

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All count
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
Demographics																		
Gender	1 Male	43% ▼	63% ▲	50%	57%	366	60%	58%	54%	56%	351	57%	45%	52%	55%	262	49%	1.984
	2 Female	57% ▲	37% ▼	50%	43%		40%	42%	46%	44%		43%	55%	48%	45%		51%	
Age	1 <=35	-	-	-	-	366	6% ▼	21%	24%	20%	351	17%	9%	26%	17%	262	14%	1.952
	2 36-45	33% ▲	17%	13%	20%		23%	16%	23%	20%		18%	32%	26%	19%		23%	
	3 46-55	31%	31%	26%	30%		29%	29%	33%	31%		30%	41%	26%	31%		35%	
	4 >55	9% ▼	40% ▲	23%	31%		42% ▲	35%	20% ▼	29%		35% ▲	18%	22%	33%		27%	
Education	1 Up to lower professional education	21%	28%	27%	26%	367	23%	29%	24%	26%	352	29%	5% ▼	30%	27%	263	33%	1.983
	2 Intermediate general and professional education	47%	49%	37%	46%		56%	47%	43%	47%		46%	50%	52%	47%		32%	
	3 Completed highschool	19%	16%	21%	17%		11%	14%	22% ▲	17%		17%	23%	9%	17%		10%	
	4 Higher professional education	11%	6%	11%	8%		6%	9%	8%	8%		6%	18% ▲	4%	7%		17%	
	5 Academic education and higher	3%	2%	3%	2%		3%	2%	2%	2%		1%	5%	4%	2%		7%	
Marital status	1 Married	31% ▼	55% ▲	31% ▼	46%	365	52%	51%	38% ▼	45%	350	47%	55%	48%	48%	261	59%	1.981
	2 Cohabiting	15%	7% ▼	19% ▲	11%		13%	7%	13%	11%		9%	9%	4%	8%		9%	
	3 Single	30% ▲	17% ▼	26%	21%		15%	20%	23%	20%		19%	9%	39% ▲	20%		15%	
	4 Divorced	24%	20%	18%	20%		16%	19%	24%	21%		23%	23%	9%	21%		14%	
	5 Widowed	0%	2%	6% ▲	2%		3%	2%	3%	3%		2%	5%	0%	2%		2%	
How many adults, including yourself, live in your household?	0 One	41% ▲	25% ▼	37%	30%	362	31%	27%	34%	31%	348	31%	18%	26%	29%	260	24%	1.950
	1 More than one	59% ▼	75% ▲	63%	70%		69%	73%	66%	69%		69%	82%	74%	71%		76%	
Children?	0 No	81%	82%	73%	80%	362	89%	80%	76%	80%	348	83%	73%	91%	83%	260	69%	1.957
	1 Yes	19%	18%	27%	20%		11%	20%	24%	20%		17%	27%	9%	17%		31%	
Multiple income?	0 No	63% ▲	48% ▼	58%	53%	344	51%	50%	56%	53%	331	54%	33%	48%	52%	246	40%	1.878
	1 Yes	37% ▼	52% ▲	42%	47%		49%	50%	44%	47%		46%	67%	52%	48%		60%	
Personal average monthly income	1 Less than 899 Euro	85%	73% ▼	88% ▲	78%	344	65% ▼	79%	84% ▲	79%	331	82% ▲	76%	55% ▼	79%	246	33%	1.878
	2 900 - 1799 Euro	13%	23% ▲	12%	19%		30% ▲	18%	15%	19%		16% ▼	24%	36% ▲	18%		51%	
	3 1800 Euro or more	1%	4%	0%	3%		5%	3%	1% ▼	2%		2%	0%	9%	3%		17%	

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		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	N	
