								Finlar	nd									
							Stress (W	/eighted star	ndardized								All	
		Main re	eason for al	bsence			. (combination	,			T:	2. Resumed	ነ?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	Ν	No	Partial	Full	Total	N	ries	N
Demographics																		
Gender	1 Male	22% ▼	48% ▲	38%	42%		48%	49% ▲	33% ▼	42%		45% ▲	29%	32%	42%		49%	
	2 Female	78% ▲	52% ▼	63%	58%		52%	51% ▼	67% ▲	58%		55% ▼	71%	68%	58%		51%	
N		-	-	-	-	486	-	-	-		478	-	-	-		435	-	1.98
Age	1 <=35	9%	5%	2%	5%		11% ▲	4%	4%	5%		5%	4%	8%	5%		14%	
	2 36-45 3 46-55	21%	11%	14%	13%		13%	13%	13%	13%		10% ▼	15%	25% ▲	13%		23%	
	4 >55	46% 25% ▼	41% 43%	35% 48%	40% 41%		41% 35%	40% 43%	41% 42%	41% 41%		36% ▼ 50% ▲	63% ▲ 19% ▼	45% 22% ▼	39% 43%		35% 27%	
N	4 /00	25% ▼	43%	40%	41%	471	35%	43%	42%	4170	463	50% ▲	19% ▼	22% ▼	43%	420	2170	1.95
17	1 Up to lower			_	_	7/1			_	_	403					420		1.55
Education	professional education	25% ▼	43%	41%	40%		39%	37%	41%	39%		45% ▲	26%	25% ▼	40%		33%	
	2 Intermediate general		,.												1070			
	and professional																	
	education	22%	22%	22%	22%		24%	22%	22%	22%		22%	19%	20%	21%		32%	
	3 Completed highschool	7%	11%	8%	10%		8%	15% ▲	7%	10%		9%	3%	13%	9%		10%	
	4 Higher professional																	
	education	26%	19%	18%	20%		26%	19%	18%	20%		16% ▼	26%	33% ▲	20%		17%	
	5 Academic education	000/	50/ -	440/	00/		40/	70/	400/ 4	00/		00/	000/	00/	00/		70/	
N	and higher	20% ▲	5% ▼	11%	8%	486	4%	7%	12% ▲	9%	478	8%	26% ▲	9%	9%	435	7%	1.98
Marital status	1 Married	- 48%	- 60%	63%	- 58%	480	- 61%	62%	- 54%	- 58%	4/8	60%	52%	- 55%	- 59%	435	- 59%	1.98
Marital Status	2 Cohabiting	12%	15%	5% ▼	12%		15%	14%	9%	12%		12%	6%	16%	12%		9%	
	3 Single	22% ▲	8%	8%	10%		10%	9%	12%	10%		9%	23% ▲	12%	10%		15%	
	4 Divorced	14%	13%	21%	15%		10%	13%	20% ▲	15%		16%	13%	12%	15%		14%	
	5 Widowed	4%	4%	3%	4%		5%	2%	6%	4%		4%	6%	5%	4%		2%	
N		-	-	-	-	486	-	-	-	-	478	-	-	-	-	435	-	1.98
How many adults,																		
including yourself, live in																		
your household?	0 One	41%	27% ▼	36%	31%		22%	25%	40% ▲	30%		30%	43%	30%	31%		24%	
	1 More than one	59%	73% ▲	64%	69%		78%	75%	60% ▼	70%		70%	57%	70%	69%		76%	
N Objects	0. N-	-	-	-	-	481	-	-	-	-	473	-	-	-	-	431	-	1.95
Children?	0 No 1 Yes	75%	79%	80%	79%		72%	83%	78%	78% 22%		81%	90%	68% ▼	79% 21%		69%	
N	i res	25%	21%	20%	21%	484	28%	17%	22%	22%	476	19%	10%	32% ▲	21%	433	31%	1.95
Multiple income?	0 No	62%	- 50%	56%	53%	404	- 54%	45% ▼	60% ▲	53%	470	- 52%	61%	50%	53%	433	40%	1.95
Waltiple Intollie:	1 Yes	38%	50%	44%	47%		46%	55% ▲	40% ▼	47%		48%	39%	50%	47%		60%	
N		-	-	-	-	485	-	-	-	-	477	-	-	-	-	434	-	1.87
Personal average						.55												
monthly income	1 Less than 899 Euro	23%	27%	31%	27%		30%	25%	27%	27%		29% ▲	19%	17%	26%		33%	
	2 900 - 1799 Euro	68%	64%	62%	64%		61%	66%	64%	64%		62%	68%	74%	65%		51%	
	3 1800 Euro or more	9%	10%	7%	9%		9%	9%	9%	9%		8%	13%	9%	9%		17%	

								Finlan	nd									
								Veighted star				_					All	
		Main re Mental	eason for al	Comorbid	Total	N	Low	combination Medium) High	Total	N	No I	2. Resume Partial	d? Full	Total	N	count ries	N
N		- Wentai	-	-	- Total	459	- LOW		- nign	- Total	452	- INO	- Partial	- Full	- TOTAL	410		1.875
Household average						100					702					710		1.070
monthly income	1 Less than 899 Euro	8%	8%	15%	9%		8%	7%	12%	9%		10%	10%	1% ▼	8%		16%	
	2 900 - 1799 Euro	32%	28%	31%	29%		30%	24%	33%	29%		29%	32%	28%	29%		29%	
	3 1800 Euro or more	60%	64%	54%	62%		62%	68% ▲	55% ▼	62%		61%	58%	71%	62%		55%	
N		-	-	-	-	445	-	-	-	-	438	-	-	-	-	397	-	1.774
Could you make a living without returning to																		
	0 No	58% ▲	42%	40%	44%		48%	42%	45%	45%		36% ▼	60%	68% ▲	44%		66%	
	1 Yes	42% ▼	58%	60%	56%		52%	58%	55%	55%		64% ▲	40%	32% ▼	56%		34%	
N		-	-	-	-	457	-	-	-	-	449	-	-	-		411		1.896
Care for elderly/disabled?		90%	89%	87%	89%		90%	92%	85%	89%		90%	87%	87%	89%		89%	
N.I.	1 Yes	10%	11%	13%	11%		10%	8%	15%	11%		10%	13%	13%	11%		11%	
N	1 Legislators, senior	-	-	-	-	483	-	-	-	-	475	-	-	-	-	432	-	1.959
Job title	officials and managers	10%	4%	6%	6%		3%	6%	7%	6%		5%	6%	7%	6%		8%	
	2 Professionals	10%	9%	14%	10%		9%	11%	10%	10%		8% ▼	19%	17%	11%		13%	
	3 Technicians and																	
	associate professionals	12%	7% ▼	14%	9%		8%	7%	11%	9%		9%	13%	5%	9%		9%	
	4 Clerks	28% ▲	9% ▼	14%	13%		11%	13%	12%	13%		13%	16%	12%	13%		14%	
	5 Service workers and shop and market sales																	
	workers	22%	18%	14%	18%		16%	17%	20%	18%		15%	13%	25% ▲	17%		17%	
	6 Skilled agricultural and	22,0	1070	1170	1070		1070	11 70	2070	1070		1070	1070	2070 =	11 70		11 /0	
	fishery workers	1%	3%	1%	2%		2%	3%	2%	2%		3%	0%	3%	3%		1%	
	7 Craft and related																	
	trades workers	10%	19%	14%	17%		22%	17%	13%	17%		18%	13%	12%	16%		14%	
	8 Plant and machine operators and																	
	assemblers	1% ▼	18% ▲	13%	14%		15%	16%	13%	14%		16%	6%	9%	14%		12%	
	9 Elementary	170 ¥	1070	1070	1 70		1370	10 /0	10 /0	1 7 70		10 /0	0 70	3 70	1470		12 /0	
	occupations	6%	14%	12%	12%		14%	10%	12%	12%		13%	13%	9%	12%		12%	
N		-	-	-	-	484	-	-	-	-	476	-	-	-	-	434	-	1.927
Contract work hours per																		
week	1 35 or less 2 36-40	17%	19%	32% ▲	21%		16%	20%	24%	21%		24%	23%	11% ▼	21%		32%	
	2 36-40 3 Over 40	78% 5%	75% 6%	64% ▼ 4%	73% 6%		80% 4%	71% 9%	72% 4%	73% 6%		70% ▼ 6%	73% 3%	84% ▲ 5%	73% 6%		56% 11%	
N	O VGI 40	570	- 070	470	- 0%	465	4 70	9 70	4 70	- 0%	460	- 070	- 370	- 5%		414		1.918
Extra hours per week	1 3 or less	70%	- 81% ▲	73%	- 78%		81%	80%	74%	- 78%	100	79%	63%	76%	77%	7.7	74%	1.010
•	2 Over 3	30%	19% ▼	27%	22%		19%	20%	26%	22%		21%	37%	24%	23%		26%	
N		-	-	-	-	456	-	-	-	-	452	-	-	-	-	406	-	1.865

