								Irelan	ıd									
							Stress (W	eighted star	ndardized								All	
		Main re	eason for a	bsence			•	combination				Т	2. Resumed	1?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
Demographics	N	60	242	47			138	105	102			139	19	81				
Gender	1 Male	39%	44%	46%	43%		53% ▲	38%	38%	44%		41%	42%	37%	40%		49%	
	2 Female	61%	56%	54%	57%		47% ▼	62%	62%	56%		59%	58%	63%	60%		51%	
N		-	-	-	-	362	-	-	-	-	344	-	-	-	-	239	-	1.98
Age	1 <=35	29%	18% ▼	35% ▲	22%		17% ▼	19%	33% ▲	22%		19%	16%	23%	20%		14%	
	2 36-45	37% ▲	24%	28%	27%		20% ▼	31%	34%	27%		24%	11%	36% ▲	27%		23%	
	3 46-55	25%	30%	22%	28%		30%	33%	19% ▼	28%		30%	37%	27%	30%		35%	
NI.	4 >55	8% ▼	29% ▲	15%	24%	200	34% ▲	16%	14% ▼	23%	040	27%	37%	14% ▼	23%	000	27%	4.00
N	4. Up to lower	-	-	-	-	360	-	-	-	-	343	-	-	-	-	239	-	1.95
Education	1 Up to lower professional education	39%	43%	36%	42%		47%	38%	39%	42%		46%	42%	38%	43%		33%	
Luucation	'	39%	43%	30%	42%		4/%	30%	39%	42%		40%	42%	30%	43%		33%	
	2 Intermediate general and professional																	
	education	24%	20%	28%	21%		17%	21%	25%	20%		25%	0% ▼	22%	22%		32%	
	oddodion	2470	2070	2070	2170		17 70	2170	2070	2070		2070	070 +	22 /0	2270		02 /0	
	3 Completed highschool	7%	6%	15% ▲	7%		6%	12% ▲	5%	8%		6%	11%	6%	6%		10%	
	4 Higher professional				. , .					- 77		- 70						
	education	14%	20%	13%	18%		20%	18%	17%	18%		14%	26%	19%	17%		17%	
	5 Academic education																	
	and higher	17%	11%	9%	12%		11%	10%	14%	12%		8%	21%	15%	11%		7%	
N		-	-	-	-	360	-	-	-	-	342	-	-	-	-	238	-	1.98
Marital status	1 Married	58%	68% ▲	47% ▼	63%		68%	66%	55% ▼	64%		64%	63%	65%	64%		59%	
	2 Cohabiting	7%	5%	9%	6%		7%	4%	6%	6%		5%	5%	6%	5%		9%	
	3 Single	24%	16% ▼	32% ▲	19%		14% ▼	20%	25%	19%		17%	21%	17%	17%		15%	
	4 Divorced	8%	9%	13%	9%		9%	7%	13%	9%		12%	11%	7%	10%		14%	
.,	5 Widowed	3%	2%	0%	2%		2%	4%	1%	2%		2%	0%	4%	3%		2%	
N 		-	-	-	-	361	-	-	-	-	343	-	-	-	-	239	-	1.98
How many adults,																		
including yourself, live in your household?	0 One	18%	12%	16%	13%		13%	7% ▼	18% ▲	13%		13%	17%	10%	12%		24%	
your nouschold:	1 More than one	82%	88%	84%	87%		87%	93% ▲	82% ▼	87%		88%	83%	90%	88%		76%	
N	1 Word than one	02 /0	-	-	07 70	348	-	-	02 /0 ▼	07 70	334	-	-	-	-	234	7070	1.9
Children?	0 No	51%	61%	55%	58%	040	63%	50%	57%	57%	004	60% ▲	50%	45% ▼	54%	204	69%	1.00
	1 Yes	49%	39%	45%	42%		38%	50%	43%	43%		40% ▼	50%	55% ▲	46%		31%	
N		-	-	-	-	349	-	-	-	-	335		-	-	-	234	_	1.9
Multiple income?	0 No	19%	14%	21%	16%		14%	8% ▼	21% ▲	15%		15%	21%	11%	14%		40%	
	1 Yes	81%	86%	79%	84%		86%	92% ▲	79% ▼	85%		85%	79%	89%	86%		60%	
N		-	-	-	-	296	-	-	-	-	288	-	-	-	-	201	-	1.8
Personal average																		
monthly income	1 Less than 899 Euro	32%	23%	24%	25%		18% ▼	32% ▲	24%	24%		29%	53% ▲	16% ▼	27%		33%	
	2 900 - 1799 Euro	35%	46%	42%	44%		43%	41%	47%	44%		47%	32%	41%	44%		51%	
	3 1800 Euro or more	33%	31%	33%	32%		39% ▲	27%	29%	32%		24% ▼	16%	43% ▲	30%		17%	

								Irelar	ıd									
							Stress (Neighted sta	ndardized								All	
		Main r	reason for a					combination				Т	2. Resumed	<u>ነ?</u>			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	Ν	ries	N
N		-	-	-	-	354	-	-	-	-	338	-	-	-	-	236	-	1.87
Household average																		
monthly income	1 Less than 899 Euro	13%	8%	9%	9%		8%	10%	6%	8%		9%	22% ▲	4%	8%		16%	
	2 900 - 1799 Euro	23%	27%	35%	27%		23%	29%	34%	28%		32%	33%	25%	30%		29%	
	3 1800 Euro or more	63%	66%	56%	64%		70%	61%	60%	64%		59%	44%	71% ▲	62%		55%	
N		-	-	-	-	341	-	-	-	-	327	-	-	-	-	228	-	1.7
Could you make a living																		
without returning to																		
work?	0 No	69%	77%	82%	76%		76%	75%	80%	77%		67% ▼	74%	81% ▲	72%		66%	
	1 Yes	31%	23%	18%	24%		24%	25%	20%	23%		33% ▲	26%	19% ▼	28%		34%	
N		-	-	-	-	342	-	-	-	-	330	-	-	-	-	228	-	1.8
Care for elderly/disabled?		88%	91%	85%	90%		91%	88%	90%	90%		87%	89%	91%	89%		89%	
	1 Yes	12%	9%	15%	10%		9%	12%	10%	10%		13%	11%	9%	11%		11%	
N		-	-	-	-	357	-	-	-	-	343	-	-	-	-	236	-	1.9
	1 Legislators, senior																	
Job title	officials and managers	10%	8%	11%	9%		13%	3% ▼	11%	9%		9%	11%	10%	9%		8%	
	2 Professionals	5%	10%	11%	9%		7%	8%	11%	9%		7%	17%	6%	7%		13%	
	3 Technicians and																	
	associate professionals	8%	10%	9%	10%		10%	15% ▲	4% ▼	10%		6%	17%	10%	8%		9%	
	4 Clerks	19% ▲	9%	2%	10%		7%	10%	10%	9%		10%	6%	15%	11%		14%	
	5 Service workers and																	
	shop and market sales																	
	workers	27%	23%	26%	24%		21%	27%	25%	24%		28%	6% ▼	27%	26%		17%	
	6 Skilled agricultural and																	
	fishery workers	0%	0%	2% ▲	0%		0%	0%	1%	0%		0%	0%	0%	0%		1%	
	7 Craft and related																	
	trades workers	5%	9%	6%	8%		9%	9%	7%	8%		7%	11%	6%	7%		14%	
	8 Plant and machine																	
	operators and																	
	assemblers	7% ▼	18%	19%	16%		15%	20%	16%	17%		16%	11%	17%	16%		12%	
	9 Elementary																	
	occupations	19%	14%	15%	15%		17%	9%	15%	14%		18%	22%	9% ▼	15%		12%	
N		-	-	-	-	357	-	-	-	-	339	-	-	-	-	234	-	1.9
Contract work hours per		- 15:																
week	1 35 or less	31%	38%	37%	37%		36%	38%	34%	36%		42%	47%	30%	39%		32%	
	2 36-40	61% ▲	46%	41%	48%		47%	46%	52%	48%		43%	47%	51%	46%		56%	
	3 Over 40	8%	16%	22%	16%		17%	17%	14%	16%		14%	5%	19%	15%		11%	
N		-	-	-	-	353		-	-	-	338	-	-	-	-	230		1.9
Extra hours per week	1 3 or less	83%	80%	70%	79%		80%	79%	77%	79%		79%	94%	76%	79%		74%	
	2 Over 3	17%	20%	30%	21%		20%	21%	23%	21%		21%	6%	24%	21%		26%	
N		-	-	-	-	348	-	-	-	-	333	-	-	-	-	227	-	1.8

