UNDERTAKING



SPIN
FOLD.

SPINNING
FOLDING

 PSU

WEAV.
WORK.

WEAVING
WORKSHOP

 PVT. S.U.

PROC.

PROCESSING

Table 4.4

MONTHWISE TOTAL ABSENTEEISM RATE IN SPINNING DEPARTMENT OF
P.S.U. AND PRIVATE SECTOR UNDERTAKING

Month	<u>Public Sector Undertaking</u> Spinning Absenteeism rate	<u>Private Sector Undertaking</u> Spinning Absenteeism rate
January	8.56 %	11.30 %
February	21.60 %	19.10 %
March	30.89 %	18.73 %
April	16.35 %	16.35 %
May	28.75 %	20.65 %
June	34.66 %	13.20 %
July	18.98 %	14.14 %
August	26.48 %	7.45 %
September	30.58 %	13.77 %
October	16.44 %	16.03 %
November	22.21 %	15.87 %
December	23.94 %	14.42 %
For whole year	23.34 %	15.08 %

Analysis : Total absenteeism rate in spinning department of P.S.U. for whole year is higher than that of private sector undertaking. During the month of March, May, June, September, absenteeism rate is at higher level in case of P.S.U. where as in case of private sector undertaking it is at higher level during the month of February, March and May.

Absenteeism rate in case of P.S.U. is low during January. In case of private sector undertaking it is low during the month of January, June, August. For 10 months period in a year, absenteeism rate of P.S.U. is higher than that of private sector undertaking.

Table 4.5

TOTAL ABSENTEEISM RATE OF WEAVING DEPARTMENTS IN P.S.U. AND
PRIVATE SECTOR UNDERTAKING

Month	<u>Public Sector Undertaking</u> Weaving Absenteeism rate	<u>Private Sector Undertaking</u> Weaving Absenteeism rate
January	22.95 %	18.84 %
February	19.90 %	16.10 %
March	24.26 %	17.99 %
April	23.22 %	25.43 %
May	19.04 %	25.72 %
June	14.68 %	19.98 %
July	21.85 %	21.02 %
August	16.54 %	16.66 %
September	18.17 %	18.10 %
October	21.85 %	15.10 %
November	15.05 %	12.60 %
December	17.16 %	16.16 %
For whole year	19.59 %	18.64 %

Analysis of the above table 4.5 indicates that the total absenteeism rate of P.S.U. for whole year is higher than that of private sector undertaking. During the month of January, March and April, absenteeism rate is high in case of P.S.U. where as in case of private sector undertaking, it is high during the month of April, May, July. However absenteeism rate is low during the month of June, August, November in case of P.S.U. In case of private sector undertaking it is at lower level during the month of November, December and February.

For 8 months period in a year absenteeism rate of P.S.U. is higher than that of private sector undertaking.

Table 4.6
TOTAL ABSENTEEISM RATE OF PROCESSING DEPARTMENTS IN P.S.U.
AND PRIVATE SECTOR UNDERTAKING

Month	<u>Public Sector Undertaking</u> Processing Absenteeism rate	<u>Private Sector Undertaking</u> Processing Absenteeism rate
January	16.27 %	11.02 %
February	25.10 %	12.40 %
March	18.54 %	19.17 %
April	19.98 %	23.30 %
May	16.27 %	19.07 %
June	23.96 %	11.10 %
July	14.91 %	15.83 %
August	14.57 %	1.44 %
September	21.16 %	16.54 %
October	18.45 %	15.96 %
November	15.91 %	8.85 %
December	15.00 %	12.59 %
For whole year	17.58 %	13.95 %

The above table 4.6 reveals that the absenteeism rate for whole year in processing department of P.S.U. is higher than that of private sector undertaking. During the month of February, April, June absenteeism rate of processing department in P.S.U. is at a higher level. In case of private sector undertaking absenteeism rate is at higher level during the month of March, April and May. However absenteeism rate is low during the month of July, August and September in case of P.S.U. where as it is low during the month of January, June, August and November in case of private sector undertaking.

Out of total 12 months, for 7 months period, absenteeism rate in P.S.U. is higher than that of private undertaking.