								Finlar										
							Stress (W	eighted star	ndardized								All	
			eason for a					combination	,				2. Resumed				count	_
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
Job tenure in categories	1 0 to 20	33% ▲	17%	19%	20%		24%	17%	21%	20%		17% ▼	26%	29% ▲	20%		34%	
Job tenure in categories	2 21 to 30	33% ▲ 33%	28%	19% 29%	20% 29%		24% 27%	32%	26%	20%		17% ▼ 27%	35%	29% ▲ 37%	20%		28%	
	3 31 and higher	33% ▼	26% 55% ▲	29% 52%	29% 51%		27% 50%	32% 51%	20% 53%	51%		27% 56% ▲	39%	37% 34% ▼	51%		39%	
N		33% ▼	55% ▲	52%	51%	487	50%	51%	53%	51%	479	50% ▲	39%	34% ▼		436	39%	1.
Job type	1 Permanent	91%	95%	93%	94%		95%	94%	94%	94%	479	94%	89%	99%	94%	430	88%	1"
oob type	2 Temporary	9%	5%	7%	6%		5%	6%	6%	6%		6%	11%	1%	6%		12%	
N	2 remperary	3 /0	J /0 -	- 70	_ 070	473	J /0	- 0 /0	- 070	_ 070	465	_ 0 /0	- 1170	1 /0		423	12 /0	1
Private/public sector	1 Private	46%	61%	59%	58%	475	65%	59%	54%	58%	400	62% ▲	42%	45% ▼	57%	723	65%	1''
Tivato/public coctor	2 Public	51%	37%	37%	39%		32%	39%	43%	39%		36% ▼	55%	49%	40%		28%	
	3 Non-profit	3%	2%	4%	2%		3%	2%	3%	3%		2%	3%	7% ▲	3%		7%	
N	o mon prom	_ 0 / 0		- 770		482	_		-	_ 0,0	474		_	_	- 070	432	_ 70	1.
Nork sector	1 Agriculture	0%	2%	1%	2%	_	2%	2%	2%	2%	77.7	2%	0%	3%	2%	102	3%	1
	2 Manufacturing	9% ▼	22%	26%	21%		21%	20%	22%	21%		23% ▲	3% ▼	17%	21%		17%	
	3 Building	3%	10% ▲	2% ▼	8%		13%	9%	3% ▼	8%		9%	10%	3%	8%		10%	
	4 Trade	6%	8%	14%	9%		13%	8%	8%	9%		10%	6%	7%	9%		13%	
	5 Hotels & restaurants	9%	5%	3%	5%		7%	3%	6%	5%		6% ▲	0%	1%	5%		6%	
	6 Transport	12%	13%	8%	12%		10%	14%	12%	12%		13%	6%	9%	12%		10%	
	7 Banking	1%	1%	2%	1%		1%	1%	2%	1%		1%	0%	1%	1%		4%	
	8 Public administration	13%	5% ▼	10%	7%		5%	7%	9%	7%		6%	16%	8%	7%		6%	
	9 Education	12% ▲	3% ▼	6%	5%		3%	5%	6%	5%		5%	6%	7%	6%		7%	
	10 Health	22%	20%	16%	19%		20%	22%	17%	19%		15% ▼	35% ▲	33% ▲	19%		14%	
	11 Other community	9%	7%	10%	8%		4%	6%	12% ▲	8%		9%	3%	7%	8%		6%	
	12 Recreational	6%	2%	2%	3%		2%	4%	2%	3%		2% ▼	13% ▲	4%	3%		2%	
N		_	_	_	-	481	_	_	_	_	473	-	_	_	_	431	_	1
Size of workplace	1 1-10	34%	35%	33%	35%		35%	32%	36%	34%		36%	48%	32%	36%		27%	1
•	2 11-50	46%	41%	41%	42%		43%	44%	39%	42%		42%	26%	45%	42%		31%	
	3 >50	21%	24%	26%	24%		22%	24%	24%	24%		22%	26%	24%	22%		42%	1
N		-	-	-	-	484	_	-	-	-	476	_	_	_	-	433	_	1.
Psychosocial Psych																		
work factors																		
Demands; 4 items	1 Low	19% ▼	36% ▲	21% ▼	30%		48% ▲	36%	16% ▼	30%		29%	19%	41% ▲	31%		40%	H
	2 Medium	26%	29%	24%	27%		28%	29%	26%	27%		26%	32%	26%	27%		28%	
	3 High	55% ▲	36% ▼	55% ▲	42%		25% ▼	36% ▼	58% ▲	42%		44%	48%	33%	43%		31%	
N		-	_	_	_	487	_	_	-	_	479	_	_	_	-	436	_	1
Control; 7 items	1 Low	35%	38%	47%	39%		26% ▼	40%	45% ▲	39%		42% ▲	26%	29%	39%		35%	
	2 Medium	29%	32%	27%	31%		31%	29%	32%	31%		30%	42%	36%	32%		34%	
	3 High	35%	30%	26%	30%		43% ▲	31%	23% ▼	30%		28%	32%	36%	29%		31%	
N		-	-	-	-	485	-	-	-	-	477	-	_	-	-	435	-	1
Co-worker support; 4																		
tems	1 Low	67% ▲	36% ▼	56% ▲	44%		30% ▼	36% ▼	59% ▲	44%		45%	61%	38%	45%		40%	
	2 Medium	19%	32% ▲	24%	29%		24%	38% ▲	23% ▼	29%		31%	19%	24%	29%		36%	

								Finla	nd									
		Main re	eason for a	bsence				eighted sta				T	2. Resumed	l?			All count	t
		Mental	Physical	Comorbid	Total	Ν	Low	Medium	High	Total	N	No	Partial	Full	Total	Ν	ries	١
	3 High	14% ▼	32% ▲	20%	27%		46% ▲	26%	19% ▼	27%		24%	19%	38% ▲	26%		24%	, i
N		_	_	_	_	487	_	_	_	_	479	_	_	_	_	436	_	1.9
Supervisor support; 4																		
items	1 Low	53%	33% ▼	63% ▲	42%		29% ▼	35% ▼	55% ▲	42%		43%	38%	36%	41%		35%	4
	2 Medium	35% ▼	56% ▲	29% ▼	48%		55%	56% ▲	36% ▼	48%		48%	55%	48%	48%		51%	
	3 High	12%	10%	8%	10%		16%	8%	9%	10%		9%	7%	16%	10%		13%	
N	o riigir	12 /0	10 /0	0 /0	10 /0	481	10 /0	0 70	3 /0	10 70	473	9 70	7 70	10 /0		431	13 /0	1.9
		-	-	-	Ī	401	_	-	-	_	4/3	-	-	•	_	431	_	1.8
Overcommitment; 6	4 1	00/ -	000/		0=0/		000/	000/	aa/ -	000/		0=0/	222/	000/	0=0/		000/	
items	1 Low	9% ▼	36% ▲	8% ▼	27%		60% ▲	29%	6% ▼	26%		27%	23%	32%	27%		33%	
	2 Medium	19%	31% ▲	11% ▼	26%		25%	35% ▲	18% ▼	26%		25%	19%	29%	26%		27%	
	3 High	72% ▲	32% ▼	80% ▲	47%		15% ▼	36% ▼	76% ▲	48%		48%	58%	39%	47%		40%	
N		-	-	-	-	486	-	-	-	-	478	-	-	-		435	-	1.9
Reward; 8 items	1 Low	58% ▲	29% ▼	53% ▲	37%		18% ▼	29% ▼	56% ▲	38%		42% ▲	29%	22% ▼	38%		33%	
	2 Medium	33%	46%	38%	43%		40%	50% ▲	38%	43%		40% ▼	42%	55% ▲	43%		43%	
	3 High	9% ▼	25% ▲	9% ▼	20%		42% ▲	21%	6% ▼	19%		18%	29%	22%	20%		23%	
N		-	_	_	-	486	_	_	_	_	478	-	_	_	_	435	_	1.9
Job insecurity (one item)	0 Low	65%	65%	57%	63%		74% ▲	66%	54% ▼	63%		59% ▼	68%	80% ▲	63%		57%	4
cos mocoanty (ene nem)	1 High	35%	35%	43%	37%		26% ▼	34%	46% ▲	37%		41% ▲	32%	20% ▼	37%		43%	
N	l riigii	33 /6	33 /6	43 /0	31 /0	483	20 /0 ▼	J 4 /0	40 /0	31 /0	475	41/0	J2 /0	20 /0 ▼	31 /6	422	43/0	1.9
Physical demands; 3		-	-	-	-	403	_	-	-	-	4/5	-	-	-	-	433	-	1.8
items	1 Low	FF0/ A	000/ -	000/	000/		32%	000/	050/	000/		24% ▼	500 / 4	000/	28%		35%	
iterris	2 Medium	55% ▲	23% ▼	26%	28%			30%	25%	28%			53% ▲	36%				
		30%	37%	42%	37%		37%	37%	37%	37%		39%	23%	39%	38%		40%	
	3 High	14% ▼	40% ▲	32%	35%		30%	34%	38%	35%		37% ▲	23%	25%	34%		25%	
N		-	-	-	-	486	-	-	-	-	478	-	-	-	-	435	-	1.9
Emotional demands; 4																		
items	1 Low	17% ▼	38% ▲	17% ▼	31%		49% ▲	35%	17% ▼	31%		31%	26%	33%	31%		39%	
	2 Medium	41%	44%	51%	45%		39%	46%	46%	44%		46%	48%	33%	44%		39%	4
	3 High	42% ▲	18% ▼	32%	25%		12% ▼	20%	37% ▲	25%		23%	26%	33%	25%		22%	4
N		-	_	_	-	461	-	-	-	_	453	-	-	_	-	413	_	1.9
Cognitive demands; 3																		
items	1 Low	33%	37%	33%	36%		40%	35%	34%	36%		30% ▼	32%	50% ▲	34%		41%	4
	2 Medium	25%	34%	28%	31%		33%	33%	29%	31%		31%	52% ▲	28%	32%		30%	
	3 High	42%	29% ▼	39%	33%		27%	32%	38%	33%		38% ▲	16% ▼	22% ▼	34%		29%	
N	5g	42 /0	2570 •	33 /0	3370	486	21 /0	32 /0	JO 70	33 70	478	3070	1070 •	ZZ /0 ¥	J+ 70	435	25 /0	1.9
· ·		-	-	-	Ī	400	_	-	-	_	470	-	-	-	-	433	_	11.
lab actiofaction: 2 itams	1 Low	050/ 4	050/ -	E 40/ A	400/		050/ -	000/ =	040/ 4	400/		400/	0.50/	000/	400/		4.40/	4
Job satisfaction; 2 items		65% ▲	35% ▼	54% ▲	43%		25% ▼	36% ▼	61% ▲	43%		43%	35%	39%	42%		44%	
	2 Medium	28% ▼	50% ▲	38%	44%		46%	53% ▲	34% ▼	44%		43%	52%	49%	45%		38%	
	3 High	7%	15% ▲	8%	13%		30% ▲	11%	5% ▼	13%		13%	13%	12%	13%		18%	
N		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1.9
Work-family balance; 3																		
items	1 Low	42% ▲	11% ▼	53% ▲	24%		2% ▼	11% ▼	48% ▲	24%		26%	19%	16%	24%		24%	
	2 Medium	32%	36%	31%	34%		23% ▼	41%	35%	34%		32%	55% ▲	36%	34%		32%	