								Irelan										
							,	eighted sta									All	
			eason for a		T			combination	,				Γ2. Resumed		T	<u> </u>	count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	1
lob tenure in categories	1 0 to 20	58%	43% ▼	53%	46%		39% ▼	47%	54% ▲	46%		42%	47%	43%	42%		34%	
iob tendre in categories	2 21 to 30	22%	43 % ▼ 27%	28%	27%		39 % ▼ 24%	38% ▲	21%	27%		28%	21%	35%	30%		28%	
	3 31 and higher	20%	30%	19%	27%		37% ▲	15% ▼	25%	27%		30%	32%	23%	28%		39%	
N	o or and mignor	2070	-	-	21 /0	357	-	-	2570	21 /0	341	-	JZ /0 -	2070	2070	236	-	1.
lob type	1 Permanent	88%	83%	89%	85%	007	88%	79%	87%	85%	0	82%	73%	93% ▲	85%		88%	l "
, , , , , , , , , , , , , , , , , , ,	2 Temporary	12%	17%	11%	15%		12%	21%	13%	15%		18%	27%	7% ▼	15%		12%	
N	, ,	-	-	-	_	346	-	-	-	_	330	_	_	_	_	228	_	1.
Private/public sector	1 Private	76%	72%	76%	73%		76%	71%	77%	75%		75%	61%	75%	74%		65%	
	2 Public	19%	23%	17%	21%		18%	26%	18%	20%		22%	33%	18%	21%		28%	
	3 Non-profit	6%	5%	7%	6%		6%	3%	5%	5%		3%	6%	8%	5%		7%	
N		-	-	-	-	340	-	-	-	-	324	-	-	-	-	228	-	1.
Nork sector	1 Agriculture	5%	2%	0%	3%		4%	1%	2%	2%		1%	11% ▲	0%	1%		3%	
	2 Manufacturing	17%	20%	20%	19%		16%	20%	26%	20%		23%	16%	22%	22%		17%	
	3 Building	7%	12%	7%	10%		15% ▲	6%	8%	10%		10%	5%	13%	11%		10%	
	4 Trade	17%	16%	27%	18%		16%	17%	20%	18%		18%	5%	17%	17%		13%	
	5 Hotels & restaurants	10%	8%	7%	8%		8%	8%	10%	9%		9%	11%	8%	9%		6%	
	6 Transport	7%	7%	9%	8%		8%	10%	5%	8%		5%	5%	8%	6%		10%	
	7 Banking	8%	7%	9%	8%		9%	6%	8%	8%		7%	0%	7%	6%		4%	
	8 Public administration	7% ▲	2%	0%	3%		2%	2%	4%	2%		3%	5%	1%	3%		6%	
	9 Education	2%	2%	2%	2%		2%	3%	2%	2%		2%	5%	4%	3%		7%	
	10 Health	14%	17%	14%	16%		10%	22% ▲	11%	14%		17%	21%	16%	17%		14%	
	11 Other community	7%	5%	2%	5%		9% ▲	4%	2%	5%		5%	11%	3%	5%		6%	
.1	12 Recreational	0%	2%	2%	1%		2%	1%	1%	2%		2%	5%	1%	2%		2%	
N Sina af wankalaaa	4 4 40	-	-	-	-	345	-	-	-	-	329	-	-	-	-	228	-	1
Size of workplace	1 1-10 2 11-50	32% 20%	26% 30%	28% 28%	27% 28%		32% ▲ 23%	18% ▼	26%	26% 28%		33% 27%	39%	28%	32% 24%		27% 31%	
	3 >50	48%	30% 44%	28% 44%	45%		23% 45%	36% ▲ 45%	27% 47%	46%		40%	11% 50%	23% 49%	24% 44%		42%	
N	3 200	40%	44%	44%	45%	346	43%	45%	47%	40%	331	40%	50%	49%	44%	227	42%	1.
Psychosocial		_				340			<u>-</u>	_	331					221		۳
work factors																		
Demands; 4 items	1 Low	27% ▼	56% ▲	38%	49%		67% ▲	44%	29% ▼	49%		40% ▼	47%	61% ▲	48%		40%	
	2 Medium	37% ▲	22%	18%	24%		20%	25%	30%	24%		30% ▲	21%	16% ▼	24%		28%	
	3 High	36%	22% ▼	44% ▲	27%		14% ▼	30%	42% ▲	27%		30%	32%	23%	27%		31%	
N Danaturali 7 itawa a	4.1.500	-	-	-	-	352		-	-	-	341	- -	-	-	-	230	-	1
Control; 7 items	1 Low 2 Medium	55% ▲	40% ▼	49%	43%		33% ▼	37%	64% ▲	43%		47%	32%	39%	43%		35%	
		28%	37%	27%	34%		36%	41%	24% ▼	34%		33%	42%	36%	35%		34%	
d.	3 High	17%	24%	24%	23%	252	31% ▲	22%	13% ▼	23%		20%	26%	25%	22%		31%	,
Co worker aumort. 4		-	-	-	-	353	-	-	-	-	343	-	-	-	-	232	-	1
Co-worker support; 4 tems	1 Low	53% ▲	37% ▼	44%	40%		26% ▼	39%	570/ A	200/		43%	37%	33%	200/		400/	
CIIIS									57% ▲	39%					39%		40%	
	2 Medium	29%	40% ▲	26%	37%		46% ▲	40%	24% ▼	38%		38%	47%	38%	39%		36%	

								Irelan										
							Stress (W	eighted star	ndardized								All	
		Main r	eason for a	bsence			· (combination)			T:	2. Resumed	1?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
	3 High	19%	23%	30%	23%		28%	21%	19%	23%		20%	16%	29%	23%		24%	
N		_	_	_	_	352	_	_	_	_	341	_	_	_	_	231	_	1.
Supervisor support; 4						002					•							Ι.
items	1 Low	49% ▲	27% ▼	45%	33%		18% ▼	31%	54% ▲	33%		36%	16%	32%	33%		35%	
ileilis	2 Medium						58% ▲					48%					51%	
		0070 1	56% ▲	38%	51%			57%	35% ▼	51%			74%	54%	52%			
	3 High	12%	17%	17%	16%		24% ▲	12%	11%	17%		16%	11%	14%	15%		13%	
N		-	-	-	-	349	-	-	-	-	338	-	-	-	-	227	-	1
Overcommitment; 6																		
items	1 Low	15% ▼	47% ▲	25% ▼	39%		61% ▲	36%	11% ▼	38%		30% ▼	53%	48% ▲	38%		33%	
	2 Medium	22%	30%	20%	27%		29%	32%	19% ▼	27%		29%	32%	23%	27%		27%	
	3 High	63% ▲	24% ▼	55% ▲	34%		10% ▼	33%	70% ▲	35%		41% ▲	16%	29%	35%		40%	
N		_	_	_	_	353	_	<u>-</u>	_	_	341	_	_	_	_	231	_	1
Reward; 8 items	1 Low	51% ▲	26% ▼	42%	32%		19% ▼	34%	46% ▲	31%	•	37% ▲	37%	21% ▼	31%		33%	<u>l</u> '
rteward, o hemo	2 Medium	32% ▼	47%	53%	45%		49%	48%	42%	46%		38% ▼	47%	53% ▲	44%		43%	
	3 High						49% 32% ▲											
	3 Figit	17%	27% ▲	4% ▼	23%		32% ▲	18%	12% ▼	22%	0.40	26%	16%	26%	25%	000	23%	
N		-	-	-	-	354	-	-	-	-	340	-	-	-	-	232	-	1
Job insecurity (one item)	0 Low	46%	59%	53%	56%		62%	61%	46% ▼	57%		51%	32% ▼	70% ▲	56%		57%	
	1 High	54%	41%	47%	44%		38%	39%	54% ▲	43%		49%	68% ▲	30% ▼	44%		43%	
N		_	-	_	_	355	_	_	_	_	341	_	_	_	_	233	_	1
Physical demands; 3																		
items	1 Low	46%	44%	30%	42%		54% ▲	38%	31% ▼	42%		40%	42%	49%	43%		35%	
1101110	2 Medium	34%	40%	37%	38%		37%	35%	46%	39%		36%	42%	35%	36%		40%	
			40% 17%															
	3 High	20%		33% ▲	19%		10% ▼	27% ▲	23%	19%		24%	16%	15%	20%		25%	
IN		-	-	-	-	350	-	-	-	-	339	-	-	-	-	231	-	
Emotional demands; 4																		ı
items	1 Low	27% ▼	48% ▲	26% ▼	42%		60% ▲	30% ▼	26% ▼	41%		40%	42%	43%	41%		39%	ı
	2 Medium	53% ▲	35% ▼	43%	39%		30% ▼	50% ▲	41%	39%		37%	53%	43%	40%		39%	ı
	3 High	20%	16% ▼	32% ▲	19%		10% ▼	20%	34% ▲	20%		24% ▲	5%	14%	19%		22%	
N		_	_	_	_	356	_	_	_	_	342	_	_	_	_	234	_	
Cognitive demands; 3																		ı
items	1 Low	50% ▲	36%	30%	38%		39%	35%	39%	38%		39%	42%	38%	39%		41%	ı
itemo	2 Medium	23% ▼	40% ▲	28%	35%		42% ▲	34%		35%		32%	37%	36%	34%		30%	ı
									25% ▼									ı
	3 High	27%	24%	43% ▲	27%		18% ▼	30%	35% ▲	27%		30%	21%	26%	28%		29%	ı
N		-	-	-	-	357	-	-	-	-	344	-	-	-	-	235	-	
																		ı
Job satisfaction; 2 items	1 Low	63%	46% ▼	67% ▲	51%		39% ▼	51%	69% ▲	52%		56%	58%	42% ▼	51%		44%	
	2 Medium	22%	32% ▲	15% ▼	28%		33%	32%	19% ▼	29%		20% ▼	26%	38% ▲	27%		38%	
	3 High	15%	22%	17%	20%		28% ▲	16%	12% ▼	20%		24%	16%	20%	22%		18%	
N	Ü			-		357		-	-		343			-		235	, .	١.
Work-family balance; 3						007	_				040					200		
items	1 Low	500/ A	220/ =	43%	200/		8% ▼	32%	59% ▲	240/		35%	16%	26%	30%		24%	
ILCIIIS		50% ▲	23% ▼		30%					31%								
	2 Medium	28%	21%	30%	24%		22%	29%	22%	24%		21%	21%	23%	22%		32%	