Table 4.7

TOTAL ABSENTEEISM RATE OF FOLDING AND WORKSHOP DEPARTMENT OF
P.S.U. AND PRIVATE SECTOR UNDERTAKING RESPECTIVELY

Month	<u>Public Sector Undertaking</u>	<u>Private Sector Undertaking</u>
	Processing Absenteeism rate	Processing Absenteeism rate
January	21.15 %	12.13 %
February	23.80 %	16.40 %
March	27.92 %	16.85 %
April	23.85 %	21.00 %
May	22.41 %	12.59 %
June	19.25 %	13.00 %
July	14.12 %	14.82 %
August	18.12 %	7.50 %
September	23.23 %	16.92 %
October	21.23 %	13.37 %
November	14.31 %	13.17 %
December	9.28 %	16.20 %
For whole year	19.88 %	14.48 %

An analysis of the above table 4.7 reveals the following :

Absenteeism rate is high, in folding department of P.S.U. during the month of February, March, April & September. However it is at lower level during the month of July, November and December.

In case of workshop department the scenario is something different. Absenteeism rate is at higher level during the month of April only. It is at lower level during the month of August.

It must be admitted that comparative study can't be made here.

A CAUSE WISE ANALYSIS

For the purpose of this analysis, classification of the causes as recorded in the service books of the workers is taken in to account.

In service books the total leaves taken are classified according to different causes. The different causes are as follows :

1. Lay off
2. Casual leave
3. Leave with wages
4. Authorised leave
5. Unauthorised leave
6. Sick leave
7. Accidents
8. Strike and Hartal
9. Others.