								Finlar										
							Stress (W	eighted sta	ndardized								All	
		Main re	eason for al	bsence			C	ombination	,				T2. Resume				count	
		Mental	Physical	Comorbid	Total	Ν	Low	Medium	High	Total	N	No	Partial	Full	Total	Ν	ries	1
	3 High	26% ▼	53% ▲	16% ▼	42%		75% ▲	49% ▲	16% ▼	42%		41%	26%	49%	42%		44%	
N		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1.9
amily-work balance; 2																		
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Nork centrality; 2 items	1 Low	- 36%	- 31%	- 200/	- 220/	473	- 200/	- 200/	- 240/		466	- 240/	- 000/	- 200/	- 240/	422	- 37%	1.9
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Policies																		
A 41																		
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safety policy?	0 No	29% ▲	14%	16%	16%		14%	13%	20%	16%		16%	23%	20%	17%		31%	
barety policy:	1 Yes	71% ▼	86%	84%	84%		86%	87%	80%	84%		84%	77%	80%	83%		69%	
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periodic health screening																		
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·	2 Not changed	42% ▼	57%	58%	55%		54%	58%	52%	55%		57%	61%	43% ▼	55%		45%	
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my involvement in						.00					.00							
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has	1 Decreased	18%	16%	24%	18%		13%	14%	24% ▲	18%		19%	4%	16%	18%		21%	
	2 Not changed	37%	53% ▲	39%	48%		61% ▲	51%	38% ▼	48%		46%	54%	52%	48%		41%	
	3 Increased	5%	6%	8%	6%		10%	6%	4%	6%		6%	23% ▲	2%	7%		6%	
	4 Not applicable	40% ▲	25%	29%	28%		16% ▼	29%	34% ▲	28%		28%	19%	31%	28%		32%	
N		-	-	-	-	392	-	-	-	-	387	-	-	-	-	351	-	1.
Exercise before absence;																		
3 items	1 Low	59% ▲	39% ▼	45%	43%		31% ▼	38%	53% ▲	43%		44%	45%	36%	42%		38%	
	2 Medium	26% ▼	43%	45%	41%		42%	45%	37%	41%		42%	23% ▼	43%	41%		35%	
	3 High	14%	18%	9%	16%		27% ▲	17%	9% ▼	16%		15% ▼	32% ▲	21%	17%		27%	

								Finlan	nd									
							,	eighted star									All	
			eason for a					ombination	,				2. Resume				count	
N		Mental	Physical	Comorbid	Total	N 486	Low	Medium	High	Total	N 478	No	Partial	Full	Total	N 435	ries	1.90
Exercise after absence; 3 items	1 Low 2 Medium 3 High	33% 32% 35%	37% 35% 27%	32% 45% 23%	36% 37% 28%		34% 31% 34%	29% 39% 32%	41% ▲ 38% 21% ▼	35% 37% 28%	478	34% 39% 27%	26% 35% 39%	34% 38% 28%	34% 39% 28%	435	40% 28% 32%	
Sleeping problems; 4 items	1 Low 2 Medium 3 High	28% 24% 49%	39% ▲ 29% 32% ▼	16% ▼ 25% 59% ▲	33% 28% 40% -		63% ▲ 22% 15% ▼	34% 34% ▲ 33% ▼	16% ▼ 25% 59% ▲	32% 28% 40%	468	32% 27% 41%	43% 23% 33%	38% 31% 31%	34% 28% 39%		30% 30% 40%	
Health condition																		
In general my health is	0 (Very) bad	72% ▼	83%	95% ▲	83%		68% ▼	81%	95% ▲	84%		88% ▲	77%	64% ▼	83%		68%	
N	1 Good or even splendid	28% ▲ -	17% -	5% ▼	17% -	464	32% ▲ -	19% -	5% ▼	16% -	458	12% ▼ -	23%	36% ▲	17% -	417	32% -	1.9
Current disease: injury from accident?	0 No 1 Yes, physicians's	91%	86%	88%	87%		84%	84%	91%	87%		87%	90%	88%	87%		82%	
N	opinion	9% -	14% -	13% -	13% -	487	16% -	16% -	9%	13% -	479	13% -	10%	12% -	13% -	436	18% -	1.9
back pain problems?	0 No 1 Yes, physicians's opinion	83% ▲ 17% ▼	52% ▼ 48% ▲	53% 47%	56% 44%		64% 36%	54% 46%	55% 45%	57% 43%		52% ▼ 48% ▲	65% 35%	66% 34%	55% 45%		65% 35%	
N neck, shoulder and	оринон	17% ▼	40% ▲ -	-	- 44%	487	-	40%	45%	- 43%	479	40% ▲ -	-	-	45%	436	-	1.9
arm/hand problems?	0 No 1 Yes, physicians's	77% ▲	52%	39% ▼	53%		57%	54%	50%	53%		50%	71%	57%	53%		66%	
N problems at the lower	opinion	23% ▼ -	48% -	61% ▲ -	47% -	487	43% -	46% -	50% -	47% -	479	50% -	29%	43%	47% -	436	34% -	1.9
extremities (legs)?	0 No 1 Yes, physicians's	81% ▲	50% ▼	51%	54%		56%	54%	54%	54%		50% ▼	58%	70% ▲	54%		68%	
N	opinion	19% ▼ -	50% ▲	49% -	46% -	487	44% -	46% -	46% -	46% -	479	50% ▲ -	42% -	30% ▼	46% -	436	32% -	1.9
cardiovascular disease?	0 No 1 Yes, physicians's	87% ▲	73%	61% ▼	72%		83% ▲	73%	66% ▼	72%		71%	65%	79%	72%		82%	
N	opinion	13% ▼	27%	39% ▲	28%	487	17% ▼	27%	34% ▲	28%	479	29%	35%	21%	28%	436	18%	1.9