N	Household average monthly income	-	-	-	-	353	-	-	-	-	341	-	-	-	-	255	-	1.875
	1 Less than 899 Euro	54%	42% ▼	61% ▲	48%		37%	47%	54% ▲	49%		52% ▲	38%	29%	49%		16%	
	2 900 - 1799 Euro	28%	32%	26%	30%		39%	29%	28%	30%		29%	33%	38%	31%		29%	
	3 1800 Euro or more	18%	25% ▲	12%	22%		25%	24%	18%	21%		19%	29%	33%	21%		55%	
N	Could you make a living without returning to work?	-	-	-	-	343	-	-	-	-	333	-	-	-	-	249	-	1.774
	0 No	77%	71% ▼	89% ▲	75%		71%	70%	82% ▲	75%		75%	82%	81%	76%		66%	
	1 Yes	23%	29% ▲	11% ▼	25%		29%	30%	18% ▼	25%		25%	18%	19%	24%		34%	
N	Care for elderly/disabled?	-	-	-	-	351	-	-	-	-	337	-	-	-	-	253	-	1.896
	0 No	78%	83%	82%	82%		85%	77%	84%	81%		82%	86%	68%	81%		89%	
	1 Yes	22%	17%	18%	18%		15%	23%	16%	19%		18%	14%	32%	19%		11%	
N	Job title	-	-	-	-	361	-	-	-	-	347	-	-	-	-	258	-	1.959
	1 Legislators, senior officials and managers	8%	7%	5%	7%		3%	6%	8%	7%		7%	5%	5%	6%		8%	
	2 Professionals	20%	15%	22%	17%		22%	18%	14%	17%		19%	14%	18%	19%		13%	
	3 Technicians and associate professionals	13%	12%	8%	11%		12%	13%	11%	12%		13%	5%	14%	12%		9%	
	4 Clerks	20% ▲	10% ▼	15%	13%		5%	14%	15%	13%		12%	14%	9%	12%		14%	
	5 Service workers and shop and market sales workers	17%	14%	15%	15%		16%	14%	16%	15%		17%	27%	5%	17%		17%	
	6 Skilled agricultural and fishery workers	0%	2%	0%	1%		2%	2%	0%	1%		0% ▼	9% ▲	5%	1%		1%	
	7 Craft and related trades workers	7% ▼	16%	15%	14%		19%	14%	11%	13%		12%	14%	18%	12%		14%	
	8 Plant and machine operators and assemblers	7%	12%	5%	9%		9%	10%	9%	10%		8%	5%	9%	8%		12%	
	9 Elementary occupations	8%	13%	15%	12%		12%	8%	16%	13%		12%	9%	18%	12%		12%	
N	Contract work hours per week	-	-	-	-	358	-	-	-	-	344	-	-	-	-	258	-	1.927
	1 35 or less	39%	32%	33%	34%		33%	33%	35%	34%		37%	42%	35%	37%		32%	
	2 36-40	41%	47%	51%	46%		51%	48%	42%	46%		46%	32%	40%	45%		56%	
	3 Over 40	20%	21%	16%	20%		16%	19%	23%	20%		17%	26%	25%	18%		11%	
N	Extra hours per week	-	-	-	-	346	-	-	-	-	334	-	-	-	-	247	-	1.918
	1 3 or less	75%	81% ▲	63% ▼	76%		82%	79%	74%	77%		76%	84%	85%	78%		74%	
	2 Over 3	25%	19% ▼	37% ▲	24%		18%	21%	26%	23%		24%	16%	15%	23%		26%	
N		-	-	-	-	336	-	-	-	-	325	-	-	-	-	240	-	1.865

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		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
Job tenure in categories	1 0 to 20	46%	28% ▼	54% ▲	36%	350	28%	36%	41%	37%	335	33%	36%	41%	34%	250	34%	1.931