								Irelar	nd									
							Stress (W	eighted sta	ndardized								All	
		Main re	eason for a	bsence			•	combination					T2. Resumed	1?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
	3 High	22% ▼	55% ▲	28% ▼	46%		70% ▲	39%	20% ▼	46%		44%	63%	51%	48%		44%	
N		-	-	-	-	359	-	-	-	-	344	-	-	-	_	236	-	1.96
Family-work balance; 2																		
items	1 Low	45%	35% ▼	52% ▲	39%		32% ▼	45%	43%	39%		40%	42%	41%	40%		46%	
	2 Medium	55%	65% ▲	48% ▼	61%		68% ▲	55%	57%	61%		60%	58%	59%	60%		54%	
N		-	-	-	-	347	_	_	_	_	334	-	_	_	_	230	_	1.91
Work centrality; 2 items	1 Low	47%	45%	35%	44%		44%	45%	45%	44%		47%	39%	46%	46%		37%	
	2 Medium	27%	37%	44%	36%		38%	42%	29%	37%		31%	56% ▲	36%	34%		41%	
	3 High	27%	18%	21%	20%		18%	13%	25% ▲	19%		23%	6%	19%	20%		21%	
N	, and the second		_			359	_	_		-	344		-	_		236		1.95
Policies						-					- 1							
1 0110100																		
Are there organizational																		
policies?health and																		
safety policy?	0 No	18%	13% ▼	27% ▲	16%		11%	13%	22% ▲	15%		16%	32%	14%	16%		31%	
Salety policy:	1 Yes	82%	87% ▲	73% ▼	84%		89%	87%	78% ▼	85%		84%	68%	86%	84%		69%	
N	1 163	0270	0170 🛋	73% ▼	04 70	362				65%	345	04 70	-		04 70	238		1.98
return to work policy?	0 No	73%	- 75%	- 83%	700/		- 76%	- 73%	- 80%	77%	345	75%	- 84%	- 73%	750/	230	73%	1.90
return to work policy?	1 Yes	73% 27%	75% 25%	63% 17%	76% 24%		76% 24%	73% 27%	20%	23%		25%	0 4 % 16%	73% 27%	75% 25%		27%	
N	i res	2170			24%					23%	245				25%	220		4.000
• •		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.980
sickness absence	0 No	050/	500 /	000/	000/		F 7 0/	500 /	000/	000/		0.40/	50 0/	E 40/	000/		000/	
policy?	1 Yes	65%	58%	60%	60%		57%	58%	66%	60%		64%	53%	54%	60%		63%	
N.	1 Yes	35%	42%	40%	40%		43%	42%	34%	40%		36%	47%	46%	40%		37%	4.00
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.98
health promotion	0. No	070/	770/	050/	000/		700/	750/	000/	000/		000/	7.40/	000/	000/		000/	
policy?	0 No	87%	77%	85%	80%		78%	75%	86% ▲	80%		82%	74%	86%	83%		82%	
N.	1 Yes	13%	23%	15%	20%		22%	25%	14% ▼	20%		18%	26%	14%	17%		18%	4.00
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.98
disability management	0. N.	0=0/	000/	0.40/	000/		000/	000/	0=0/	000/		0.407	200/	0.40/	0.404		000/	
policy?	0 No	95%	92%	94%	93%		92%	90%	95%	92%		94%	89%	94%	94%		88%	
N.	1 Yes	5%	8%	6%	7%		8%	10%	5%	8%		6%	11%	6%	6%		12%	4.00
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.98
work-life balance																		
policy?	0 No	93%	91%	92%	92%		90%	90%	97% ▲	92%		92%	95%	93%	92%		94%	
	1 Yes	7%	9%	8%	8%		10%	10%	3% ▼	8%		8%	5%	7%	8%		6%	
IN	0. N-	-	-	-	-	362		-	-	-	345	-	-	-	-	238		1.98
other policies?	0 No	100%	98%	94%	98%		97%	96%	99%	97%		99%	95%	96%	97%		97%	
	1 Yes	0%	2%	6%	2%		3%	4%	1%	3%		1%	5%	4%	3%		3%	
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.98
Did you participate in																		
periodic health screening																		
all staff?	0 No	77%	80%	88%	81%		80%	76%	84%	80%		81%	74%	89%	83%		66%	

								Irelar										
							Stress (V	Veighted sta	ndardized								All	
		Main r	eason for a	bsence				combination	1)				Γ2. Resume	d?			count	t <mark>t</mark>
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	Ν
	1 Yes	23%	20%	13%	19%		20%	24%	16%	20%		19%	26%	11%	17%		34%	
N		-	_	_	-	362	_	_	_	_	345	_	_	_	_	238	_	1.9
periodic health																		
screening at-risk staff?	0 No	88%	93%	98%	93%		92%	92%	96%	93%		92%	95%	94%	93%		92%	
and the second s	1 Yes	12%	7%	2%	7%		8%	8%	4%	7%		8%	5%	6%	7%		8%	
N	. 165	12 /0	- 70	270	1 /0	362	-	-	-	7 70	345	-	J 70 -	-	7 70	238	0 70	1.9
staff counselling						302			_		545					200		1.0
support?	0 No	88%	94%	96%	93%		93%	91%	94%	93%		93%	95%	96%	95%		89%	
support:	1 Yes	12%	94 % 6%	4%	93% 7%		93% 7%	91%	9 4 % 6%	93% 7%		93% 7%	95% 5%	4%	95% 5%		11%	
N	i res	12%		4%	1%					1%	0.45	1%			5%	000	11%	
IN		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.9
stress control or																		
prevention programmes?		93%	96%	96%	96%		96%	97%	95%	96%		96%	95%	95%	96%		95%	
	1 Yes	7%	4%	4%	4%		4%	3%	5%	4%		4%	5%	5%	4%		5%	
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.9
flexible work																		
arrangements?	0 No	90%	86%	92%	87%		88%	85%	89%	87%		86%	79%	93%	87%		85%	
	1 Yes	10%	14%	8%	13%		12%	15%	11%	13%		14%	21%	7%	13%		15%	4
N		-	-	-	-	362	-	-	-	-	345	_	-	-	_	238	_	1.9
company sponsored																		
exercise?	0 No	100% ▲	93% ▼	98%	94%		94%	93%	98%	95%		91% ▼	100%	98%	94%		88%	
	1 Yes	0% ▼	7% ▲	2%	6%		6%	7%	2%	5%		9% ▲	0%	2%	6%		12%	
N		_	_	_	_	362	_	_	_	_	345	_	_	_	_	238	_	1.9
Life-style																		
,																		
Since my absence the																		
working hours of my																		
spouse/partner have	1 Decreased	8%	13%	5%	11%		9%	14%	13%	11%		7%	0%	18% ▲	11%		8%	
	2 Not changed	58% ▼	76%	73%	72%		80% ▲	71%	59% ▼	71%		68%	80%	70%	69%		57%	
	3 Increased	34% ▲	11% ▼	23%	16%		11%	15%	29% ▲	17%		25%	20%	13%	20%		10%	
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		25%	
N		-	-	-		220	-	-	-	- 0 70	210	-	-	-	- 0 70	147		1.
my household duties		_	_	_	_	220	_	_	_		210				_	177	Ī	1.
have	1 Decreased	450/ -	46% ▲	26%	200/		43%	40%	220/	39%		32% ▼	47%	47%	38%		33%	
nave		15% ▼			38%				32%									
	2 Not changed 3 Increased	36%	33%	26%	33%		33%	28%	33%	32%		31%	42%	28%	31%		41%	
		49% ▲	21% ▼	48% ▲	29%		24%	31%	35%	29%		37% ▲	11% ▼	25%	31%		23%	
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		4%	
N		-	-	-	-	330	-	-	-	-	319	-	-	-	-	222	-	1.
my social/leisure									740/	-00/		0=0/						4
my social/leisure activities have	1 Decreased	64%	72%	74%	71%		69%	75%	71%	72%		67%	74%	73%	70%		55%	
,	1 Decreased 2 Not changed 3 Increased	64% 24%	72% 17%	74% 16%	71% 18%		69% 22%	75% 13%	71% 19%	72% 18% 10%		67% 20%	74% 16%	73% 16%	70% 18% 12%		55% 27% 16%	,

								Irelar	-									
							Stress (W	/eighted sta	ndardized								All	Ī
		Main r	eason for a	bsence			. (combination	1)			-	T2. Resumed	1?			count	t i
		Mental	Physical	Comorbid	Total	Ν	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	1
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		2%	
N		_	_	_	_	343	_	_	_	_	332	_	_	_	_	228	_	1.5
my alcohol																		
consumption has	1 Decreased	28% ▼	50%	50%	46%		42%	49%	51%	47%		41%	64%	51%	46%		29%	
oonoampaon naom	2 Not changed	49%	42%	33%	42%		51% ▲	37%	36%	42%		43%	27%	40%	41%		45%	
	3 Increased	23% ▲	8% ▼	17%	11%		7%	14%	14%	11%		16%	9%	9%	13%		9%	
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		17%	
N	4 Not applicable	0%	U%	0%	0%			- / -	0%	0%	050	- 7.0			0%	400	17 %	
	4. Danis and	-	-	-	-	257	-	-	-	-	250		-	-	-	162	-	1
my smoking has	1 Decreased	10% ▼	33% ▲	26%	27%		28%	31%	23%	27%		29%	67% ▲	22%	29%		16%	
	2 Not changed	16% ▼	38% ▲	26%	31%		45% ▲	33%	21% ▼	32%		32%	17%	37%	33%		30%	4
	3 Increased	74% ▲	29% ▼	48%	41%		28% ▼	35%	55% ▲	41%		39%	17%	41%	38%		16%	
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		39%	
N		-	-	-	-	150	-	-	-	-	144	-	-	-	-	92	-	1
my eating has	1 Decreased	36%	23% ▼	49% ▲	29%		20% ▼	32%	40% ▲	30%		30%	63% ▲	27%	31%		26%	/
	2 Not changed	24% ▼	57% ▲	27% ▼	47%		61% ▲	42%	33% ▼	47%		48%	31%	43%	45%		52%	4
	3 Increased	40% ▲	20% ▼	24%	24%		18%	26%	27%	23%		22%	6%	30%	24%		20%	4
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		2%	
N		_	_	<u>-</u>	_	338	_	_	_	_	327	_	_	_	_	221	_	. 1
											ŭ							4
contacts with extended																		4
family and friends have	1 Decreased	30%	20% ▼	47% ▲	25%		16% ▼	26%	36% ▲	25%		28%	21%	24%	26%		24%	
iamily and mends have	2 Not changed	33% ▼	20 % ▼ 52% ▲	30% ▼	46%		60% ▲	43%	30% ▼	46%		45%	42%	43%	44%		52%	
	3 Increased	37%	32% ▲ 28%	30% ▼ 23%	29%		00% ▲ 25%	43% 31%	30% ▼	29%		28%	37%		30%		23%	
														33%				
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		1%	
N		-	-	-	-	350	-	-	-	-	338	-	-	-	-	232	-	1
the quality of social																		1
relationships within the																		
house has	1 Decreased	29%	17% ▼	36% ▲	21%		11% ▼	21%	33% ▲	21%		21%	7%	25%	21%		16%	
	2 Not changed	49% ▼	68% ▲	40% ▼	62%		75% ▲	63%	43% ▼	62%		62%	80%	53%	60%		57%	
	3 Increased	22%	15%	24%	17%		14%	16%	24%	18%		17%	13%	22%	18%		20%	4
	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		7%	
N		-	-	-	-	318	_	_	_	_	308	_	_	_	-	212	_	1
my involvement in																		
charity/voluntary work																		4
has	1 Decreased	29%	42%	57%	42%		43%	31%	50%	41%		37%	50%	47%	42%		21%	4
	2 Not changed	56%	49%	39%	49%		48%	62%	44%	51%		49%	33%	44%	46%		41%	
	3 Increased	15%	9%	4%	9%		9%	8%	6%	8%		13%	17%	8%	12%		6%	
										0%		0%	0%					
NI.	4 Not applicable	0%	0%	0%	0%		0%	0%	0%	0%	400			0%	0%	445	32%	
N		-	-	-	-	173	-	-	-	-	169	-	-	-	-	115	-	1
Exercise before absence																		
3 items	1 Low	39%	42%	50%	43%		39%	47%	44%	43%		47%	47%	45%	46%		38%	
	2 Medium	37%	34%	31%	34%		34%	31%	35%	34%		37%	21%	26%	32%		35%	
	3 High	24%	24%	19%	23%		26%	22%	21%	23%		16% ▼	32%	29%	22%		27%	