								Finlar										
								eighted sta									All	
			eason for a					combination					2. Resume				count	
	0.11	Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
respiratory disease?	0 No	88%	83%	76%	83%		87%	86%	76% ▼	82%		78% ▼	90%	91% ▲	81%		88%	4
	1 Yes, physicians's	400/	4=0/	0.40/	4=0/		400/	4.407	0.40/	400/		000/	400/	00/ -	100/		400/	4
N.I.	opinion	12%	17%	24%	17%		13%	14%	24% ▲	18%		22% ▲	10%	9% ▼	19%		12%	
N	O. No.	-	-	-	- 000/	487	-	-	-	-	479	- 740/	-	- 7.40/	- 740/	436	-	1.
mental disorder?	0 No	14% ▼	95% ▲	22% ▼	69%		96% ▲	82% ▲	43% ▼	69%		71%	61%	74%	71%		71%	
	1 Yes, physicians's opinion	000/	50/ -	700/ 4	040/		40/ -	400/ -	E 7 0/ A	040/		000/	000/	000/	000/		000/	1
N	opinion	86% ▲	5% ▼	78% ▲	31%	487	4% ▼	18% ▼	57% ▲	31%	479	29%	39%	26%	29%	400	29%	
		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1
neurological or sensory disease?	0 No	0.40/	040/	000/	000/		000/	000/	000/ -	000/		000/	0.40/	050/	040/		89%	
uisease?		94%	91%	86%	90%		92%	93%	86% ▼	90%		89%	94%	95%	91%		89%	4
	1 Yes, physicians's opinion	60/	9%	14%	100/		8%	7%	1.40/ A	10%		11%	6%	5%	9%		11%	1
N	ориноп	6%	9%	14%	10%	487	8%	1%	14% ▲	10%	479	11%	6%	5%	9%	436	11%	1
digestive disease?	0 No	93%	90%	83%	- 89%		95% ▲	92%	84% ▼	89%	479	88%	94%	88%	88%	436	90%	
ulgestive disease!	1 Yes, physicians's	93%	90%	03%	09%		95% ▲	92%	04% ▼	09%		00%	94%	00%	00%		90%	1
	opinion	7%	10%	17%	11%		5% ▼	8%	16% ▲	11%		12%	6%	12%	12%		10%	1
N	Оринон	1 70	10%	17 70	1170	487	5% ▼	0 70	10%	1170	479	1270	0 %	1270	1270	436	10 %	1
N .		-	-	-	_	407	-	-	-	-	479		-	-	-	430	-	1'
genitourinary disease?	0 No	96%	93%	92%	93%		96%	93%	93%	94%		94%	87%	96%	94%		94%	1
geriitouririary discuse:	1 Yes, physicians's	90 /6	93 /0	9Z /0	93 /0		90 /0	93 /0	93 /0	94 /0		94 /0	07 /0	90 /0	94 /0		94 /0	
	opinion	4%	7%	8%	7%		4%	7%	7%	6%		6%	13%	4%	6%		6%	1
N	opinion	- 70	- 1 /0	- 070	_ //0	487	- 70	- 1 /0	- 1 /0		479	U 70	1370	- 70	_ 0 /0	436	- 0 70	1
skin disease?	0 No	91%	89%	80% ▼	87%		90%	89%	84%	87%	773	88%	87%	86%	87%	730	93%	
	1 Yes, physicians's	0170	0070	0070 •	01 70		0070	00 /0	0 + 70	01 70		0070	01 70	0070	07 70		0070	
	opinion	9%	11%	20% ▲	13%		10%	11%	16%	13%		12%	13%	14%	13%		7%	1
N		- 0 70	-	_	- 1070	487	-	-	-	- 1070	479	-	-	-	- 1070	436	- 70	1
tumour?	0 No	97%	89%	94%	91%		86% ▼	92%	93%	91%		93% ▲	97%	82% ▼	91%	100	91%	
	1 Yes, physicians's	0.70	0070	0.70	0.70		0070	0270	0070	0.70		5675 =	0.70	0270	0.70		0.70	1
	opinion	3%	11%	6%	9%		14% ▲	8%	7%	9%		7% ▼	3%	18% ▲	9%		9%	
N	'	-	-	-	_	487	-	-	-		479	-	_	_	_	436	_	1
endocrine or metabolic																		1
disease?	0 No	94%	93%	88%	92%		94%	94%	89% ▼	92%		91%	90%	93%	92%		92%	,
	1 Yes, physicians's																	1
	opinion	6%	7%	13%	8%		6%	6%	11% ▲	8%		9%	10%	7%	8%		8%	,
N		-	-	-	-	487	-	-	-	_	479	-	-	_	-	436	_	1
blood disease?	0 No	99%	92%	92%	93%		96%	93%	90%	93%		92%	100%	93%	93%		96%	,
	1 Yes, physicians's																	1
	opinion	1%	8%	8%	7%		4%	7%	10%	7%		8%	0%	7%	7%		4%	,
N		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1
birth defect?	0 No	99%	96%	95%	96%		95%	96%	96%	96%		96%	90%	95%	96%		97%	
	1 Yes, physicians's																	
	opinion	1%	4%	5%	4%		5%	4%	4%	4%		4%	10%	5%	4%		3%	,
N		_	_	_	_	487	_	_	_	_	479	-	-	_	_	436	_	1.

								Finlar										
							Stress (W	eighted sta	ndardized								All	
		Main r	eason for a	bsence			(combination	1)			T	2. Resumed	!?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	Ν	ries	
other disorder or																		
disease?	0 No	80%	72%	65%	72%		74%	72%	70%	72%		72%	61%	78%	72%		87%	
	1 Yes, physicians's																	
	opinion	20%	28%	35%	28%		26%	28%	30%	28%		28%	39%	22%	28%		13%	
N		-	-	-	-	487	-	-	-	-	479	-	-	_	-	436	-	1.
Illness caused by work?	0 No (not at all)	35%	54% ▲	35% ▼	47%		58% ▲	52%	38% ▼	48%		45%	55%	56%	48%		61%	4
·	1 Yes (entirely)	65%	46% ▼	65% ▲	53%		42% ▼	48%	62% ▲	52%		55%	45%	44%	52%		39%	
N	, , , ,	-	-	_	_	474	_	-	-	-	466	_	_	_	_	423	_	1.
CES-D; 10 items	1 Low	14% ▼	41% ▲	4% ▼	30%		85% ▲	28%	2% ▼	30%	.00	28%	35%	34%	30%	120	35%	
020 2, 10 1101110	2 Medium	32%	42% ▲	31%	38%		15% ▼	63% ▲	28% ▼	38%		39%	35%	42%	40%		33%	4
	3 High	54% ▲	17% ▼	65% ▲	32%		0% ▼	9% ▼	70% ▲	32%		33%	29%	24%	31%		32%	4
N	Jo Tilgit	J4 /0 ▲	17 /0 ▼	03 /	32 /0	480	0 /6 🔻	9 /0 ▼	7070	32 /0	479	JJ /0	29 /0	24 /0	3170	430	JZ /0	1.
••	1 Low	- -	250/ 1	- -	- 200/		700/ 🛦	- 000/	40/ -	- 200/	479	- 050/	400/	- 0.40/	- 000/	430	- 270/	١.
Exhaustion; 8 items	2 Medium	7% ▼	35% ▲	7% ▼	26%		78% ▲	22%	1% ▼	26%		25%	16%	34%	26%		37%	
		22%	33% ▲	14% ▼	27%		18% ▼	45% ▲	15% ▼	27%		27%	35%	26%	28%		33%	
	3 High	71% ▲	32% ▼	79% ▲	47%		4% ▼	33% ▼	84% ▲	47%		48%	48%	39%	47%		30%	١.
N 		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1.
Disengagement; 8 items	1 Low	12% ▼	30% ▲	18%	25%		44% ▲	27%	13% ▼	25%		26%	16%	22%	25%		41%	
	2 Medium	32%	38% ▲	24% ▼	34%		36%	39%	28% ▼	34%		34%	48%	39%	36%		29%	
	3 High	57% ▲	33% ▼	58% ▲	41%		20% ▼	34% ▼	59% ▲	41%		40%	35%	38%	40%		30%	
N		-	-	-	-	487	-	-	-	-	479	-	-	-	-	436	-	1.
General self-efficacy; 10																		
items	1 Low	62% ▲	26% ▼	63% ▲	38%		5% ▼	24% ▼	71% ▲	39%		38%	39%	30%	37%		35%	
	2 Medium	32% ▼	53% ▲	27% ▼	45%		51%	63% ▲	24% ▼	45%		46%	45%	47%	46%		34%	
	3 High	6% ▼	20% ▲	10%	16%		44% ▲	13%	5% ▼	16%		16%	16%	22%	17%		30%	4
N		_	_	_	_	486	_	_	_	_	479	_	_	_	_	435	_	1
Stress (Weighted																		
standardized																		
combination)	1 Low	1% ▼	32% ▲	4% ▼	22%		100%	0% ▼	0% ▼	22%		20%	19%	29%	22%		33%	
oombination)	2 Medium	28%	46% ▲	16% ▼	38%		0% ▼	100%	0% ▼	38%		39%	45%	37%	39%		35%	
	3 High	71% ▲	22% ▼	80% ▲	41%		0% ▼	0% ▼	100%	41%		40%	35%	34%	39%		32%	
N	Jo Tilgit	7 1 /0	∠∠ /0 ▼	00 /6 A	4170	479	0 /6 🔻	0 /6 ▼	100 /0	41/0	479	40 /0	33 /6	J 4 /0	39 /0	429	JZ /0	1.
Work ability	1 Incapable (<=3)	43% ▼	- 55%	- 72% ▲	- E60/		48%	- 49% ▼	- 67% ▲	- EG0/	479	- 66% ▲	45%	17% ▼	56%	429	49%	["·
WORK ability	· · · · · · · · · · · · · · · · · · ·				56%					56%								
	2 Average (4-5)	22%	25% ▲	11% ▼	22%		21%	24%	20%	22%		21%	19%	26%	22%		24%	
	3 Optimal (>=6)	35% ▲	20%	17%	22%		31% ▲	26%	13% ▼	22%		13% ▼	35%	57% ▲	22%		27%	
N		-	-	-	-	485	-	-	-	-	477	-	-	-	-	434	-	1
	0 Low (4,5 at the original																	
Physical work ability	scale)	26% ▼	83% ▲	76%	73%		70%	75%	73%	73%		81% ▲	52% ▼	47% ▼	73%		62%	
	1 High (1,2,3 at the																	
	original scale)	74% ▲	17% ▼	24%	27%		30%	25%	27%	27%		19% ▼	48% ▲	53% ▲	27%		38%	
N		-	-	-	-	486	-	-	-	-	478	-	-	-	-	435	-	1.
	0 Low (4,5 at the original																	
Mental work ability	scale)	80% ▲	24% ▼	78% ▲	43%		9% ▼	29% ▼	72% ▲	42%		48% ▲	35%	21% ▼	42%		42%	