	2 21 to 30	28%	23%	17%	23%		21%	22%	25%	23%		22%	32%	27%	23%		28%	
	3 31 and higher	26% ▼	48% ▲	29% ▼	41%		51%	42%	34%	40%		45%	32%	32%	42%		39%	
N		-	-	-	-		-	-	-	-		-	-	-	-		-	
Job type	1 Permanent	87%	88%	82%	86%	287	85%	85%	88%	87%	278	87%	87%	84%	86%	205	88%	1.845
	2 Temporary	13%	12%	18%	14%		15%	15%	12%	13%		13%	13%	16%	14%		12%	
	N	-	-	-	-		-	-	-	-		-		-	-		-	
Private/public sector	1 Private	74%	76%	82%	77%	338	73%	78%	77%	77%	328	73%	75%	81%	73%	241	65%	1.831
	2 Public	21%	20%	16%	19%		24%	19%	18%	19%		23%	10%	19%	21%		28%	
	3 Non-profit	5%	4%	2%	4%		3%	3%	5%	4%		5%	15% ▲	0%	5%		7%	
N		-	-	-	-		-	-	-	-		-	-	-	-		-	
Work sector	1 Agriculture	1%	4%	3%	3%	353	5%	3%	1%	3%	339	1% ▼	10% ▲	5%	2%	252	3%	1.932
	2 Manufacturing	9%	15%	12%	13%		17%	9%	14%	13%		10%	10%	18%	10%		17%	
	3 Building	10%	17%	10%	14%		15%	18%	11%	14%		12%	14%	9%	12%		10%	
	4 Trade	14%	15%	15%	15%		13%	13%	17%	15%		18%	5%	14%	16%		13%	
	5 Hotels & restaurants	21% ▲	4% ▼	7%	8%		7%	7%	9%	8%		8%	10%	5%	8%		6%	
	6 Transport	10%	13%	19%	14%		12%	13%	16%	14%		13%	24%	9%	14%		10%	
	7 Banking	3%	1%	7% ▲	3%		0%	4%	3%	3%		3%	0%	0%	2%		4%	
	8 Public administration	4%	5%	0%	4%		7%	4%	4%	4%		4%	0%	9%	4%		6%	
	9 Education	10%	5%	7%	7%		7%	6%	7%	7%		8%	10%	0%	8%		7%	
	10 Health	13%	11%	7%	11%		13%	10%	10%	11%		12%	10%	14%	12%		14%	
	11 Other community	3%	5%	12% ▲	6%		3%	6%	7%	6%		8%	5%	14%	8%		6%	
	12 Recreational	1%	4%	2%	3%		2%	6% ▲	1%	3%		3%	5%	5%	4%		2%	
N		-	-	-	-		-	-	-	-		-	-	-		-		
Size of workplace	1 1-10	25%	33%	35%	32%	348	28%	35%	31%	32%	334	32%	48%	10% ▼	32%	247	27%	1.912
	2 11-50	38%	29%	21%	30%		25%	32%	29%	30%		31%	19%	24%	30%		31%	
	3 >50	37%	38%	44%	39%		47%	33%	40%	39%		37%	33%	67% ▲	39%		42%	
N		-	-	-	-		-	-	-	-		-	-	-		-		
Psychosocial work factors																		
Demands; 4 items	1 Low	35%	48% ▲	38%	44%	358	58% ▲	55% ▲	30% ▼	44%	351	47%	32%	52%	47%	260	40%	1.948
	2 Medium	34%	30%	33%	32%		27%	30%	34%	31%		27%	36%	30%	28%		28%	
	3 High	31%	21% ▼	30%	25%		15% ▼	16% ▼	35% ▲	25%		26%	32%	17%	26%		31%	
N		-	-	-	-		-	-	-	-		-	-	-	-		-	
Control; 7 items	1 Low	49% ▲	28% ▼	37%	34%	358	19% ▼	26% ▼	46% ▲	34%	349	33%	32%	30%	32%	259	35%	1.941
	2 Medium	28%	34%	34%	33%		32%	43% ▲	25% ▼	33%		34%	18%	35%	33%		34%	
	3 High	23% ▼	38% ▲	29%	33%		48% ▲	31%	29%	33%		33%	50%	35%	35%		31%	