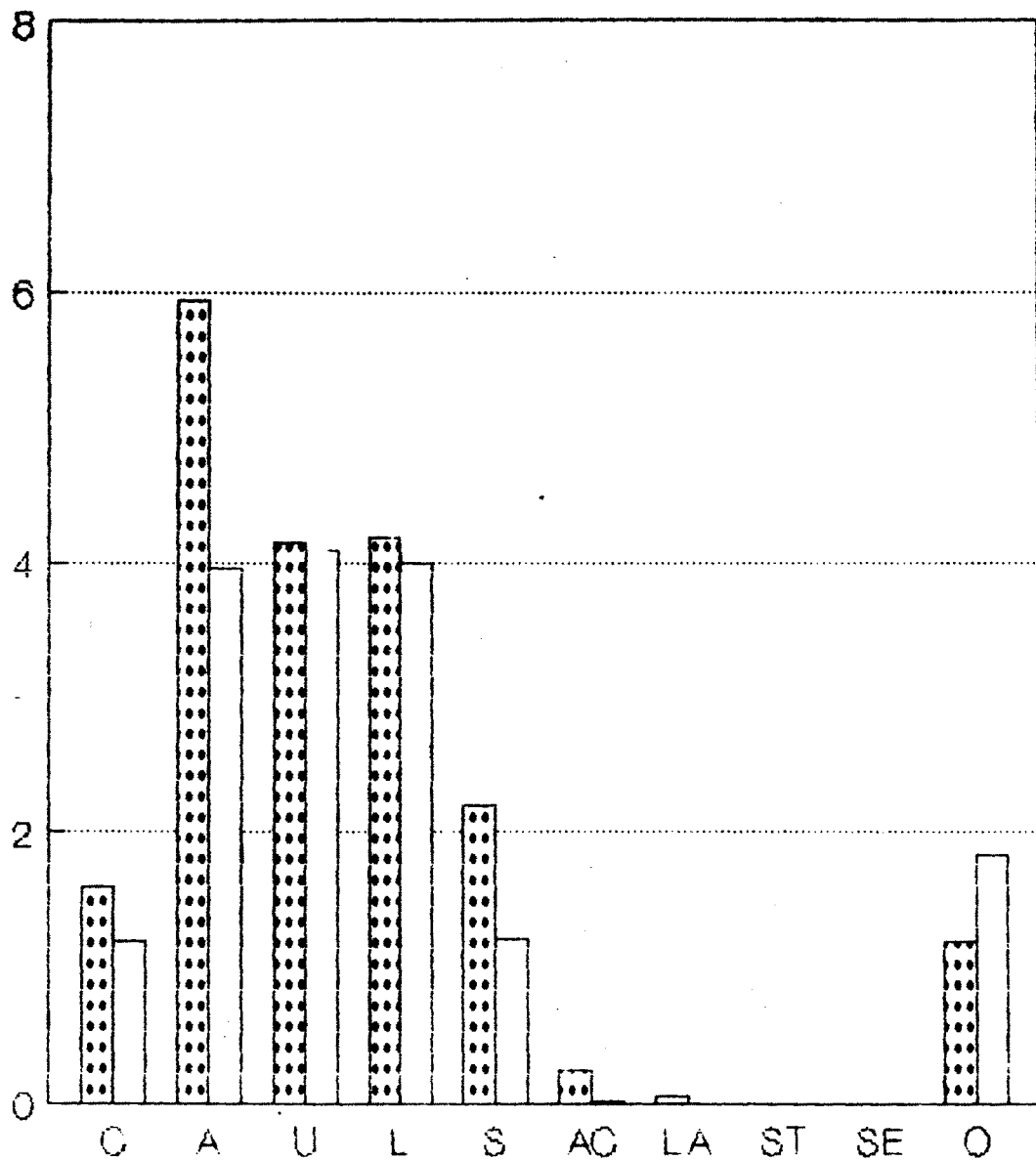
Table 4.8

CAUSEWISE ABSENTEECISM RATE OF P.S.U. AND PRIVATE SECTORUNDERTAKING FOR WHOLE YEAR

Causes	<u>Public Sector Undertaking</u> Absenteeism rate	<u>Private Sector Undertaking</u> Absenteeism rate
Casual leave	1.60 %	1.20 %
Authorised leave	5.93 %	3.96 %
Unauthorised leave	4.15 %	4.10 %
Leave with wages	4.20 %	4.01 %
Sick leave	2.20 %	1.22 %
Accident	0.25 %	0.01 %
Lay off	0.05 %	Nil
Strike	Nil	Nil
Sent home	Nil	Nil
Others	1.19 %	1.83 %

Analysis of the table 4.8 shows that the absenteeism rate because of all the causes except the 'other causes' in P.S.U. is higher than that of private sector undertaking. However in case of 'other causes' absenteeism rate of P.S.U. is lower than that of private sector undertaking. One of the important revelation is that absenteeism rate, because of Authorised leave, unauthorised leave and leave with wages is at higher level in both the sectors.

GRAPHICAL PRESENTATION OF CAUSEWISE ABSENTEEISM RATE OF PSU & PVT. SECTOR UNDERTAKING FOR WHOLE YEAR.



	 PSU	 PVT. S.U.
C Casual leave	A Authorised leave	U Unauthorised leave
L Leave with wages	S Sick leave	AC Accident
LA Lay off	ST Strike	SE Sent home
		O others

Table 4.9

TOTAL ABSENTEEISM RATE, CAUSE WISE OF SPINNING DEPARTMENT IN
P.S.U. AND PRIVATE SECTOR UNDERTAKING

Causes	Public Sector Undertaking	Private Sector Undertaking
	Spinning Absenteeism rate	Spinning Absenteeism rate
Casual leave	1.94 %	1.40 %
Authorised leave	4.89 %	3.36 %
Unauthorised leave	6.30 %	4.20 %
Leave with wages	2.36 %	4.07 %
Sick leave	6.29 %	1.62 %
Accident	0.32 %	Nil
Lay off	Nil	Nil
Strike	Nil	Nil
Sent home	Nil	Nil
Others	1.24 %	0.42 %

The above table 4.9 shows that the total absenteeism rate, because of all the causes except 'leave with wages', in case P.S.U., is higher than that of private sector undertaking. However, absenteeism rate because of 'leave with wages' cause in case of P.S.U. is lower than that of private sector undertaking.

In case of P.S.U. absenteeism rate because of Authorised leave, unauthorised leave and sick leave is at a higher level. Where as in case of private sector undertaking absenteeism rate because of unauthorised leave and leave with wages is high. Absenteeism rate is at a lower level, in case of P.S.U. because of accident and other causes. In case of private sector undertaking it is at a lower level because of 'casual leave' and 'other causes'.