								Finla										
							Stress (W	eighted sta	andardized								All	
		Main re	eason for a	bsence			(combination	n)			Т	2. Resume	d?			count	t
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
	1 High (1,2,3 at the																	
	original scale)	20% ▼	76% ▲	22% ▼	57%		91% ▲	71% ▲	28% ▼	58%		52% ▼	65%	79% ▲	58%		58%	
N		-	-	-	-	486	-	-	-	-	479	-	-	-	-	436	-	1.9
Absence																		
																		H
Number of previous																		4
absences (previous year)	0 Never-two times	54%	58% ▲	37% ▼	53%		60%	59%	45% ▼	54%		53%	42%	59%	54%		71%	
" ,		, .								0.77		5571						4
	1 Three times and more	46%	42% ▼	63% ▲	47%		40%	41%	55% ▲	46%		47%	58%	41%	46%		29%	
N		_	_	-	_	480	_	_	_		472	_	_	_	_	431	_	1.9
Time of previous																		1
absences (weeks)	1 Less than 2 weeks	40%	35%	21% ▼	33%		38%	35%	30%	34%		31%	40%	42%	34%		50%	4
, , , , , , , , , , , , , , , , , , , ,	2 2-4 weeks	26%	17%	21%	19%		17%	21%	17%	19%		19%	10%	14%	17%		17%	
	3 Over 4 weeks	34% ▼	48%	58% ▲	48%		46%	43%	53%	48%		50%	50%	44%	49%		33%	
N		-	-		070	465	-	-	-		458	_	-	-	-	418	_	1.
Length of current						400					100					710		1
absence	1 0 to 24 weeks	6%	4%	7%	5%		5%	6%	4%	5%		4%	6%	5%	5%		33%	4
abscrice	2 25-34 weeks	57%	52%	43%	51%		58%	48%	50%	51%		48%	42%	64% ▲	50%		37%	
	3 35 weeks or more	37%	44%	51%	44%		37%	46%	46%	44%		48%	52%	31% ▼	45%		31%	
N	5 55 WEEKS OF HIGHE	37 /6	44 /0	J170	44 /0	471	31 /0	40 /0	40 /6		463	40 /0	J2 /0	3170 ▼	45 /0	422	31/0	1.9
I V		-		-	-	471	-	-	-	_	403		-	-	-	422	_	1.3
Main reason for absence	1 Mental	100%	0% ▼	0% ▼	14%		1% ▼	11%	25% ▲	14%		13%	23%	13%	14%		16%	
Main reason for absence	2 Physical	0% ▼	0% ▼ 100%	0% ▼	66%		95% ▲	81% ▲	36% ▼	66%		66%	23% 58%	74%	67%		63%	
	3 Comorbid			0% ▼ 100%	20%		95% ▲					21%	19%				20%	
N	3 Comorbia	0% ▼	0% ▼	100%	20%	487	4% ▼	8% ▼	39% ▲	20%	479	21%	19%	13%	19%		20%	1.9
• •		-	-	-	-	487	-	-	-	_	479	-	-	-	-	436	-	1.3
Particular event or	Particular event	4%	12%	7%	400/		14%	400/	5% ▼	400/		9%	3%	00/	9%		29%	
gradual process?					10%		, .	13%		10%		- 7.5		8%				
N.I.	2 Gradual process	96%	88%	93%	90%		86%	87%	95% ▲	90%	450	91%	97%	92%	91%	445	71%	
N Unavasated event?	1. Unavageted event	- 440/	- 440/	- 000/ -	-	465	-	450/	- 000/ -	400/	459	- 070/	-	-	400/	415	-	1.8
Unexpected event?	1 Unexpected event	41%	44%	29% ▼	40%		56% ▲	45%	28% ▼	40%		37%	33%	55% ▲	40%		50%	4
	2 Something you could	E00/	E00/	740/ 4	000/		440/ -	EE0/	700/ 4	000/		000/	070/	450/	000/		E00/	4
N	see coming	59%	56%	71% ▲	60%		44% ▼	55%	72% ▲	60%	.=0	63%	67%	45% ▼	60%		50%	
• •		-	-	-	-	479	-	-	-	-	472	-	-	-	-	428	-	1.
Source of income:	o Na		000/	0.40/	0.40/		0.407	000/		0.407		000/	100/		0.40/			4
salary/wage	0 No	49% ▼	63%	64%	61%		64%	62%	58%	61%		66% ▲	48%	45% ▼	61%		58%	
	1 Yes	51% ▲	37%	36%	39%		36%	38%	42%	39%		34% ▼	52%	55% ▲	39%		42%	
N		-	-	-	-	485	-	-	-	-	477	-	-	-	-	434	-	1.
social security benefit	0 No	6%	9%	5%	8%		12%	7%	6%	8%		6% ▼	16%	16% ▲	9%		46%	
	1 Yes	94%	91%	95%	92%		88%	93%	94%	92%		94% ▲	84%	84% ▼	91%		54%	
N		-	-	-	-	485	-	-	-		477	-	-	-	-	434	-	1.9
tax credits	0 No	100%	100%	100%	100%		100%	100%	100%	100%		100%	100%	100%	100%		97%	
	1 Yes	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		3%	