N		-	-	-	-		-	-	-	-		-	-	-	-		-	
Co-worker support; 4 items	1 Low	55%	43% ▼	55%	47%	358	20% ▼	42%	62% ▲	47%	349	46%	48%	43%	46%	259	40%	1.941
	2 Medium	23%	36% ▲	28%	32%		46% ▲	36%	24% ▼	32%		34%	29%	22%	33%		36%	

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		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N			
N Supervisor support; 4 items	3 High	22%	22%	17%	21%	351	34% ▲	22%	14% ▼	20%	342	20%	24%	35%	22%	255	24%	1.935			
	1 Low	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-	-
	2 Medium	39%	32% ▼	53% ▲	37%		23% ▼	29% ▼	48% ▲	37%		38%	50%	36%	38%		35%				
	3 High	46%	53% ▲	36% ▼	48%		51%	58% ▲	40% ▼	48%		47%	33%	41%	45%		51%				
N Overcommitment; 6 items	3 High	16%	16%	12%	15%	335	26% ▲	13%	12%	15%	329	15%	17%	23%	16%	242	13%	1.912			
	1 Low	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-	-
	2 Medium	15% ▼	37% ▲	15% ▼	29%		59% ▲	30%	16% ▼	29%		27%	29%	52% ▲	29%		33%				
	3 High	25%	31%	33%	30%		31%	37% ▲	25% ▼	31%		31%	24%	17%	29%		27%				
N Reward; 8 items	3 High	60% ▲	31% ▼	52%	41%	355	10% ▼	33% ▼	59% ▲	41%	347	42%	48%	30%	41%	258	40%	1.943			
	1 Low	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-	-
	2 Medium	50% ▲	35% ▼	43%	39%		19% ▼	33% ▼	54% ▲	40%		40%	43%	26%	39%		33%				
	3 High	35%	46%	36%	42%		48%	48%	33% ▼	41%		37% ▼	48%	65% ▲	41%		43%				
N Job insecurity (one item)	3 High	15%	20%	21%	19%	354	32% ▲	20%	13% ▼	19%	347	23% ▲	10%	9%	20%	256	23%	1.938			
	0 Low	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-	-
	1 High	42%	44%	37%	42%		58% ▲	45%	34% ▼	42%		45%	52%	48%	46%		57%				
	1 High	58%	56%	63%	58%		42% ▼	55%	66% ▲	58%		55%	48%	52%	54%		43%				
N Physical demands; 3 items	3 High	-	-	-	-	353	-	-	-	-	346	-	-	-	-	256	-	1.934			
	1 Low	42% ▲	26% ▼	41%	32%		36%	30%	33%	33%		33%	38%	22%	32%		35%				
	2 Medium	47%	47%	34%	45%		36%	48%	46%	45%		42%	48%	48%	43%		40%				
	3 High	11% ▼	27% ▲	25%	23%		28%	22%	21%	22%		25%	14%	30%	25%		25%				
N Emotional demands; 4 items	3 High	-	-	-	-	350	-	-	-	-	343	-	-	-	-	253	-	1.933			
	1 Low	33% ▼	52% ▲	33% ▼	45%		66% ▲	52% ▲	31% ▼	45%		45%	50%	52%	46%		39%				
	2 Medium	37%	31%	41%	34%		29%	28%	41% ▲	34%		32%	23%	39%	32%		39%				
	3 High	29% ▲	16% ▼	26%	21%		5% ▼	20%	28% ▲	21%		23%	27%	9%	22%		22%				
N Cognitive demands; 3 items	3 High	-	-	-	-	359	-	-	-	-	351	-	-	-	-	261	-	1.926			