								Irelar										
							,	eighted sta									All	
			eason for al					combination	,				2. Resumed				count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
N 		-	-	-	-	361	-	-	-	-	344	-	-	-	-	237	-	1
Exercise after absence; 3																		
items	1 Low	39% ▼	57% ▲	45%	52%		50%	59%	51%	53%		50%	68%	56%	53%		40%	
	2 Medium	25%	25%	32%	26%		23%	23%	30%	25%		28% ▲	11%	19%	24%		28%	
N	3 High	36% ▲	18% ▼	23%	22%		26%	18%	19%	22%	0.40	22%	21%	25%	23%		32%	
•"•		-	-	-	-	358	-	-	-	-	343	-	-	-	-	235	-	1
Sleeping problems; 4 items	1 Low	000/	000/	440/ -	050/		000/	000/	00/ -	0.40/		040/	470/	040/	000/		000/	
items	2 Medium	20%	28% ▲ 33%	11% ▼	25%		38% ▲ 36%	20%	9% ▼	24%		21%	47% ▲	21%	23%		30% 30%	
	3 High	21%		34% 55%	31%			31%	24%	31%		28% 51% ▲	5% ▼ 47%	48% ▲ 31% ▼	33%		30% 40%	
N	3 Figit	59% ▲	39% ▼	55%	44%	341	26% ▼	48%	66% ▲	45%	326		47%	31% ▼	43%		40%	1
IN .		-			-	341	-	-	-	-	320	-			-	223	-	H
Health condition																		
													/					
In general my health is	0 (Very) bad	46%	47%	73% ▲	50%		34% ▼	49%	74% ▲	50%		56% ▲	50%	35% ▼	48%		68%	
	4. Cood on aven anlandid	E 40/	500 /	070/ -	E00/		000/	E40/	000/ -	500/		440/ -	500 /	050/ +	500 /		000/	
NI .	1 Good or even splendid	54%	53%	27% ▼	50%		66% ▲	51%	26% ▼	50%		44% ▼	50%	65% ▲	52%		32%	
Current disease: injury		-	-	-	-	351	-	-	-	-	335	-	-	-	-	228	-	1
from accident?	0 No	98% ▲	80%	71% ▼	82%		81%	80%	85%	82%		87%	79%	85%	86%		82%	
iroiri accident:	1 Yes, physicians's	9070 🔺	00%	7 1 70 ▼	0270		0170	OU 70	65%	0270		01 70	1970	65%	00%		0270	
	opinion	2% ▼	20%	29% ▲	18%		19%	20%	15%	18%		13%	21%	15%	14%		18%	
N	ориноп	2 /0 ▼	20 /0	29/0	10 /0	363		20 /0	1370	10 /0	345	1070	Z 1 /0 -	13 /0	14 /0	239		1
back pain problems?	0 No	92% ▲	64% ▼	60%	68%		71%	62%	69%	68%	343	72%	74%	68%	71%		65%	Ι΄
baok pain probleme.	1 Yes, physicians's	32 /0 A	O+70 ¥	0070	0070		7 1 70	02 /0	0370	00 70		1270	7 7 70	00 /0	7 1 70		0370	
	opinion	8% ▼	36% ▲	40%	32%		29%	38%	31%	32%		28%	26%	32%	29%		35%	
N		-	-	-	- 0270	363	-	-	-	-	345		-	-		239		1
neck, shoulder and											0.0							1
arm/hand problems?	0 No	100% ▲	69% ▼	65%	74%		72%	73%	75%	73%		69%	79%	80%	74%		66%	
·	1 Yes, physicians's																	
	opinion	0% ▼	31% ▲	35%	26%		28%	27%	25%	27%		31%	21%	20%	26%		34%	
N		-	-	-	-	363	-	-	-	-	345	-	-	_	-	239	-	1
problems at the lower																		
extremities (legs)?	0 No	97% ▲	71% ▼	79%	76%		74%	71%	85% ▲	77%		78%	74%	72%	75%		68%	
	1 Yes, physicians's																	
	opinion	3% ▼	29% ▲	21%	24%		26%	29%	15% ▼	23%		22%	26%	28%	25%		32%	
N		-	-	-	-	363	-	-	-	-	345	-	-	-	-	239	-	1
cardiovascular																		
disease?	0 No	97%	90%	92%	91%		91%	89%	94%	91%		90%	74% ▼	95%	90%		82%	
	1 Yes, physicians's																	
	opinion	3%	10%	8%	9%		9%	11%	6%	9%		10%	26% ▲	5%	10%		18%	
N		-	-	-	-	363	-	-	-	-	345	-	-	-	-	239	_	1

Main reason for absence					
Mental Physical Comorbid Total N Low Medium High Total N N N N N N N N N N	А			All	٩II
respiratory disease? 1				coun	unt
1 Yes, physicians's opinion		N	Ν		
N N N N N N N N N N	88			88%	8%
Nmental disorder? N N N N N N N N N					
mental disorder? O No 1 Yes, physicians's opinion 85%	12			12%	2%
mental disorder? O No		239	239		_
Neurological or sensory disease? O No				71%	1%
Nneurological or sensory disease? O No 1 Yes, physicians's opinion Ndigestive disease? O No 1 Yes, physicians's opinion O No 98% 98% 99% 99% 99% Ntumour? O No 98% 98% 99% 99% 99% 99% 99% 99% 99% 99%					
Nneurological or sensory disease? 0 No 1 Yes, physicians's opinion Ndigestive disease? Ndigestive disease	20			29%	9%
neurological or sensory of disease? O No 1 Yes, physicians's Opinion	239	230	230		_
disease?	200	200	200		
Ndigestive disease? O No 1 Yes, physicians's opinion	or			89%	O0/
Ndigestive disease? 0 Nodigestive disea	OS			097	970
Ndigestive disease? O No 1 Yes, physicians's opinion Ndigestive disease? O No 1 Yes, physicians's opinion O No 1 Yes, physicians's	4			110	4.07
digestive disease? O No 1 Yes, physicians's opinion O No 1 Yes, phys		200	000	11%	1%
N		239	239		
N	90			90%	0%
Ngenitourinary disease? O No					
genitourinary disease? O No 1 Yes, physicians's opinion Nskin disease? O No 1 Yes, physicians's opinion S S S S S S S S S S S S S S S S S S S				10%	0%
N N	239	239	239	39	-
N N					
N	94			94%	4%
Nskin disease? O No					
Nskin disease? O No 1 Yes, physicians's opinion S SSS SSS SSS SSS SSS SSS SSS SSS SSS	6			6%	6%
skin disease? O No 1 Yes, physicians's opinion O% 5% 4% 4% 4% 362		239	239		_
Ntumour? O No 98% 94% 89% 94% 94% 99% 98% ▲ 94% 95% 94% 94% 94% 95% 94% 94% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95				93%	3%
Ntumour? O No 1 Yes, physicians's opinion Solution O No 1 Yes, physicians's opinion O No 1 Yes, physicians's opinion Solution O No 1 Yes, physicians's opinion O No 1 Yes, physicians's opinion Solution O No 1 Yes, physicians's opinion O No 1 Yes, physi					
Ntumour? O No 1 Yes, physicians's opinion O No 95% 95% 94% 95% 94% 95% 95% 95% 94% 95% 95% 95% 95% 95% 95% 95% 95% 95% 95	-			7%	7%
tumour? O No 1 Yes, physicians's opinion S No 1 Yes, physicians's opinion O No 1 Yes, physicians's opinion O No 1 Yes, physicians's opinion S No 1 Yes, physicians's op		239	230		. ,.
1 Yes, physicians's opinion 2 % 6% 11% 6% 362 7% 10% 2 ▼ 6% 5 % 6% 5 % 6 % 6 % 6 % 6 % 6 % 6 % 6		200	200	91%	10/
opinion	91			917	1 /0
Nendocrine or metabolic disease? O No 1 Yes, physicians's opinion S				00	9%
endocrine or metabolic disease? 0 No 1 Yes, physicians's opinion 5% 5% 6% 5% 6% 5% 2% 5% 98% 95% 91% ▼ 95% 96% 89% 95% 95% 95% 95% 95% 95% 95% 95% 95% 9		239	000		9%
disease? 0 No	239	239	239	,9	-
1 Yes, physicians's opinion 5% 5% 6% 5% 2% 5% 9% ▲ 5% 4% 11% 5% 5% 5% N				200	00/
opinion 5% 5% 6% 5% 2% 5% 9% ▲ 5% 4% 11% 5% 5% N	92			92%	2%
N 363 345					
					8%
blood disease? 0 No 100% 96% 85% ▼ 95% 96% 94% 95% 95% 96% 100% 98% 97%	239	239	239		-
	96			96%	6%
1 Yes, physicians's					
opinion 0% 4% 15% 4% 6% 6% 5% 4% 0% 2% 3%	4			4%	4%
N 363 345		239	239		_
birth defect? 0 No 100% 98% 94% ▼ 98% 99% 97% 98% 98% 100% ▲ 100% ▲ 100% ▼ 99%				97%	7%
1 Yes, physicians's					
opinion 0% 2% 6% ▲ 2% 1% 3% 2% 2% 0% ▼ 0% 4% ▲ 1%	9			30	3%
N 363 345	239	230	230		-