								Finlar										
							Stress (W	eighted star	ndardized								All	
		Main re	eason for a				C	combination	,			T	2. Resumed	l?			count	
		Mental	Physical	Comorbid	Total	Ν	Low	Medium	High	Total	Ν	No	Partial	Full	Total	N	ries	
N		-	-	-	-	485	-	-	-	-	477	-	-	-		434	-	1.9
insurance	0 No	97%	94%	93%	94%		93%	96%	95%	95%		95%	90%	92%	94%		96%	, l
	1 Yes	3%	6%	7%	6%		7%	4%	5%	5%		5%	10%	8%	6%		4%	
N		_	_	_	_	485	_	_	_		477	_	_	_	_	434	_	1.9
loans (financial						100										.0.		1
nstitution/ friends)	0 No	83% ▼	94% ▲	90%	92%		93%	92%	90%	92%		93%	90%	88%	92%		95%	
notitation, menas,	1 Yes	17% ▲	6% ▼	10%	8%		7%	8%	10%	8%		7%	10%	12%	8%		5%	
a.	1 165	17%	0% ▼	10%	070		170	070	10%			7 %	10%	12%	0%		5%	
N		-	-	-	-	485	-	-	-		477	-	-	-	-	434	-	1.
benefits	0 No	96%	98%	95%	97%		97%	99% ▲	94% ▼	97%		97%	97%	97%	97%		81%	
	1 Yes	4%	2%	5%	3%		3%	1% ▼	6% ▲	3%		3%	3%	3%	3%		19%	
N		-	-	-	-	485	-	-	-	-	477	-	-	-	-	434	-	1.
savings	0 No	71%	75%	75%	74%		74%	74%	75%	74%		73%	71%	78%	74%		82%	4
	1 Yes	29%	25%	25%	26%		26%	26%	25%	26%		27%	29%	22%	26%		18%	
٧		_	_	_	_	485	_	_	_		477	_	_	_	_	434	_	1.
spouse/partners																		
ncome	0 No	46%	40%	43%	41%		39%	35%	48% ▲	41%		40%	58%	41%	41%		63%	4
ncome	1 Yes	54%	60%	57%	59%		61%	65%	52% ▼	59%		60%	42%	59%	59%		37%	
d.	i res	54%	60%	5/%	59%	405	01%	65%	52% ▼		4	60%	42%	59%			3/%	
N		-	-	-	-	485	-	-	-		477	-	-	-		434	-	1.
children's income	0 No	93%	95%	96%	95%		91%	97%	95%	95%		95%	94%	96%	95%		96%	
	1 Yes	7%	5%	4%	5%		9%	3%	5%	5%		5%	6%	4%	5%		4%	/
N		-	-	-	-	485	-	-	-	-	477	-	-	-	-	434	-	1.
other source of income	0 No	94%	91%	84%	90%		91%	93%	86% ▼	90%		90%	87%	95%	91%		92%	
	1 Yes	6%	9%	16%	10%		9%	7%	14% ▲	10%		10%	13%	5%	9%		8%	
N		_	_	-	_	485	_	_	, ~ _	_	477	, .		_	_	434		1.
lob position held open?	1 No	12%	16%	23%	17%	700	13%	19%	17%	17%	7,,	22% ▲	10%	1% ▼	17%	707	36%	1"
ob position field open:	2 Yes, less than 6	12 /0	10 /6	23 /0	17 /0		13 /0	1970	17 70	17 /0		22 /0	10 /6	1 /0 ▼	17 /0		30 /6	
		40/	40/	00/	40/		00/	00/	40/	40/		40/	00/	40/	40/		=0/	
	months	1%	1%	0%	1%		0%	2%	1%	1%		1%	0%	1%	1%		5%	
	3 Yes, more than 6																	
	months	58%	64%	54%	61%		71% ▲	61%	56%	61%		54% ▼	67%	88% ▲	61%		41%	
	4 Don't know	28%	19%	23%	21%		16%	18%	26% ▲	21%		23% ▲	23%	9% ▼	21%		18%	/
N		-	-	-	-	458	-	-	-	-	450	-	-	-	-	410	-	1.
During absence period																		
nad contact with																		
general practitioner	0 No	45% ▲	24% ▼	39%	30%		23%	27%	35% ▲	29%		31%	26%	26%	30%		13%	
	1 Yes	55% ▼	76% ▲	61%	70%		77%	73%	65% ▼	71%		69%	74%	74%	70%		87%	
N .			-	-	- 0 70	486	-	-	-		478	- 0070	- 1 - 70	-		435	_ 70	1.
occupational health						+00					770					433		
occupational health	O No	000/	050/	400/ -	0001		400/	000/	040/ =	0004		000/	000/	0004	0004		57 07	
physician and/or nurse	0 No	23%	35% ▲	19% ▼	30%		43% ▲	33%	21% ▼	30%		28%	32%	36%	30%		57%	
	1 Yes	77%	65% ▼	81% ▲	70%		57% ▼	67%	79% ▲	70%		72%	68%	64%	70%		43%	
J		-	-	-	-	486	-	-	-	-	478	-	-	-	-	435	-	1.

Main reason for absence	52% - 66% 34% - 65% 35%	435 435 435	67% 33% 5 - 75% 25% 5 - 63% 37% 5 -	1.986 1.986 1.986
Mental Physical Comorbid Total N Low Medium High Total N No Partial Full	48% 52% - 66% 34% - 65% 35%	435 435 435	67% 33% 5 - 75% 25% 5 - 63% 37%	% 1.986 % 1.986 % 1.986
rehabilitation advisor/case manager and/or social security officer 0 No 59% 44% 51% 48% 48% 45% 50% 48% 56% 56% 37% 48% 52% 55% 55% 50% 52% 56% 44% 48%	48% 52% - 66% 34% - 65% 35%	435 435 435	67% 33% 5 - 75% 25% 5 - 63% 37% 5 -	% 1.986 % 1.986 % 1.986
advisor/case manager and/or social security officer 0 No 1 Yes 41% 56% 49% 52% 55% 50% 55% 50% 52% 56% 478 48% 45% 55% 63% 56% 45% 37% 1 Yes 91% 4 18% ▼ 65% 94% 4 9% ▼ 82% 4 35% 91% 4 38% ▼ 65% 1 Yes 94% 4 9% ▼ 82% 4 35% 91% ▼ 82% 4 35% 35% 1 Yes 94% 4 9% ▼ 82% 4 35% 35% 1 Yes 94% 4 9% ▼ 82% 4 35% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 18% ▼ 75% 36% 38% 30% 35% 1 Yes 94% 4 11% ▼ 19% 14% 15% 14% 15% 14% 15% 14% 15% 14% 15% 14% 15% 14% 15% 13% 35% 4 13% 13% 35% 4 13% 13% 35% 4 13% 13% 13% 13% 13% 13% 13% 13% 13% 13%	52% - 66% 34% - 65% 35% -	435 435 435	33% - 75% 25% 5 - 63% 37% 5 -	% 1.986 % 1.986 % 1.986
and/or social security officer O No 1 Yes N psychiatrist and/or psychologist O No 1 Yes O No 83% ▲ 60% ▼ 74% N physiotherapist and/or sports physician N alternative health practitioner and/or other professional N alternative health practitioner and/or other professional N Contact between O No 77% ▼ 89% ▲ 81% N Contact between	52% - 66% 34% - 65% 35% -	435 435 435	33% - 75% 25% 5 - 63% 37% 5 -	% 1.986 % 1.986 % 1.986
officer	52% - 66% 34% - 65% 35% -	435 435 435	33% - 75% 25% 5 - 63% 37% 5 -	% 1.986 % 1.986 % 1.986
Npsychiatrist and/or psychologist	52% - 66% 34% - 65% 35% -	435 435 435	33% - 75% 25% 5 - 63% 37% 5 -	% 1.986 % 1.986 % 1.986
psychiatrist and/or psychologist O No	66% 34% - 65% 35% -	435 435	75% 25% 5 - 63% 37% 5 -	% % 1.980 % % 1.980
Psychologist	34% - 65% 35% -	435 435	25% 5 - 63% 37% 5 -	1.980 % % 1.980
Nphysiotherapist and/or sports physician O No I Yes O No I	34% - 65% 35% -	435 435	25% 5 - 63% 37% 5 -	1.980 % % 1.980
Nphysiotherapist and/or sports physician 0 No 1 Yes 28% ▲ 60% ▼ 74% 66% 34% 36% 38% 30% 35% 48% 28% Nalternative health practitioner and/or other professional 0 No 1 Yes 23% ▲ 11% ▼ 19% 14% 15% 14% 15% 14% 15% 14% 15% 13% 35% ▲ 13% 13% 13% 13% 13% 13% 13% 13% 13% 13%	- 65% 35% - 85%	435	5 - 63% 37% 5 -	1.986 % % 1.986
physiotherapist and/or sports physician 0 No 83% ▲ 60% ▼ 74% 17% ▼ 40% ▲ 26% 34% 36% 38% 30% 35% 48% 28% N alternative health practitioner and/or other professional 0 No 77% ▼ 89% ▲ 81% 11% ▼ 19% 14% 15% 14% 15% 14% 13% 35% ▲ 13% 13% 13% N -	65% 35% - 85%	435	63% 37% -	1.98
sports physician Sports physician Sports phys	35% - 85%	435	37% 5 -	1.98
Nalternative health practitioner and/or other professional	35% - 85%	435	37% 5 -	1.98
Nalternative health practitioner and/or other professional	- 85%	435	5 -	1.98
practitioner and/or other professional				
professional 0 No 1 Yes 23% ▲ 11% ▼ 19% 14% 15% 15% 14% 15% 14% 15% 13% 35% ▲ 13% 13% 13% 15% 14% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15				
1 Yes 23% ▲ 11% ▼ 19% 14% 15% 15% 14% 15% 13% 35% ▲ 13% Contact between		0		
N	15%		81%	
Contact between Contact betwee			19%	
	-	435) -	1.98
	14%		14%	0/0
1070 1270 1070 1070 1070	1470		17/	70
2 Yes, there was contact 58% 50% 61% 54% 58% 51% 55% 54% 65% 47%	53%		56%	<mark>%</mark>
3 Do not know 28% 37% ▲ 21% ▼ 33% 34% 33% 31% 32% 33% 23% 35%	33%	,	29%	
N 480 472 <mark></mark>	-	430) -	1.54
Contact manager and				
professionals?	37%)	51%	<mark>%</mark>
2 Yes, there was contact 25% 18% 20% 20% 22% 20% 18% 20% 21% 33% 13%	20%		20%	0/
3 Do not know 28% ▼ 48% ▲ 36% 43% 42% 42% 44% 43% 47% ▲ 20% ▼ 33%	43%		30%	
N 480 472 472		430		1.89
		100		1.00
Contact with organisaton				
during sickness period:				
manager/supervisor? 0 No 29% 27% ▼ 45% ▲ 31% 22% 31% 35% 30% 30% 29% 30%	30%		41%	
1 Yes 71% 73% ▲ 55% ▼ 69% 69% 65% 70% 70% 71% 70%	70%		59%	
Ncolleagues?		434		1.98
colleagues?	21% 79%		36% 64%	
N 84% A 73% 79% A 80% 74% V 79% A 77% 77% 86% B 80% 74% V 79% A 77% 77% 86% B 80% 74% V 79% B 80% 74% E 80%		434		1.98