Table No. 4.10

TOTAL ABSENTEEISM RATE BECAUSE OF VARIOUS CAUSES IN WEAVINGDEPARTMENTS OF PUBLIC SECTOR UNDERTAKING & PRIVATE SECTOR UNDERTAKING

Causes	Public Sector Undertaking Weaving Absenteeism Rate	Private Sector Undertaking Weaving Absenteeism Rate
Causal leave	1.51 %	0.97 %
Authorised leave	1.12 %	4.54 %
Unauthorised leave	10.30 %	4.73 %
Leave with wages	4.01 %	3.72 %
Sick	1.56 %	0.70 %
Accident	Nil	Nil
Lay off	0.03 %	Nil
Strike	Nil	Nil
Sent home	Nil	Nil
Other	1.07 %	3.98 %

The above table shows that the workers of weaving dept. in public sector undertaking have taken more number of unauthorised leave, which is rather abnormal, standing at 10.30 %. Absenteeism rate because of leave with wages is also high. In case of private sector undertaking, authorised leave & unauthorised leave are the major causes, which have been shown with high absenteeism rate.

The absenteeism rate of public sector undertaking under all the causes except the 'other causes' is higher than that of private sector undertaking. One significant point to be noted here is that absenteeism rate under 'unauthorised leave' is at higher level in both the sectors.

Table No. 4.11

TOTAL ABSENTEEISM RATE BECAUSE OF DIFFERENT CAUSES IN PROCESSING
DEPARTMENTS OF PUBLIC SECTOR UNDERTAKING & PRIVATE SECTOR UNDERTAKING

Causes	Public Sector Undertaking Processing Absenteeism Rate	Private Sector Undertaking Processing Absenteeism Rate
Causal leave	1.50 %	1.43 %
Authorised leave	6.81 %	4.40 %
Unauthorised leave	1.58 %	2.64 %
Leave with wages	5.01 %	4.59 %
Sick	1.18 %	0.73 %
Accident	0.26 %	Nil
Lay off	0.06 %	Nil
Strike	Nil	Nil
Sent home	Nil	Nil
Other	1.18 %	0.16 %

A careful observation of the above table would lead us to the conclusion that absenteeism rate in processing dept. of both the sector is at a higher level because of 'authorised leave' and 'leave with wages'.

Absenteeism rate of public sector undertaking under 'Accident' and 'lay off' is 0.26% and 0.06% respectively. Where as in case of private sector undertaking it is nil. In public sector undertaking, absenteeism rate because of all the causes except the 'unauthorised leave' is higher than that of private sector undertaking.

Table No. 4.12

TOTAL ABSENTEEISM RATE BECAUSE OF VARIOUS CAUSES IN FOLDING DEPARTMENT
& WORKSHOP DEPT.OF PUBLIC SECTOR UNDERTAKING & PRIVATE SECTOR
UNDERTAKING RESPECTIVELY

Causes	Public Sector Undertaking Folding Absenteeism Rate	Private Sector Undertaking Workshop Absenteeism Rate
Causal leave	1.57 %	1.08 %
Authorised leave	10.08 %	3.58 %
Unauthorised leave	1.00 %	2.63 %
Leave with wages	4.59 %	4.39 %
Sick leave	0.83 %	2.13 %
Accident	0.43 %	0.13 %
Lay off	0.11 %	Nil
Strike	Nil	Nil
Sent home	Nil	Nil
Other	1.27 %	0.48 %

In case of folding dept. of public sector undertaking as depicted in the above table, absenteeism rate, is at a higher level under authorised leave and leave with wages.

In workshop dept. of private sector undertaking also absenteeism rate is higher because of authorised leave and leave with wages.

However it must be admitted that comparative study can't be made here because, the nature of work involved in folding dept. and workshop department is not one and the same.

The Pattern of AbsenteeismTHE PATTERN OF ABSENTEEISM IS ANALYSED BY MAKING FREQUENCY DISTRIBUTION OF ABSENTEEISM RATE OF DIFFERENT DEPARTMENTS INPUBLIC SECTOR UNDERTAKING & PRIVATE SECTOR UNDERTAKING MONTHWISE