								Irelar	ıd									
								eighted sta									All	
			eason for a					combination	,				2. Resume				count	<u> </u>
- 41 1 - 1 - 1 - 1 - 1 - 1		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
other disorder or disease?	0 No	97%	91%	94%	92%		91%	94%	91%	92%		94%	100%	88%	92%		87%	
uiscase:		97%	91%	94%	92%		91%	94%	91%	92%		94%	100%	00%	92%		01%	
	1 Yes, physicians's opinion	3%	9%	6%	8%		9%	6%	9%	8%		6%	0%	12%	8%		13%	
N	Ориноп	370	970	070	0 70	363		0 %	970	0 70	345	0 70	U 76 -	1270	070	239	1370	1.98
IN		-	-	-	_	303	-	-	-		343	-	-	-	-	239	-	1.90
Illness caused by work?	0 No (not at all)	46% ▼	74% ▲	53% ▼	67%		74% ▲	67%	54% ▼	66%		62% ▼	71%	77% ▲	68%		61%	
miless edused by Work:	1 Yes (entirely)	54% ▲	26% ▼	47% ▲	33%		26% ▼	33%	46% ▲	34%		38% ▲	29%	23% ▼	32%		39%	
N	1 103 (Charciy)	J4 /0 ▲	20 /0 ▼	47 /0	33 /6	339		JJ /6 -	40 /0 🔺	J4 /0 -	323	J0 /0 A	29 /0	23 /0 ▼	J2 /6	222	J9 /0	1.86
CES-D; 10 items	1 Low	7% ▼	47% ▲	9% ▼	35%	559	75% ▲	18% ▼	0% ▼	36%	323	28% ▼	32%	46% ▲	35%		35%	1.00
	2 Medium	25%	32%	31% 31%	31%		22% ▼	58% ▲	14% ▼	31%		20 % ▼ 32%	42%	32%	33%		33%	
	3 High	68% ▲	21% ▼	60% ▲	34%		2% ▼	24% ▼	86% ▲	34%		40% ▲	26%	22% ▼	33%		32%	
N	o riigii	00 /0	∠1/0 ▼	00 /6	34 /0	345		24 /0 ▼	00 /0 A	34 /0	345	40 /0	20 /0	∠∠ /0 ▼	33 /6	227	JZ /0	1.94
Exhaustion; 8 items	1 Low	15% ▼	- 52% ▲	22% ▼	42%		- 74% ▲	34% ▼	8% ▼	42%	343	35% ▼	58%	51% ▲	42%		37%	1.94
*	2 Medium	41%	31%	22 % ▼ 26%	32%		23% ▼	48% ▲	28%	32%		37% ▼	32%	30%	34%		33%	
	3 High	41 % 44% ▲	17% ▼	20 % 52% ▲	26%		3% ▼	18% ▼	20 % 64% ▲	26%		28%	11%	19%	24%		30%	
N	5 Tilgii	44 /0	17 /0 ▼	J2 /0 A	20 /0	356		10 /0 ▼	04 /0 A	20 /0	345	20 /0	-	1970	24 /0	234	30 /6	1.95
Disengagement; 8 items	1 Low	25% ▼	- 46% ▲	26% ▼	40%	330	55% ▲	- 41%	- 18% ▼	40%	343	39%	63%	43%	42%		41%	1.90
	2 Medium	25% ▼ 25%	29%	20 % ▼ 24%	28%		30%	29%	23%	27%		24%	21%	29%	25%		29%	
	3 High	49% ▲	25% ▼	50% ▲	32%		15% ▼	30%	23 % 60% ▲	33%		37%	16%	29%	33%		30%	
N	5 Tilgii	49% ▲	25% ▼	30% ▲	3270	355		30%	-	33%	344	31 70	1076	29%	33%	233	30%	1.95
General self-efficacy; 10		-	-	-	_	333	-	-	-		344	-	-	-	-	233	-	1.90
items	1 Low	51% ▲	15% ▼	43% ▲	25%		5% ▼	14% ▼	62% ▲	25%		31% ▲	16%	19%	26%		35%	
	2 Medium	36%	13 % ▼ 41%	28%	38%		30% ▼	59% ▲	27% ▼	38%		32%	26%	19 % 44% ▲	36%		34%	
	3 High	14% ▼	41 % 44% ▲	28%	37%		64% ▲	27% ▼	11% ▼	37%		36%	58%	37%	38%		30%	
N	o riigii	14 /0 ▼	44 /0	20 /0	31 /0	357	04 /0	21 /0 ▼	11/0 ▼	31 /0	345	30 /6	JO /0	J1 /0 -	30 /6	237	30 /6	1.96
Stress (Weighted		-	-	-	_	337	_	-	-	-	343	-	-	-	_	231	-	1.90
standardized																		
combination)	1 Low	5% ▼	53% ▲	11% ▼	40%		100%	0% ▼	0% ▼	40%		35% ▼	53%	48%	41%		33%	
	2 Medium	27%	31%	33%	30%		0% ▼	100%	0% ▼	30%		29%	37%	31%	31%		35%	
	3 High	68% ▲	16% ▼	56% ▲	30%		0% ▼	0% ▼	100%	30%		36% ▲	11%	21%	28%		32%	
N	o riigii	-	-	-	3070	342		-	-	3070	345	-	-	-	2070	225	JZ /0 _	1.90
Work ability	1 Incapable (<=3)	40%	40%	47%	41%	_	28% ▼	40%	59% ▲	41%	010	51% ▲	32%	16% ▼	38%		49%	1.00
,	2 Average (4-5)	17%	28%	30%	26%		28%	29%	24%	27%		29%	26%	32%	30%		24%	
	3 Optimal (>=6)	43%	32%	23%	33%		45% ▲	31%	18% ▼	32%		20% ▼	42%	52% ▲	32%		27%	
N	o opimal (* o)	-570	-	2070	3370	359		-	-	JZ /0	343	2070 •	72 /0	JZ 70 A	32 /0	235	21 /0	1.9 ⁻
	0 Low (4,5 at the original		_	_		555		_	_		575					200		1.51
	scale)	32% ▼	57%	66%	54%		49%	52%	65% ▲	55%		63% ▲	47%	33% ▼	51%		62%	
, order from ability	1 High (1,2,3 at the	J2 /0 ¥	J1 /0	00 /0	J -1 /0		75/0	J2 /0	0070 A	5570		00 /0	71 70	0070 V	J 1 70		JZ /0	
	original scale)	68% ▲	43%	34%	46%		51%	48%	35% ▼	45%		37% ▼	53%	68% ▲	49%		38%	
N	original oddio)	00 /0	4 0 /0	J 7 70	70 /0	358		1 0 /0	JJ /0 ▼		341	- 31 /0 V	3370	00%	79 /0	236	30 /6	1.92
	0 Low (4,5 at the original	-	•	•	-	556	-	_	•	-	J -1 1				_	230		1.92
	scale)	58% ▲	23% ▼	57% ▲	33%		15% ▼	26% ▼	66% ▲	34%		41% ▲	11%	15% ▼	30%		42%	

								Irelan	ıd									
							Stress (W	eighted sta	ndardized								All	
		Main r	eason for a	bsence			C	combination)			T.	2. Resume	<u>ተ?</u>			count	t
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	Ν	No	Partial	Full	Total	Ν	ries	
	1 High (1,2,3 at the																	
	original scale)	42% ▼	77% ▲	43% ▼	67%		85% ▲	74% ▲	34% ▼	66%		59% ▼	89%	85% ▲	70%		58%	4
N		-	-	-	-	359	-	-	-	-	342	-	-	-	-	236	-	1.
Absence																		
Number of previous																		4
absences (previous year)	0 Never-two times	74%	83% ▲	71%	80%		89% ▲	81%	68% ▼	80%		81%	72%	86%	82%		71%	1
	1 Three times and more	26%	17% ▼	29%	20%		11% ▼	19%	32% ▲	20%		19%	28%	14%	18%		29%	
N		-	-	-	-	349	-	-	-	-	335	-	-	-	-	230	-	. 1
Time of previous																		
absences (weeks)	1 Less than 2 weeks	73% ▲	59%	43% ▼	59%		67%	52%	57%	59%		58%	69%	65%	61%		50%	
	2 2-4 weeks	16%	17%	14%	16%		11%	19%	16%	15%		14%	23%	13%	14%		17%	
	3 Over 4 weeks	11% ▼	25%	43% ▲	25%		22%	29%	27%	26%		28%	8%	22%	24%		33%	1
N		-	-	-	-	233	-	-	-	-	225	-	-	-	-	147	-	
Length of current																		1
absence	1 0 to 24 weeks	91%	89%	73% ▼	87%		89%	91%	79% ▼	87%		86%	82%	96% ▲	89%		33%	1
	2 25-34 weeks	2%	3%	7%	3%		4%	1%	5%	3%		2%	6%	3%	2%		37%	1
	3 35 weeks or more	7%	8%	20% ▲	10%		7%	8%	15% ▲	10%		13% ▲	12%	1% ▼	9%		31%	
N		_	-	-	_	342	_	-	_	_	327	_	_	_	_	223	_	- 1
Main reason for absence	1 Mental	100%	0% ▼	0% ▼	17%		2% ▼	14%	37% ▲	16%		18%	16%	16%	17%		16%	1
	2 Physical	0% ▼	100%	0% ▼	70%		94% ▲	71%	38% ▼	70%		68%	79%	78%	72%		63%	
	3 Comorbid	0% ▼	0% ▼	100%	13%		4% ▼	14%	25% ▲	13%		15% ▲	5%	6%	11%		20%	
N		-	-	-	-	363	. , .	-	-	-	342	-	-	-	-	236		
Particular event or											٠							1
gradual process?	1 Particular event	33%	41%	28%	38%		40%	41%	31%	38%		32% ▼	21%	53% ▲	38%		29%	1
y	2 Gradual process	67%	59%	72%	62%		60%	59%	69%	62%		68% ▲	79%	47% ▼	62%		71%	
N		-	-	-	0270	337	-	-	-	0270	323	-	-	-	- 0270	220		
Unexpected event?	1 Unexpected event	41%	50%	41%	47%		52%	47%	41%	47%	020	39% ▼	42%	62% ▲	47%	220	50%	
	2 Something you could	1170	0070	1170	,		0270	11 /0	1170	17 70		0070 1	1270	0270 =	11 70		0070	1
	see coming	59%	50%	59%	53%		48%	53%	59%	53%		61% ▲	58%	38% ▼	53%		50%	1
N		-	-	-	- 0070	350		-	-	- 0070	336	-	-	-	0070	227	0070	1
Source of income:		_				550					550					221		
salary/wage	0 No	77%	73%	77%	74%		75%	76%	72%	75%		83% ▲	95%	65% ▼	78%		58%	1
Jaiai ji Wago	1 Yes	23%	27%	23%	26%		25%	24%	28%	25%		17% ▼	5%	35% ▲	22%		42%	
N	1 100	20 /0	21 /0	25 /0	2070	357	2570	Z -1 /0	2070	2570	342	17 /0 ¥	J 70 -	-	22 /0	236		
social security benefit	0 No	- 15%	- 15%	9%	14%		15%	- 12%	- 16%	14%	J -1 2	12%	21%	18%	14%	230	46%	
ooolar occurry benefit	1 Yes	85%	85%	9% 91%	86%		85%	88%	84%	86%		88%	79%	82%	86%		54%	
N	1 163	00%	85%	9170	00%	357	85%	88%	84%	00%	342	88%	79%	82%	00%	236	54%	
tax credits	0 No	98%	- 97%	100%	98%		- 98%	- 97%	- 98%	98%	342	99%	- 89% ▼	99%	000/	230	97%	
lax credits		/-													98%			
	1 Yes	2%	3%	0%	2%		2%	3%	2%	2%		1%	11% ▲	1%	2%		3%	4