	1 Low	51% ▲	37%	38%	40%		37%	41%	41%	40%		35%	45%	55%	37%		41%				
	2 Medium	27%	34%	26%	31%		47% ▲	32%	26% ▼	32%		38%	23%	27%	36%		30%				
	3 High	22%	29%	36%	28%		16% ▼	27%	34% ▲	28%		27%	32%	18%	27%		29%				
N Job satisfaction; 2 items	3 High	-	-	-	-	359	-	-	-	-	350	-	-	-	-	260	-	1.960			
	1 Low	77% ▲	53% ▼	62%	59%		42% ▼	49% ▼	76% ▲	60%		56%	59%	64%	57%		44%				
	2 Medium	19%	24%	25%	23%		21%	30% ▲	18% ▼	23%		24%	18%	23%	23%		38%				
	3 High	4% ▼	24% ▲	13%	18%		37% ▲	21%	6% ▼	17%		20%	23%	14%	20%		18%				
N Work-family balance; 3 items	3 High	-	-	-	-	360	-	-	-	-	351	-	-	-	-	261	-	1.964			
	1 Low	41% ▲	21% ▼	44% ▲	29%		10% ▼	19% ▼	45% ▲	30%		29%	45%	26%	30%		24%				
	2 Medium	28%	29%	31%	29%		15% ▼	34%	32%	30%		30% ▲	9% ▼	17%	27%		32%				

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		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N	1 Yes	9%	17%	19%	16%	367	26% ▲	12%	16%	16%	352	17%	9%	22%	16%	263	34%	1.980
	0 No	-	-	-	-		-	-	-	-		-	-	-	-		-	
N	0 No	95%	89%	95%	91%	367	79% ▼	94%	94%	91%	352	94%	91%	83%	92%	263	92%	1.980
	1 Yes	5%	11%	5%	9%		21% ▲	6%	6%	9%		6%	9%	17%	8%		8%	
N	0 No	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.980
	1 Yes	84%	87%	90%	87%		84%	91%	85%	87%		85%	86%	91%	86%		89%	
N	0 No	16%	13%	10%	13%	367	16%	9%	15%	13%	352	15%	14%	9%	14%	263	11%	1.980
	1 Yes	-	-	-	-		-	-	-	-		-	-	-	-		-	
N	0 No	95%	94%	92%	94%	367	98%	95%	91%	94%	352	95%	91%	91%	94%	263	95%	1.980
	1 Yes	5%	6%	8%	6%		2%	5%	9%	6%		5%	9%	9%	6%		5%	
N	0 No	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.980
	1 Yes	88%	82%	87%	84%		82%	78% ▼	89% ▲	84%		84%	91%	78%	84%		85%	
N	0 No	12%	18%	13%	16%	367	18%	22% ▲	11% ▼	16%	352	16%	9%	22%	16%	263	15%	1.980
	1 Yes	-	-	-	-		-	-	-	-		-	-	-	-		-	
N	0 No	99%	98%	100%	98%	367	95% ▼	98%	99%	98%	352	98%	100%	96%	98%	263	88%	1.980
	1 Yes	1%	2%	0%	2%		5% ▲	2%	1%	2%		2%	0%	4%	2%		12%	
N	0 No	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.980
	1 Yes	-	-	-	-		-	-	-	-		-	-	-	-		-	
Life-style																		
N	1 Decreased	4%	9%	15%	9%	326	5%	9%	11%	9%	313	8% ▼	37% ▲	5%	10%	236	8%	1.539
	2 Not changed	28%	39%	31%	35%		45%	33%	33%	35%		36%	21%	35%	34%		57%	
	3 Increased	6%	9%	4%	8%		7%	9%	5%	7%		7%	21% ▲	0%	7%		10%	
	4 Not applicable	62% ▲	43% ▼	50%	48%		42%	49%	51%	49%		50%	21% ▼	60%	49%		25%	
	0 No	-	-	-	-		-	-	-	-		-	-	-	-		-	