Month	SPINNING (PUBLIC SECTOR UNDERTAKING)					SPINNING (PRIVATE SECTOR UNDERTAKING)				
	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25% & above	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25% & above
January	30.00%	40.00%	20.00%	5.00%	Nil	27.50%	10.00%	15.00%	12.50%	5.00%
February	15.00%	10.00%	20.00%	10.00%	35.00%	12.50%	22.50%	17.50%	Nil	12.50%
March	Nil	10.00%	25.00%	Nil	55.00%	25.00%	15.00%	20.00%	5.00%	5.00%
April	5.00%	5.00%	20.00%	15.00%	20.00%	17.50%	10.00%	30.00%	5.00%	7.50%
May	5.00%	10.00%	5.00%	5.00%	60.00%	17.50%	15.00%	17.50%	10.00%	2.50%
June	15.00%	5.00%	Nil	15.00%	55.00%	20.00%	12.50%	22.50%	10.00%	2.50%
July	30.00%	15.00%	10.00%	5.00%	25.00%	27.50%	10.00%	37.50%	7.50%	5.00%
August	Nil	25.00%	15.00%	10.00%	40.00%	20.00%	10.00%	15.00%	10.00%	Nil
September	10.00%	5.00%	Nil	20.00%	45.00%	15.00%	10.00%	17.50%	7.50%	10.00%
October	Nil	35.00%	10.00%	25.00%	25.00%	7.50%	17.50%	27.50%	10.00%	2.50%
November	5.00%	10.00%	5.00%	35.00%	30.00%	15.00%	12.50%	25.00%	5.00%	Nil
December	15.00%	Nil	5.00%	30.00%	40.00%	35.00%	10.00%	25.00%	2.50%	7.50%

With the help of above information we can state that the majority of the workers in spinning dept. of public sector undertaking come under the 25% and above absenteeism rate class. In other words more number of workers take long leave, particularly during the months of May and June. In case of private sector undertaking it is not so, workers coming under "25% and above" class is much less. It is important to note that most of the workers have been absent for shorter period ranging from 1 to 4 days.

Table No. 4.14

Month	WEAVING (PUBLIC SECTOR UNDERTAKING)					WEAVING (PRIVATE SECTOR UNDERTAKING)				
	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25% & above	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25% & above
January	10.00%	10.00%	15.00%	20.00%	NIL	17.50%	15.00%	20.00%	5.00%	27.50%
February	30.00%	10.00%	5.00%	5.00%	10.00%	5.00%	17.50%	15.00%	10.00%	20.00%
March	5.00%	20.00%	15.00%	15.00%	5.00%	17.50%	10.00%	20.00%	NIL	27.50%
April	15.00%	5.00%	5.00%	15.00%	20.00%	17.50%	15.00%	15.00%	12.50%	35.00%
May	30.00%	15.00%	20.00%	NIL	5.00%	5.00%	10.00%	27.50%	2.50%	40.00%
June	5.00%	25.00%	30.00%	20.00%	5.00%	10.00%	12.50%	5.00%	2.50%	27.50%
July	5.00%	5.00%	35.00%	20.00%	5.00%	7.50%	7.50%	22.50%	5.00%	30.00%
August	5.00%	30.00%	15.00%	10.00%	10.00%	22.50%	7.50%	17.50%	5.00%	22.50%
September	15.00%	10.00%	10.00%	25.00%	10.00%	15.00%	17.50%	15.00%	5.00%	22.50%
October	5.00%	15.00%	20.00%	30.00%	NIL	10.00%	10.00%	10.00%	5.00%	27.50%
November	20.00%	10.00%	20.00%	10.00%	10.00%	25.00%	10.00%	20.00%	5.00%	12.50%
December	5.00%	20.00%	30.00%	5.00%	10.00%	25.00%	15.00%	20.00%	7.50%	25.00%

In Weaving of Public sector undertaking also the trend continues to remain the same, as it was found in spinning. Here the number of workers taking a leave of short spell is smaller than that of the workers taking long leave. The percentage of workers coming under first three class intervals is lesser than the workers grouped under 25% and above class. In this case also one can very easily judge that the number of workers taking long leave in private sector undertaking is considerably less comparing to public sector undertaking.

A point to be noted is that percentage of workers taking long leave is high during the month of March & April, in case of public sector undertaking. In private sector undertaking it is again high during the month of May, as it was found in spinning dept.