								Irelar	ıd									
							Stress (V	/eighted sta	ndardized								All	
		Main r	eason for a	bsence				combination)				T2. Resume	d?			count	t <mark>.</mark>
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
1		-	-	-	-	357	-	-	-	-	342	-	-	-	-	236	-	1.9
insurance	0 No	100%	98%	98%	98%		96%	100%	98%	98%		98%	100%	95%	97%		96%	<mark>/</mark>
	1 Yes	0%	2%	2%	2%		4%	0%	2%	2%		2%	0%	5%	3%		4%	<mark>/</mark>
1		_	_	_	_	357	_	_	_	_	342	_	_	_	_	236	_	1.9
loans (financial																		
`	0 No	97%	94%	89%	94%		93%	92%	94%	93%		95%	100%	90%	94%		95%	4
,	1 Yes	3%	6%	11%	6%		7%	8%	6%	7%		5%	0%	10%	6%		5%	
J		-	-	-	-	357		-	-	. , ,	342	-	-	-	- 0,0	236		1.
benefits	0 No	93%	96%	100%	96%	337	98%	96%	96%	97%	572	94%	89%	100% ▲	96%	230	81%	
.belients	1 Yes	7%	4%	0%	4%		2%	4%	4%	3%		6%	11%	0% ▼	4%		19%	
	1 165	1 %	470	0%	4%	357	270		4%	3%					4%		19%	1.
	0. No.	-	-	-	- 040/	357	-	-	-	- 040/	342	-	-	-	700/	236	-	1.
savings	0 No	88%	80%	77%	81%		80%	78%	86%	81%		80%	89%	73%	79%		82%	
	1 Yes	12%	20%	23%	19%		20%	22%	14%	19%		20%	11%	27%	21%		18%	
1		-	-	-	-	357	-	-	-	-	342	-	-	-	-	236	-	1.
spouse/partners																		
ncome	0 No	55%	53%	57%	54%		49%	50%	63% ▲	54%		53%	47%	53%	53%		63%	
	1 Yes	45%	47%	43%	46%		51%	50%	37% ▼	46%		47%	53%	47%	47%		37%	
1		-	-	-	-	357	-	-	-	-	342	-	-	-	-	236	-	1.
children's income	0 No	92%	93%	91%	92%		93%	89%	95%	92%		91%	100%	94%	92%		96%	4
	1 Yes	8%	7%	9%	8%		7%	11%	5%	8%		9%	0%	6%	8%		4%	
٧		_	_	_	_	357	_	_	_	_	342	_	_	_	_	236	_	1.
other source of income	0 No	93%	96%	96%	96%		95%	95%	97%	96%		93%	89%	97%	94%		92%	
	1 Yes	7%	4%	4%	4%		5%	5%	3%	4%		7%	11%	3%	6%		8%	
J			-	-	- 170	357	-	-	-	- 170	342	-	-	-	- 0 70	236		1.
lob position held open?	1 No	37% ▲	17% ▼	26%	21%	337	15%	18%	29% ▲	20%	572	27% 🛦		12% ▼	21%	230	36%	l ''
· · ·	2 Yes, less than 6	31 /6	17 /0 ▼	20 /0	21/0		13 /0	10 /0	29/0 ▲	20 /0		21 /0	13/0	1∠/0 ▼	21/0		JU /0	
	months	10%	18% ▲	0% ▼	14%		21% ▲	16%	3% ▼	14%		8% 🔻	19%	20% ▲	13%		5%	
		10%	1070 ▲	U% ▼	14%		21% ▲	10%	3% ▼	14%		O% V	19%	20% ▲	13%		5%	
	3 Yes, more than 6	000/	450/	000/	400/		500 / 4	100/	000/ -	400/		000/	050/	5 40/ 4	400/		4.407	
	months	29%	45% ▲	26%	40%		50% ▲	40%	29% ▼	40%		39%	25%	54% ▲	43%		41%	
	4 Don't know	25%	21% ▼	49% ▲	25%		15% ▼	27%	38% ▲	26%		25%	44% ▲	14% ▼	23%		18%	
1		-	-	-	-	291	-	-	-	-	282	-	-	-	-	189	-	1.
Ouring absence period																		
nad contact with																		
general practitioner	0 No	3%	5%	0%	4%		5%	3%	3%	4%		6%	0%	3%	5%		13%	
	1 Yes	97%	95%	100%	96%		95%	97%	97%	96%		94%	100%	98%	95%		87%	
1		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1.
occupational health																		
physician and/or nurse	0 No	85%	84%	85%	85%		89%	80%	83%	85%		84%	79%	85%	84%		57%	
	1 Yes	15%	16%	15%	15%		11%	20%	17%	15%		16%	21%	15%	16%		43%	
	i res	15%	1070															

								Irelar										
								eighted sta									All	
			eason for al					combination	/				T2. Resume				count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	
rehabilitation																		
advisor/case manager																		
and/or social security																		
officer	0 No	92%	88%	79%	87%		89%	86%	87%	88%		91%	79%	91%	90%		67%	
	1 Yes	8%	12%	21%	13%		11%	14%	13%	12%		9%	21%	9%	10%		33%	
V		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1
psychiatrist and/or																		
osychologist	0 No	55% ▼	96% ▲	69% ▼	85%		96% ▲	84%	73% ▼	86%		88%	84%	86%	87%		75%	
	1 Yes	45% ▲	4% ▼	31% ▲	15%		4% ▼	16%	27% ▲	14%		12%	16%	14%	13%		25%	
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1
physiotherapist and/or																		
sports physician	0 No	98% ▲	70% ▼	83%	77%		75%	72%	83%	77%		81%	84%	80%	81%		63%	
	1 Yes	2% ▼	30% ▲	17%	23%		25%	28%	17%	23%		19%	16%	20%	19%		37%	
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1
alternative health																		
oractitioner and/or other																		
orofessional	0 No	85%	82%	77%	82%		88% ▲	76%	79%	82%		83%	74%	84%	82%		81%	
	1 Yes	15%	18%	23%	18%		12% ▼	24%	21%	18%		17%	26%	16%	18%		19%	
N		-	-	-	-	362	-	-	-	-	345	-	-	-	-	238	-	1
Contact between																		
professionals?	1 No contact	22%	16%	22%	18%		17%	18%	18%	18%		14%	16%	18%	16%		14%	
	2 Yes, there was contact	47%	59%	51%	56%		58%	53%	55%	55%		60%	53%	53%	57%		56%	
	3 Do not know	31%	25%	27%	26%		25%	28%	27%	27%		26%	32%	29%	28%		29%	
N		-	-	-	-	349	-	-	-	-	334	-	-	-	-	229	-	1
Contact manager and																		
orofessionals?	1 No contact	56%	52%	50%	53%		55%	50%	50%	52%		52%	44%	56%	53%		51%	
	2 Yes, there was contact	19%	13% ▼	25%	15%		10% ▼	21%	19%	16%		19%	11%	10%	15%		20%	
	3 Do not know	25%	35%	25%	32%		35%	30%	31%	32%		29%	44%	33%	32%		30%	
N		-	-	-	-	342	-	-	-	-	332	-	-	-	-	226	-	1
Contact with organisaton																		
during sickness period:																		
manager/supervisor?	0 No	50%	42%	45%	43%		39%	43%	47%	43%		46%	47%	38%	43%		41%	
	1 Yes	50%	58%	55%	57%		61%	57%	53%	57%		54%	53%	63%	57%		59%	
N		-	-	-	-	360	-	-	-	-	344	-	-	-	-	237	-	1
colleagues?	0 No	63% ▲	37% ▼	45%	42%		36%	38%	48%	40%		43%	42%	30% ▼	39%		36%	
	1 Yes	37% ▼	63% ▲	55%	58%		64%	62%	52%	60%		57%	58%	70% ▲	61%		64%	
N		-	-	-	-	360	-	-	-	-	344	-	-	-	-	237	-	1