								Finlar										
								Veighted sta									All	
			eason for al					combination	,				2. Resume				count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
	1 Yes 2 No 3 Do not know	14% ▼ 45% 41%	31% ▲ 35% ▼ 34%	19% 52% ▲ 29%	26% 40% 34%		34% 38% 29%	29% 38% 34%	19% ▼ 45% 37%	26% 41% 34%		27% 36% ▼ 37%	39% 35% 26%	16% ▼ 53% ▲ 31%	26% 39% 35%		36% 37% 28%	
N		-	-	-	-	477	-	-	-	-	469	-	-	-	-	427	-	1.8
	1 Low 2 Medium 3 High	54% 19% 28%	56% 26% 18%	50% 37% ▲ 13%	54% 27% 19%		58% 20% 22%	54% 30% 16%	53% 29% 18%	54% 27% 18%	471	55% 28% 17%	45% 35% 19%	57% 23% 20%	55% 28% 18%	427	40% 28% 32%	1.9
	1 Low 2 Medium 3 High	15% 31% 54%	20% 42% 38% ▼	15% 34% 52%	18% 39% 43%		24% 40% 36%	17% 44% 39%	16% 34% 50% ▲	18% 39% 43%	473	20% 36% 44%	3% ▼ 42% 55%	14% 47% 38%	17% 39% 44%		33% 34% 33%	1.
Interventions & work resumption																		
) (0 No 1 Yes	80% ▲ 20% ▼	64% 36% -	61% 39%	66% 34% -		75% 25% -	65% 35% -	63% 37%	66% 34% -	305	63% ▼ 37% ▲	54% 46% -	85% ▲ 15% ▼	66% 34%	276	69% 31% -	
vocational ehabilitation in general? c, d, e, h, i and/or j)	0 No 1 Yes	84% ▲ 16% ▼	63% 37%	61% 39%	66% 34% -		58% 42%	68% 32%	68% 32%	66% 34% -	305	65% 35%	71% 29%	66% 34%	66% 34% -	276	74% 26% -	
medical and/or osychological ntervention? (f and/or g)	0 No 1 Yes	82% 18%	82% 18%	89% 11%	83% 17%		85% 15%	79% 21%	86% 14%	83% 17%	305	81% 19%	83% 17%	92% ▲ 8% ▼	83% 17%		87% 13%	1.
nterventions after work arrangements in general? a and/or b)	0 No	82% ▼	93%	92%	91%		93%	89%	91%	91%		93% ▲	75% ▼	91%	91%		78%	

								Finlar	nd									
							Stress (W	eighted sta	ndardized								All	
			eason for a					combination	,				2. Resumed				count	
	4. \/	Mental		Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N	1 Yes	18% ▲	7%	8%	9%	307	7%	11%	9%	9%	005	7% ▼	25% ▲	9%	9%	070	22%	4 000
IN		-	-	-	-	307	-	-	-	_	305	-	-	-	-	276	-	1.299
vocational																		
rehabilitation in general?																		
(c, d, e, h, i and/or j)	0 No	78%	83%	89%	83%		78%	83%	85%	83%		87% ▲	71%	74% ▼	83%		79%	
3,	1 Yes	22%	17%	11%	17%		22%	17%	15%	17%		13% ▼	29%	26% ▲	17%		21%	
N		-	-	-	-	307	_	-	-	_	305	-	_	_	-	276	_	1.299
medical and/or																		
psychological																		
intervention? (f and/or g)	0 No	82% ▼	96% ▲	92%	93%		96%	93%	92%	93%		92%	83%	98%	92%		90%	
N.	1 Yes	18% ▲	4% ▼	8%	7%		4%	7%	8%	7%		8%	17%	2%	8%		10%	
N		-	-	-	-	307	-	-	-	-	305	-	-	-	-	276	-	1.299
Expect to return to work?	1 Ves within 6 months	44% ▲	29%	22%	30%		46% ▲	28%	25%	31%		12% ▼	74% ▲	86% ▲	29%		38%	
	2 Yes, but not within 6	44 70 ▲	2970	2270	30%		40%	20%	2370	3170		1270 ▼	74% A	00% ▲	29%		30%	
	months	21%	17%	9%	16%		24% ▲	16%	12%	16%		19% ▲	10%	7% ▼	16%		22%	
	3 No	35% ▼	53%	69% ▲	54%		31% ▼	56%	63% ▲	53%		69% ▲	16% ▼	7% ▼	55%		40%	
N		-	-	-	-	469	-	-	-	-	462	-	-	-		419	-	1.492
What do you expect																		
jobwise: same job same																		
employer?	0 No	59%	57%	66%	59%		42% ▼	63%	65%	60%		69% ▲	45%	14% ▼	59%		65%	
	1 Yes	41%	43%	34%	41%		58% ▲	37%	35%	40%		31% ▼	55%	86% ▲	41%		35%	
N		-	-	-	-	458	-	-	-	-	450	-	-	-	-	410	-	1.596
same job different																		
employer?	0 No	86% ▼	96% ▲	95%	94%		98%	93%	94%	94%		95%	86%	97%	94%		93%	
N	1 Yes	14% ▲	4% ▼	5%	6%		2%	7%	6%	6%	450	5%	14%	3%	6%	440	7%	
different job same		-	-	-	-	458	-	-	-	-	450	-	-	-	-	410	-	1.595
employer?	0 No	88%	85%	95% ▲	87%		81% ▼	87%	91%	88%		89%	72% ▼	85%	87%		90%	
Cilipioyei :	1 Yes	13%	15%	5% ▼	13%		19% ▲	13%	9%	12%		11%	28% ▲	15%	13%		10%	
N		-	-	-	-	458	-	-	-	- 1270	450	-	_	-	-	410	-	1.595
different job different																		
	0 No	73% ▼	88%	90%	86%		87%	83%	88%	86%		86%	83%	90%	86%		77%	
	1 Yes	27% ▲	12%	10%	14%		13%	17%	12%	14%		14%	17%	10%	14%		23%	
N		-	-	-	-	458	-	-	-	-	450	-	-	-	-	410	-	1.595
none of the above																		
return options	0 No	55%	56% ▲	37% ▼	52%		72% ▲	55%	40% ▼	53%		40% ▼	90% ▲	98% ▲	52%		69%	
	1 Yes	45%	44% ▼	63% ▲	48%		28% ▼	45%	60% ▲	47%		60% ▲	10% ▼	2% ▼	48%		31%	
N		-	-	-	-	458	-	-	-	-	450	-	-	_	-	410	-	1.595
Time 2																		

