

REAL AND THEORETICAL COST OF ABSENTEEISM IN POLAND

Macioch T¹, Hermanowski T¹, Jakubczyk M¹, Wrona W¹, Golicki D¹,
Niewada M²

¹ Medical University of Warsaw, Department of Pharmacoeconomics, Poland

² Medical University of Warsaw, Department of Experimental and Clinical Pharmacology, Poland

OBJECTIVES: Absenteeism costs estimated based on amount of mean sick pay (data provided by Social Insurance Institution - ZUS) were calculated for approximately 2.3 billion Euro in 2007 [1]. The aim of this study was to evaluate the difference between absenteeism costs estimated either on mean sick pay or on gross value added in Poland in 2007.

METHODS: Sickness absence data were derived by ZUS [1]. Alternatively to ZUS data, absenteeism cost was estimated based on gross value added and structure of employed persons by sectors in sections of national economy derived by Central Statistical Office (GUS) [2]. Based on ZUS and GUS data we calculated value of missed day per employed in specific sector of the economy. The analysis was based on an assumption that number of missed days includes only working days (252 days per year). Human capital approach was used to estimate the absenteeism costs. Values are presented in Euro (exchange rate: 1 Euro=4.50 PLN).

RESULTS: Absenteeism costs were estimated to amount of 12 billion Euro. Cost of missed days of work due to illness per person employed in mining and quarrying (2062 Euro) was more than 5 times higher than cost per person employed in education (380 Euro). Mean cost of absenteeism was estimated to amount of 1012 Euro per employee. Mean cost of absenteeism estimated based on gross value added was more than 6 times higher than those estimated based on amount of funds spent on sick pay (154 Euro per employee).

Fig. 1. Sector of economy specific cost of absenteeism per person employed calculated based on sick pay.

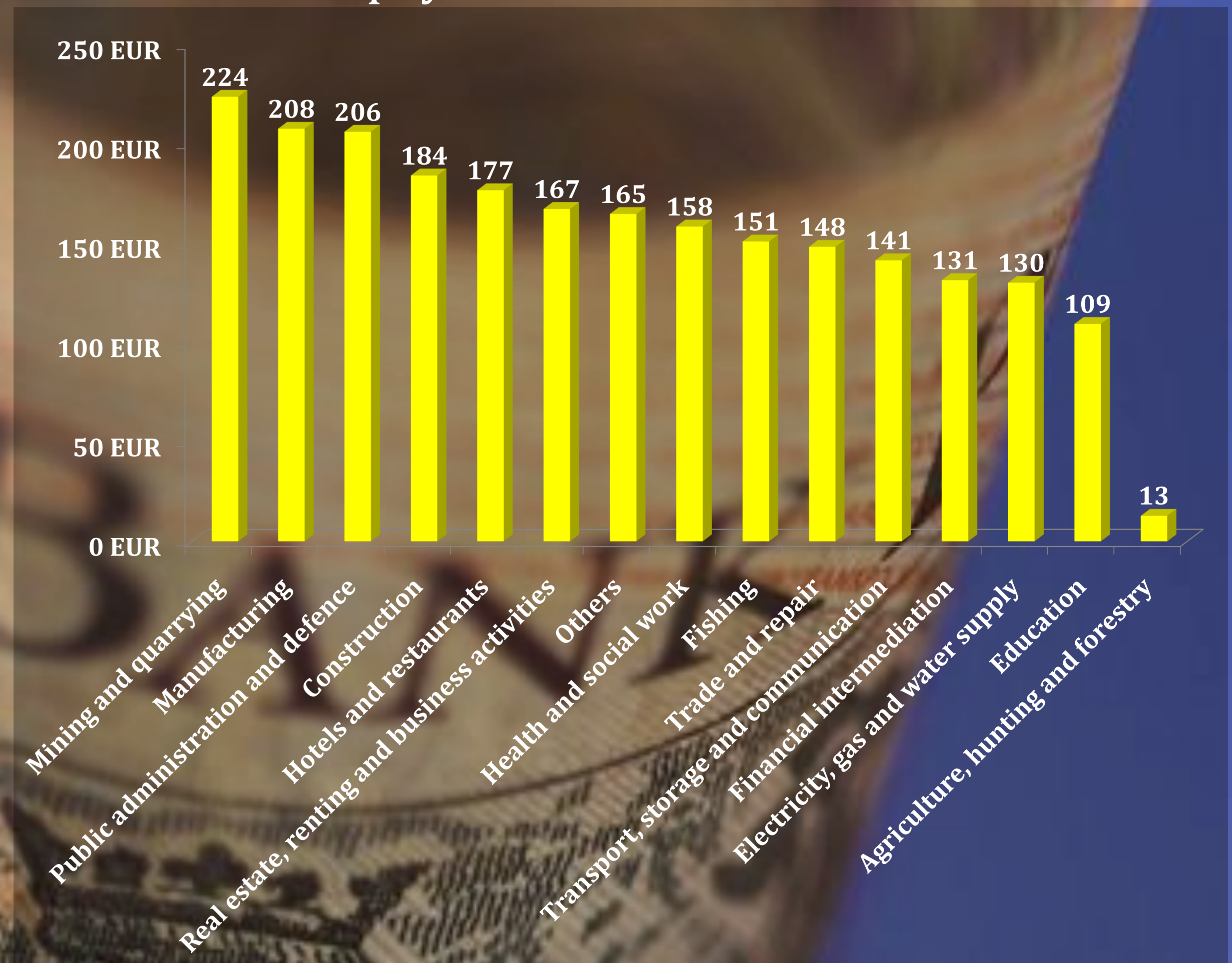


Fig. 2. Sector of economy specific cost of absenteeism per person employed calculated based on gross value.



CONCLUSIONS: Given that ZUS data on amount of mean sick pay seem to provide reliable absenteeism costs in Poland, it would seem that either data based on wages are underestimated or some compensative mechanisms exist in economy that limit indirect cost of sickness absence.

REFERENCES

1. Social Insurance Institution (ZUS) data on social services in Poland (<http://www.zus.pl/default.asp?p=5&id=5>).
2. Central Statistical Office on National Accounts in Poland (http://www.stat.gov.pl/gus/rachunki_narodowe_ENG_HTML.htm).