								Irelan	d									
								eighted sta					 -				All	
		Mental	eason for al	Comorbid	Total	N	Low	combination Medium) High	Total	N	No	T2. Resumed Partial	Full	Total	N	count ries	N
		ivieritai	Priysical	Comorbia	Total	IN	LOW	Medium	підп	Total	IN	INO	Partial	Full	Total	IN	nes	IN
Is there a specific person																		
in your organisation who																		
is responsible for the																		
coordination of your work-																		
resumption?	1 Yes	28%	30%	23%	28%		32%	31%	23%	29%		30%	22%	35%	31%		36%	
	2 No	46%	44%	52%	46%		45%	41%	49%	45%		45%	56%	47%	47%		37%	
	3 Do not know	26%	26%	25%	26%		23%	29%	28%	26%		25%	22%	18%	22%		28%	
N 		-	-	-	-	335	-	-	-	-	323	-	-	-	-	221	-	1.8
Absence experience:	4.1	0.40/	000/	000/	0=0/			222/	000/	0 = 0 /		000/			0.70/		100/	
attached to work	1 Low	31%	38%	26%	35%		41% ▲	32%	28%	35%		30%	11% ▼	48% ▲	35%		40%	
	2 Medium	22%	30%	28%	29%		30%	26%	30%	29%		31%	33%	25%	29%		28%	
NI	3 High	47% ▲	31% ▼	46%	36%	247	28% ▼	42%	41%	36%	225	39%	56%	27% ▼	36%	220	32%	4.04
Absence experience:		-	-	-	-	347	-	-	-	-	335	-	-	-	-	228	-	1.9
detached from work	1 Low	35%	30%	40%	32%		29%	32%	38%	33%		35%	33%	26%	32%		33%	
	2 Medium	22%	34%	27%	31%		31%	31%	31%	31%		29%	39%	26%	29%		34%	
	3 High	43%	36%	33%	37%		40%	37%	32%	37%		36%	28%	48%	40%		33%	
N	o riigii		30 /0	-	37 70	342		J1 /0 -	JZ /0 -	37 70	331	30 /0	20 /0	4 0 /0	40 /0	224	33 /0	1.92
						012					001							1.0
l(
Interventions &																		
work resumption																		
Interventions before																		
work arrangements in																		
general? (a and/or b)																		
	0 No	73% ▲	51% ▼	63%	56%		52%	63%	53%	56%		52%	58%	62%	56%		69%	
	0 No 1 Yes	73% ▲ 27% ▼	51% ▼ 49% ▲	63% 38%	56% 44%		52% 48%	63% 37%	53% 47%	56% 44%		52% 48%	58% 42%	62% 38%	56% 44%		69% 31%	
N						208					199					135		1.2
N						208	48%		47%		199					135		1.2
N vocational						208	48%		47%		199					135		1.2
N vocational rehabilitation in general?	1 Yes	27% ▼	49% ▲ -	38%	44% -	208	48% -	37% -	47% -	44% -	199	48% -	42% -	38% -	44%	135	31%	
N vocational rehabilitation in general?	1 Yes 0 No	27% ▼ - 73%	49% ▲ - 69%	38% - 79%	44% - 71%	208	48% - 74%	37% - 68%	47% - 69%	44% - 71%	199	48% - 77%	42% - 92%	38% - 69%	44% - 76%	135	31% - 74%	
vocational rehabilitation in general? (c, d, e, h, i and/or j)	1 Yes	27% ▼	49% ▲ -	38%	44% -		48% -	37% -	47% -	44% -		48% -	42% -	38% -	44%		31%	
N vocational rehabilitation in general? (c, d, e, h, i and/or j)	1 Yes 0 No	27% ▼ - 73%	49% ▲ - 69%	38% - 79%	44% - 71%	208	48% - 74%	37% - 68%	47% - 69%	44% - 71%	199	48% - 77%	42% - 92%	38% - 69%	44% - 76%	135	31% - 74%	
N vocational rehabilitation in general? (c, d, e, h, i and/or j)	1 Yes 0 No	27% ▼ - 73%	49% ▲ - 69%	38% - 79%	44% - 71%		48% - 74%	37% - 68%	47% - 69%	44% - 71%		48% - 77%	42% - 92%	38% - 69%	44% - 76%		31% - 74%	
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or	1 Yes 0 No	27% ▼ - 73%	49% ▲ - 69%	38% - 79%	44% - 71%		48% - 74%	37% - 68%	47% - 69%	44% - 71%		48% - 77%	42% - 92%	38% - 69%	44% - 76%		31% - 74%	
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or psychological	1 Yes 0 No 1 Yes	27% ▼ - 73% 27% -	49% A - 69% 31% -	79% 21%	71% 29%		74% 26%	37% - 68% 32% -	47% - 69% 31% -	44% - 71% 29% -		48% - 77% 23% -	42% - 92% 8% -	38% - 69% 31% -	76% 24%		31% - 74% 26% -	
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or psychological	1 Yes 0 No	27% ▼ - 73% 27% - 78% ▼	49% ▲ - 69% 31% -	79% 21% -	71% 29% -		74% 26% -	37% - 68% 32% -	47% - 69% 31% - 89%	71% 29% -		48% - 77% 23% -	42% - 92% 8% -	38% - 69% 31% -	76% 24% -		31% 74% 26% 	
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or psychological	1 Yes 0 No 1 Yes 0 No	27% ▼ - 73% 27% -	49% A - 69% 31% -	79% 21%	71% 29%	208	74% 26%	37% - 68% 32% -	47% - 69% 31% -	44% - 71% 29% -	199	48% - 77% 23% -	42% - 92% 8% -	38% - 69% 31% -	76% 24%	135	31% - 74% 26% -	1.2
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or psychological intervention? (f and/or g)	1 Yes 0 No 1 Yes 0 No	27% ▼ - 73% 27% - 78% ▼	49% ▲ - 69% 31% -	79% 21% -	71% 29% -		74% 26% - 95% 5%	37% - 68% 32% -	47% - 69% 31% - 89% 11%	71% 29% -		48% - 77% 23% - 90% 10%	42% - 92% 8% -	38% - 69% 31% -	76% 24% -		31% 74% 26% 	1.2
N vocational rehabilitation in general? (c, d, e, h, i and/or j) N medical and/or psychological	1 Yes 0 No 1 Yes 0 No 1 Yes	27% ▼ - 73% 27% - 78% ▼	49% ▲ - 69% 31% -	79% 21% -	71% 29% -	208	74% 26% - 95% 5%	37% - 68% 32% -	47% - 69% 31% - 89% 11%	71% 29% -	199	48% - 77% 23% - 90% 10%	42% - 92% 8% -	38% - 69% 31% -	76% 24% -	135	31% 74% 26% 	1.29

								Irelan	nd									
							Stress (V	/eighted sta	ndardized								All	
		Main r	eason for a	bsence				combination				Т	2. Resume	ታ?			count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	Ν	No	Partial	Full	Total	N	ries	N
	1 Yes	22%	29%	25%	27%		30%	22%	32%	28%		28%	33%	25%	27%		22%	
N		-	-	-	-	208	-	-	-	-	199	-	-	-	-	135	-	1.299
vocational																		, and the second
rehabilitation in general?																		
(c, d, e, h, i and/or j)	0 No	86%	88%	79%	87%		90%	83%	85%	86%		90%	92%	81%	87%		79%	
	1 Yes	14%	12%	21%	13%		10%	17%	15%	14%		10%	8%	19%	13%		21%	
N		_	_	_	_	208	_	_	_	_	199	_	_	_	_	135		1.29
medical and/or																		
psychological																		
. , .	0 No	92%	97%	92%	95%		95%	95%	95%	95%		96%	100%	94%	96%		90%	
(2 3)	1 Yes	8%	3%	8%	5%		5%	5%	5%	5%		4%	0%	6%	4%		10%	
N		-	-	-		208	-	-	-	-	199	-	-	-		135		1.29
						200					100					100		1.20
Expect to return to work?	1 Yes within 6 months	49%	65% ▲	42% ▼	59%		68% ▲	58%	52%	60%		48% ▼	69%	82% ▲	59%		38%	
	2 Yes, but not within 6	4570	0070	7∠ /0 ¥	3370		0070 =	30 /0	JZ /0	0070		40 /0 V	0370	02/0	33 70		30 70	
	months	27%	23%	37%	25%		22%	30%	28%	26%		30% ▲	25%	14% ▼	25%		22%	
	3 No	24%	23 % 12% ▼	21%	16%		10%	13%	20% ▲	14%		22% ▲	6%	4% ▼	16%		40%	
N	3 140	Z4 70	1∠70 ▼	Z 170 -	10 76	288	1076	1370	20%	14 70	274	ZZ 70 A	-	470 ▼ -	10%	186	40%	1.492
		-	-	-	_	200	-	-	-	_	2/4	-	-	-	_	100	-	1.492
What do you expect																		
jobwise: same job same employer?	0 No	65%	48% ▼	60%	53%		44% ▼	45%	67% ▲	52%		60% ▲	44%	35% ▼	52%		65%	
employer :	1 Yes	35%			47%		56% ▲	45% 55%	33% ▼	48%		60% ▲	56%				35%	
N	1 165	35%	52% ▲	40%	47%					48%	000			65% ▲	48%	004	35%	
• •		-	-	-	-	303	-	-	-	-	289	-	-	-	-	201	-	1.59
same job different	0 No	000/	000/	040/	040/		0.40/	000/	000/	040/		0.40/	700/ -	000/	92%		000/	
employer?	1 Yes	88%	92% 8%	91%	91%		94% 6%	89%	90%	91% 9%		94%	78% ▼	93%			93%	
N.	i res	12%		9%	9%			11%	10%	9%	000	6%	22% ▲	7%	8%	004	7%	
IN		-	-	-	-	302	-	-	-	-	288	-	-	-	-	201	-	1.59
different job same	0.11	/			/							/						
employer?	0 No	92%	92%	93%	92%		91%	94%	94%	93%		93%	94%	91%	93%		90%	
	1 Yes	8%	8%	7%	8%		9%	6%	6%	7%		7%	6%	9%	7%		10%	
N		-	-	-	-	302	-	-	-	-	288	-	-	-	-	201	-	1.59
different job different																		
employer?	0 No	60% ▼	78%	86%	76%		79%	86% ▲	66% ▼	77%		70% ▼	89%	87% ▲	77%		77%	
	1 Yes	40% ▲	22%	14%	24%		21%	14% ▼	34% ▲	23%		30% ▲	11%	13% ▼	23%		23%	
N		-	-	-	-	302	-	-	-	-	288	-	-	-	-	201	-	1.59
none of the above																		
return options	0 No	82%	87% ▲	72% ▼	84%		88%	84%	82%	85%		79% ▼	94%	95% ▲	85%		69%	
	1 Yes	18%	13% ▼	28% ▲	16%		12%	16%	18%	15%		21% ▲	6%	5% ▼	15%		31%	
N		-	-	-	-	302	-	-	-	-	288	-	-	-	-	201	-	1.595
Time 2																		