								Finlar										
								eighted sta				T.		10			All	
			eason for a		Total	N		ombination	,	Tatal	N.I.		2. Resumed		Total	N	count	<u> </u>
2. Returned to work?	1 Yes, completely	Mental 17%	Physical 19%	Comorbid 12%	Total 17%		Low 23%	Medium 17%	High 16%	Total 18%	N	No 0% ▼	Partial 0% ▼	Full 100%	Total 17%	IN	ries 30%	
2. Returned to work:	2 Yes, partially	12%	6%	7%	7%		23% 6%	8%	7%	7%		0% ▼	100%	0% ▼	7%		10%	
	3 No, still ill	71%	75%	7 % 81%	75%		70%	75%	7% 78%	75%		100%	0% ▼	0% ▼	75%		61%	
J	0 140, oun in	7 1 70	-	- 0170	7570	436	- 1070	- 1370	- 7070		429	10070	- 0 70 •	- 0 70 🔻	7 3 70	436	_ 0170	1.5
•					_	430					723					750		١.٠
T2. Is this the same job																		
as before your absence?	1 Same job	67%	76%	73%	74%		88% ▲	60% ▼	80%	74%		63%	68%	79%	74%		73%	
,	2 Other kind of job	33%	24%	27%	26%		13% ▼	40% ▲	20%	26%		38%	32%	21%	26%		27%	
N	,	-	_	_	-	120	-	-	-	_	120	-	_	_	_	119		63
T2. Influenced decision																		
o resume work? total																		
recovery	0 No	100% ▲	75% ▼	90%	82%		66% ▼	78%	98% ▲	82%		90%	93%	76% ▼	82%		68%	
	1 Yes	0% ▼	25% ▲	10%	18%		34% ▲	22%	2% ▼	18%		10%	7%	24% ▲	18%		32%	
١		-	-	-	-	115	-	-	-	-	115		-	-		114		62
partial recovery	0 No	33%	55%	57%	52%		59%	49%	51%	52%		80%	37% ▼	55%	53%		60%	
	1 Yes	67%	45%	43%	48%		41%	51%	49%	48%		20%	63% ▲	45%	47%		40%	
N		-	-	-	-	115	-	-	-	-	115		-	-	-	114		62
financial situation	0 No	56%	71%	62%	67%		76%	69%	59%	67%		90%	67%	65%	68%		80%	
	1 Yes	44%	29%	38%	33%		24%	31%	41%	33%		10%	33%	35%	32%		20%	
N		-	-	-	-	115	-	-	-	-	115	-	-	-	-	114	-	62
sick leave benefit ran	0 No	500/	500 /	400/	500/		500 /	E40/	400/	500/		000/	000/	400/	400/		700/	
out	1 Yes	56%	50%	43%	50%		52%	51%	46%	50%		60%	60%	43%	49%		76% 24%	
N.	1 165	44%	50%	57%	50%	115	48%	49%	54%	50%	115	40%	40%	57%	51%	114		624
the need to work	0 No	67%	80%	- 71%	- 77%	115	- 79%	- 78%	- 73%	77%	115	90%	- 77%	74%	- 76%	114	83%	024
the need to work	1 Yes	33%	20%	29%	23%		79% 21%	22%	73% 27%	23%		10%	23%	26%	24%		17%	
N	1 103	33 /0	20 /0	29/0	23 /0	115	Z 1 /0 -			23 /0	115		23 /0	20 /0	24 /0	114	_ 17 /0	624
something else	0 No	72% ▼	93% ▲	76%	87%		97%	87%	80%	87%	110	40% ▼	80%	96% ▲	87%		90%	02
	1 Yes	28% ▲	7% ▼	24%	13%		3%	13%	20%	13%		60% ▲	20%	4% ▼	13%		10%	
N		-	_	-	-	115	-	-	-	-	115		_	_		114		62
T2. Personal average																		
monthly income	1 Less than 899 Euro	26%	31%	36%	31%		39%	24% ▼	34%	31%		40% ▲	15%	3% ▼	31%		53%	
	2 900 - 1799 Euro	68%	60%	59%	61%		53%	66%	60%	61%		57% ▼	73%	72% ▲	61%		37%	
	3 1800 Euro or more	6%	9%	4%	8%		8%	9%	7%	8%		3% ▼	12%	25% ▲	8%		10%	
N		-	-	-	-	366	-	-	-	-	360	-	-	-	-	365	-	1.3
T2. Household average																		
monthly income	1 Less than 899 Euro	9%	6%	11%	8%		5%	6%	11%	8%		9% ▲	5%	2%	8%		44%	
	2 900 - 1799 Euro	26%	27%	26%	26%		40% ▲	20% ▼	25%	26%		29% ▲	19%	17%	26%		16%	
	3 1800 Euro or more	65%	67%	63%	66%		55% ▼	74% ▲	64%	66%		62% ▼	76%	82% ▲	66%		40%	
V		-	-	-	-	329	-	-	-	-	327	-	-	-	-	328	-	1.2
Γ2. Work centrality; 2																		
tems	1 Low	40%	38%	46%	40%		29% ▼	39%	48% ▲	40%		44% ▲	19% ▼	32%	40%		43%	
	2 Medium	38%	28%	33%	30%		26%	31%	31%	30%		28% ▼	52% ▲	34%	31%		35%	

								Finlar										
			_					eighted sta									All	
			eason for a					ombination					2. Resumed		T. 1. 1		count	
	3 High	Mental 22%	Physical 33% ▲	Comorbid 21%	Total 30%	N	Low 45% ▲	Medium 30%	High 21% ▼	Total 30%	N	No 28%	Partial 29%	Full 34%	Total 29%	N	ries 22%	N
N	3 Figit	22%	33% ▲	21%	30%	420	45% ▲	30%	21% ▼		414	28%	29%	34%	29%	419		1.504
		-	-	-	-	420	-	-	-	-	414	-	-	-	-	419	-	1.504
T2. General self-effica	1 Low	62% ▲	27% ▼	60% ▲	38%		13% ▼	29% ▼	62% ▲	38%		40%	33%	32%	38%		34%	
10 Items	2 Medium	26% ▼	27% ▼ 53% ▲	27% ▼	36% 44%		13% ▼ 55% ▲	29% ▼ 52% ▲	31% ▼	45%		40% 44%	43%	32% 47%	36% 44%		37%	
	3 High	20% ▼ 12%	20%	27% ▼ 12%	17%		33% ▲	19%	51% ▼	17%		16%	23%	20%	17%		30%	
N	3 Tilgii	12/0	20 /0	12 /0	17 70	426	JJ /0 A	1970	U /0 ▼	17 /0	420	10 /0	23 /0	20 /0		425		1.52
T2. CES-D; 10 items	1 Low	32% ▼	- 55% ▲	19% ▼	45%		80% ▲	55% ▲	15% ▼	45%	420	42% ▼	52%	58% ▲	45%		49%	1.52
12. OLO D, 10 Items	2 Medium	27%	35%	31%	33%		18% ▼	37%	38%	33%		34%	32%	29%	33%		29%	
	3 High	41% ▲	9% ▼	50% ▲	22%		2% ▼	7% ▼	47% ▲	21%		24% ▲	16%	13%	22%		23%	
N	5 1 light	-	- 370 •	- 5070 =		428		- 770 +	-		424		-	-		427		1.50
T2. Work ability	1 Incapable (<=3)	34% ▼	46%	58% ▲	47%		44%	42%	54% ▲	47%	727	60% ▲	10% ▼	7% ▼	47%		39%	1.00
	2 Average (4-5)	19%	23%	24%	22%		11% ▼	24%	25%	22%		25%	19%	14%	22%		21%	
	3 Optimal (>=6)	47% ▲	31%	18% ▼	31%		45% ▲	34%	21% ▼	31%		16% ▼	71% ▲	79% ▲	31%		40%	
N	o opamar (o)	-	-	-	-	430	-	-	-	-	423	-	-		- 0170	429		1.52
	0 Low (4,5 at the original										0					0		
T2. Physical work abil		28% ▼	69% ▲	73%	64%		59%	63%	67%	64%		76% ▲	42% ▼	21% ▼	64%		52%	
,	1 High (1,2,3 at the																	
	original scale)	72% ▲	31% ▼	27%	36%		41%	37%	33%	36%		24% ▼	58% ▲	79% ▲	36%		48%	
N		-	-	-	-	426	-	_	-	_	420	_		_	-	425	_	1.518
	0 Low (4,5 at the original																	
T2. Mental work ability	y scale)	48% ▲	20% ▼	59% ▲	31%		8% ▼	24% ▼	52% ▲	31%		38% ▲	19%	8% ▼	31%		32%	
	1 High (1,2,3 at the																	
	original scale)	52% ▼	80% ▲	41% ▼	69%		92% ▲	76% ▲	48% ▼	69%		62% ▼	81%	92% ▲	69%		68%	
N		-	-	-	-	426	-	-	-	-	420	-	-	-	-	425	-	1.516
T2. Absence experien																		
attached to work	1 Low	64%	58%	57%	59%		61%	58%	58%	58%		61%	45%	56%	59%		44%	
	2 Medium	24%	27%	26%	26%		26%	27%	26%	26%		25%	48% ▲	23%	26%		26%	
	3 High	12%	15%	17%	15%		13%	15%	16%	15%		14%	7%	21%	15%		30%	
N		-	-	-	-	417	-	-	-	-	412	-	-	-	-	416	-	1.494
T2. Absence experien		001	1001	4001	4-01		0001	4=0.	1001	,		4.50		1001			0.55	
detached from work	1 Low	9%	18% ▲	10%	15%		20%	15%	13%	15%		15%	14%	16%	15%		33%	
	2 Medium	21%	37% ▲	22% ▼	32%		39%	32%	28%	32%		33%	24%	30%	32%		30%	
N	3 High	70% ▲	44% ▼	68% ▲	53%		41% ▼	52%	59% ▲	53%		51%	62%	54%	53%		37%	
N		-	-	-	-	419	-	-	-	-	414	-	-	-	-	418	-	1.484

						Finlar	nd									
		Main r	reason for absence			Stress (Weighted sta combination					T2. Resumed	l?			All count	
		Mental	Physical Comorbid	Total	N	Low Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
		made 'ho ▲: p<0,0 Take car correspo r>=0,10. Cohen, 1	orizontally', <i>i.e.,</i> per 05 for significantly re: Differences are onding Pearson properties. Correlation coeffing 1977). P-values are	er row. high 's e only production cients e high	scorii y ma ct-mo of at	antly different from ng' groups; '▼' for rked as being 'sig oment correlation least 0,10 are con ependent on sample nalysis for the beha	significar inificant coeffici sidered t e size; ef	ntly low ', when ient, is to be a	/ 'scor n the s AT L t leas zes lik	ring' gro effect s LEAST t 'small'	oups. size, recal 0,10. In eff (but large not depen	culated fect, '▲' r than no dent on	as the implies o corre	s: p<	:0,05 n at a	