Table No. 4.15

Month	PROCESSING (PUBLIC SECTOR UNDERTAKING)					PROCESSING (PRIVATE SECTOR UNDERTAKING)						
	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25%	25% & above	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25%	25% & above
January	15.00%	12.50%	42.50%	5.00%	5.00%	20.00%	40.00%	10.00%	20.00%	NIL	10.00%	10.00%
February	15.00%	10.00%	5.00%	10.00%	5.00%	32.50%	NIL	10.00%	40.00%	NIL	NIL	10.00%
March	12.50%	32.50%	12.50%	7.50%	5.00%	27.50%	20.00%	10.00%	NIL	10.00%	NIL	40.00%
April	25.00%	12.50%	10.00%	5.00%	5.00%	35.00%	NIL	10.00%	10.00%	NIL	10.00%	40.00%
May	15.00%	5.00%	15.00%	7.50%	2.50%	25.00%	20.00%	NIL	20.00%	10.00%	NIL	30.00%
June	15.00%	17.50%	15.00%	7.50%	10.00%	35.00%	20.00%	NIL	10.00%	30.00%	10.00%	NIL
July	20.00%	20.00%	27.50%	2.50%	10.00%	15.00%	20.00%	NIL	30.00%	10.00%	20.00%	10.00%
August	22.50%	15.00%	17.50%	NIL	5.00%	20.00%	50.00%	NIL	NIL	NIL	NIL	NIL
September	37.50%	2.50%	10.00%	NIL	5.00%	22.50%	NIL	30.00%	10.00%	10.00%	NIL	20.00%
October	12.50%	22.50%	22.50%	10.00%	NIL	30.00%	NIL	NIL	60.00%	10.00%	NIL	20.00%
November	25.00%	12.50%	17.50%	12.50%	NIL	17.50%	20.00%	20.00%	30.00%	NIL	NIL	10.00%
December	27.50%	7.50%	17.50%	2.50%	2.50%	25.00%	20.00%	20.00%	30.00%	NIL	10.00%	10.00%

During majority of the months number of workers taking long leave is high in public sector undertakings processing department. The number of workers taking one to four days leave is also considerable. Here the percentage of workers taking long leave i.e. workers grouped under 25% and above class is at higher level during the month of April and June. In private sector also the percentage of workers coming under 25% and above class is at the highest level during the month of March, April and May i.e. 40%, 40% and 30% respectively. Excepting these three months, the percentage of workers coming under 25% and above class is less during other remaining months.

Table No. 4.16

Month	FOLDING (PUBLIC SECTOR UNDERTAKING)					WORKSHOP (PRIVATE SECTOR UNDERTAKING)						
	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25%	25% & above	Upto 5%	5% - 10%	10% - 15%	15% - 20%	20% - 25%	25% & above
January	10.00%	40.00%	10.00%	5.00%	NIL	35.00%	10.00%	20.00%	30.00%	10.00%	NIL	10.00%
February	20.00%	15.00%	20.00%	NIL	5.00%	25.00%	20.00%	10.00%	10.00%	NIL	10.00%	30.00%
March	10.00%	25.00%	20.00%	5.00%	5.00%	35.00%	30.00%	NIL	40.00%	10.00%	NIL	20.00%
April	20.00%	5.00%	10.00%	5.00%	10.00%	35.00%	20.00%	10.00%	10.00%	NIL	20.00%	30.00%
May	25.00%	Nil	25.00%	5.00%	5.00%	20.00%	20.00%	20.00%	20.00%	NIL	20.00%	10.00%
June	20.00%	40.00%	20.00%	NIL	10.00%	10.00%	20.00%	20.00%	10.00%	NIL	NIL	20.00%
July	30.00%	20.00%	15.00%	10.00%	NIL	15.00%	20.00%	20.00%	30.00%	NIL	NIL	20.00%
August	15.00%	25.00%	20.00%	10.00%	NIL	20.00%	30.00%	10.00%	40.00%	NIL	NIL	NIL
September	25.00%	15.00%	10.00%	5.00%	5.00%	30.00%	10.00%	20.00%	30.00%	10.00%	NIL	20.00%
October	Nil	55.00%	10.00%	15.00%	5.00%	15.00%	20.00%	20.00%	10.00%	NIL	NIL	20.00%
November	10.00%	10.00%	30.00%	5.00%	5.00%	15.00%	10.00%	NIL	40.00%	NIL	NIL	20.00%
December	25.00%	30.00%	40.00%	NIL	5.00%	NIL	30.00%	10.00%	10.00%	10.00%	NIL	40.00%

In folding department of public sector undertaking the number of workers taking long leave is at a higher level. Particularly during March and April. Ofcourse sizeable number of workers have remained absent for shorter spell also ranging from 1 to 4 days. In private sector undertaking workshop department the number of workers taking short spell of leave is considerably high which can be judged by going through first three class intervals. The workers taking long leave are large in number during the month of February, April and December.