								Irelar	ıd									
								eighted sta									All	
			eason for a					combination	/				2. Resume	-			count	
		Mental	Physical	Comorbid	Total	Ν	Low	Medium	High	Total	Ν	No	Partial	Full	Total	N	ries	N
T2. Returned to work?	1 Yes, completely	33%	37%	19%	34%		40%	35%	25%	34%		0% ▼	0% ▼	100%	34%		30%	
	2 Yes, partially	8%	9%	4%	8%		11%	10%	3%	8%		0% ▼	100%	0% ▼	8%		10%	
	3 No, still ill	60%	54%	77% ▲	58%		49% ▼	55%	72% ▲	57%		100%	0% ▼	0% ▼	58%		61%	
N		-	-	-	-	236	-	-	-	-	225	-	-	-	-	239	-	1.55
T2. Is this the same job																		
as before your absence?	1 Same job	53% ▼	81% ▲	50%	74%		79%	78%	53% ▼	73%		63%	50% ▼	80% ▲	74%		73%	
	2 Other kind of job	47% ▲	19% ▼	50%	26%		21%	22%	47% ▲	27%		38%	50% ▲	20% ▼	26%		27%	
N	,	_	_	_	-	99	_	_	_	_	94	_	_		_	98	_	63
T2. Influenced decision																		
to resume work? total																		
	0 No	74%	60%	86%	64%		59%	67%	79%	66%		70%	100% ▲	56% ▼	64%		68%	
,	1 Yes	26%	40%	14%	36%		41%	33%	21%	34%		30%	0% ▼	44% ▲	36%		32%	
N		2070	-	-	-	98		-		- 0 1 70	93	-	-	-	-	97		62
partial recovery	0 No	74%	64%	43%	64%		63%	67%	63%	65%	00	70%	57%	64%	64%	01	60%	02
partial recevery	1 Yes	26%	36%	57%	36%		37%	33%	37%	35%		30%	43%	36%	36%		40%	
N	1 103	2070	30 /0	J1 /0	30 /0	98		-	31 /0	33 /0	93	JU /0	4 370	JU /0 _	30 /0	97	40 /0	62
• •	0 No	68%	60%	29%	59%	90	- 71% ▲	- 45% ▼	- 58%	59%	93	50%	29% ▼	67% ▲	60%	91	80%	02
Illianciai situation	1 Yes	32%	40%	29% 71%	41%		29% ▼	45% ▼ 55% ▲	42%	41%		50%	29% ▼ 71% ▲	33% ▼	40%		20%	
N	11 165	32%	40%	/ 170	41%			55% ▲		41%	93	50%			40%	97	20%	62
sick leave benefit ran		-	-	-	-	98	-	-	-	_	93	-	-	-	-	97	-	02
	0 No	84%	89%	4000/	000/		93%	91%	0.40/	90%		80%	100%	000/	89%		76%	
out	1 Yes			100%	89%				84%					88%			76% 24%	
N	i res	16%	11%	0%	11%		7%	9%	16%	10%	00	20%	0%	12%	11%	0.7	24%	
• •	0. No.	-	-	-	-	98	-	-	-		93	-	-	-	-	97	-	62
the need to work	0 No	42% ▼	78% ▲	71%	70%		80% ▲	58%	68%	70%		70%	57%	73%	70%		83%	
	1 Yes	58% ▲	22% ▼	29%	30%		20% ▼	42%	32%	30%		30%	43%	27%	30%		17%	
N		-	-		-	98		-		-	93	-		-	-	97		62
something else	0 No	95%	89%	57% ▼	88%		93%	85%	79%	87%		80%	86%	89%	88%		90%	
	1 Yes	5%	11%	43% ▲	12%		7%	15%	21%	13%		20%	14%	11%	12%		10%	
N		-	-	-	-	98	-	-	-	-	93	-	-	-	-	97	-	62
T2. Personal average																		
monthly income	1 Less than 899 Euro	55%	50%	50%	51%		48%	47%	56%	50%		69% ▲	65%	18% ▼	51%		53%	
	2 900 - 1799 Euro	26%	24%	36%	26%		27%	29%	24%	27%		20%	35%	33%	25%		37%	
	3 1800 Euro or more	18%	26%	14%	23%		25%	24%	21%	23%		6% ▼	0% ▼	49% ▲	23%		10%	
N		-	-	-	-	224	-	-	-	-	214	-	-	-	-	224	-	1.36
T2. Household average																		
monthly income	1 Less than 899 Euro	31%	20%	24%	22%		19%	19%	29%	22%		28% ▲	35%	12% ▼	23%		44%	
	2 900 - 1799 Euro	31%	24%	32%	26%		24%	29%	29%	27%		30%	35%	17% ▼	26%		16%	
	3 1800 Euro or more	39%	56% ▲	44%	51%		57%	52%	43%	51%		42% ▼	29%	71% ▲	51%		40%	
N		-	-	-	-	216	-	-	-	-	209	-	-	-	_	216	-	1.23
T2. Work centrality; 2																		
items	1 Low	54%	43%	46%	45%		45%	41%	49%	45%		52% ▲	33%	38%	46%		43%	
	2 Medium	32%	36%	36%	35%		34%	38%	34%	35%		28% ▼	50%	43%	35%		35%	

									Irelar	nd									
			Main r	eason for a	bsence				eighted sta				T:	2. Resume	ქ?			All count	
			Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	Ν	No	Partial	Full	Total	N	ries	N
		3 High	15%	21%	18%	20%		21%	21%	17%	20%		20%	17%	19%	19%		22%	
N			-	-	-	-	233	-	-	-	-	222	-	-	-	-	233	-	1.504
T2. Gene	neral self-efficacy;																		
10 items	S	1 Low	60% ▲	22% ▼	41%	30%		10% ▼	28%	63% ▲	30%		34%	11%	27%	30%		34%	
		2 Medium	33%	38%	33%	36%		40%	51% ▲	23% ▼	39%		36%	58%	34%	37%		37%	
		3 High	8% ▼	40% ▲	26%	33%		51% ▲	21% ▼	14% ▼	31%		30%	32%	39%	33%		30%	
N			-	-	-	-	233	-	-	-	-	223	-	-	-	-	233	-	1.521
T2. CES	S-D; 10 items	1 Low	21% ▼	56% ▲	39%	48%		78% ▲	43%	16% ▼	49%		35% ▼	59%	66% ▲	48%		49%	
		2 Medium	21%	32%	21%	29%		20% ▼	40% ▲	29%	29%		37% ▲	24%	19% ▼	29%		29%	
		3 High	59% ▲	12% ▼	39% ▲	23%		2% ▼	18%	55% ▲	22%		29% ▲	18%	15% ▼	23%		23%	
N			-	-	-	-	223	-	-	-	-	215	-	-	-	_	222	-	1.507
T2. Work	k ability	1 Incapable (<=3)	32%	22%	32%	25%		12% ▼	26%	46% ▲	26%		43% ▲	5% ▼	0% ▼	26%		39%	
		2 Average (4-5)	15%	21%	21%	20%		21%	15%	20%	19%		25% ▲	32%	6% ▼	19%		21%	
		3 Optimal (>=6)	54%	57%	46%	55%		67% ▲	59%	34% ▼	55%		32% ▼	63%	94% ▲	55%		40%	
N			-	-	_	_	235	_	-	-	_	225	_	_	_	_	235		1.529
		0 Low (4,5 at the original																	
T2. Phys	sical work ability	scale)	38%	44%	43%	42%		34% ▼	41%	56% ▲	43%		66% ▲	26%	8% ▼	42%		52%	
		1 High (1,2,3 at the																	
		original scale)	63%	56%	57%	58%		66% ▲	59%	44% ▼	57%		34% ▼	74%	93% ▲	58%		48%	
N		,	_		-	_	233		_	-	_	223				_	233		1.518
		0 Low (4,5 at the original																	
T2. Ment		scale)	50% ▲	20% ▼	32%	27%		10% ▼	23%	55% ▲	27%		43% ▲	0% ▼	6% ▼	27%		32%	

								Irelan	ıd									
		Main r	eason for al	osence				eighted star				Т	2. Resume	d?			All count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N	1 High (1,2,3 at the original scale)	50% ▼	80% 🛦	68% -	73% -	232	90% ▲ -	77% -	45% ▼	73% -	222	57% ▼	100% ▲ -	94% ▲ -	73% -	232	68% -	1.516
T2. Absence experience:																		
attached to work	1 Low	13% ▼	37% ▲	18%	31%		47% ▲	23%	17% ▼	31%		27%	11% ▼	41% ▲	31%		44%	
	2 Medium	25%	27%	14%	25%		22%	36% ▲	18%	25%		22%	42%	27%	25%		26%	
	3 High	63% ▲	36% ▼	68% ▲	45%		32% ▼	41%	65% ▲	44%		51% ▲	47%	32% ▼	44%		30%	
N		-	_	_	-	226	-	_	_	_	219	_	_	_		226	_	1.494
T2. Absence experience:																		
detached from work	1 Low	44%	34%	37%	36%		29%	34%	48% ▲	36%		39%	37%	32%	36%		33%	
	2 Medium	26%	32%	22%	30%		32%	37%	22%	30%		29%	16%	34%	29%		30%	
	3 High	31%	34%	41%	34%		39%	29%	31%	34%		33%	47%	34%	34%		37%	
N		-	-	-	-	221	-	-	-	-	214	-	-	-	-	221	-	1.484
		made 'ho ▲: p<0,0 Take car correspo r>=0,10. Cohen, 1	orizontally 05 for sign re: Differonding P Correlati 1977). P-v	i', i.e., penificantly ences are earson pon coeffications are earson pon coefficies are earson are earson are earson ears	r row. high 's e only productionts e high	scorii	ng' group rked as I oment co least 0,1 pendent	s; 'V' for society for society significant on the second o	significant inificant' coeffici sidered to e size; eff	itly low , wher ent, is o be a fect siz	/ 'sco n the s AT t leas zes li	oring' gro e effect s LEAST (st 'small' ke r are	ups. ize, reca),10. In ef (but large not deper	Iculated a fect, '▲' i er than no ndent on s	as the	s: p<	0,05 n at a	