N	1 Decreased	34%	43%	39%	40%	359	27% ▼	42%	43%	40%	345	43%	27%	27%	40%	258	33%	1.890
	2 Not changed	30%	37%	26%	33%		50% ▲	33%	28% ▼	34%		35%	23%	41%	34%		41%	
	3 Increased	35% ▲	18% ▼	28%	23%		18%	24%	26%	24%		20% ▼	45% ▲	27%	23%		23%	
	4 Not applicable	1%	2%	7% ▲	3%		5%	2%	3%	3%		2%	5%	5%	3%		4%	
	0 No	-	-	-	-		-	-	-	-		-	-	-	-		-	
N	1 Decreased	70%	73%	82%	74%	359	61% ▼	69%	83% ▲	74%	345	75%	77%	50% ▼	73%	258	55%	1.890
	2 Not changed	11%	20% ▲	10%	17%		26% ▲	21%	9% ▼	16%		19%	9%	36% ▲	20%		27%	
	3 Increased	16% ▲	6%	7%	8%		11%	9%	6%	8%		6%	14%	9%	7%		16%	

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All count
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N ...my alcohol consumption has...	4 Not applicable	3%	0%	2%	1%	-	2%	1%	1%	1%	-	0% ▼	0%	5% ▲	0%	-	2%	1.912
	1 Decreased	-	-	-	-	353	-	-	-	-	341	-	-	-	-	256	-	
	2 Not changed	20% ▼	48% ▲	36%	41%	-	42%	43%	38%	41%	-	44%	38%	27%	42%	-	29%	
	3 Increased	41% ▲	26%	18%	28%	-	37%	24%	28%	28%	-	28%	48%	23%	29%	-	45%	
	4 Not applicable	23% ▲	5% ▼	20% ▲	11%	-	3% ▼	10%	16% ▲	11%	-	9%	5%	14%	9%	-	9%	
N ...my smoking has...	4 Not applicable	16%	20%	26%	20%	-	18%	24%	17%	20%	-	18%	10%	36% ▲	19%	-	17%	1.688
	1 Decreased	-	-	-	-	352	-	-	-	-	340	-	-	-	-	255	-	
	2 Not changed	9% ▼	19%	22%	17%	-	23%	15%	18%	18%	-	16%	24%	13%	16%	-	16%	
	3 Increased	17%	14%	22%	16%	-	15%	19%	14%	16%	-	14%	10%	22%	14%	-	30%	
	4 Not applicable	36% ▲	9% ▼	22%	16%	-	7% ▼	11%	25% ▲	17%	-	15%	5%	17%	15%	-	16%	
N ...my eating has...	4 Not applicable	38% ▼	59% ▲	35% ▼	51%	-	56%	55%	43% ▼	50%	-	55%	62%	48%	55%	-	39%	1.483
	1 Decreased	-	-	-	-	350	-	-	-	-	336	-	-	-	-	251	-	
	2 Not changed	38%	40%	45%	40%	-	31%	42%	44%	41%	-	41%	50%	9% ▼	39%	-	26%	
	3 Increased	24% ▼	45% ▲	30%	38%	-	52% ▲	42%	27% ▼	37%	-	37%	30%	61% ▲	39%	-	52%	
	4 Not applicable	36% ▲	14% ▼	25%	21%	-	15%	14% ▼	29% ▲	21%	-	21%	20%	26%	22%	-	20%	
N ...contacts with extended family and friends have...	4 Not applicable	1%	1%	0%	1%	-	3%	2%	0%	1%	-	0%	0%	4% ▲	1%	-	2%	1.907
	1 Decreased	-	-	-	-	351	-	-	-	-	338	-	-	-	-	255	-	
	2 Not changed	54% ▲	32% ▼	49%	39%	-	22% ▼	30% ▼	55% ▲	40%	-	36%	41%	36%	37%	-	24%	
	3 Increased	34%	46% ▲	33%	41%	-	60% ▲	45%	30% ▼	41%	-	43%	41%	50%	43%	-	52%	
	4 Not applicable	13%	21%	18%	19%	-	17%	25% ▲	16%	19%	-	21%	18%	9%	20%	-	23%	
N ...the quality of social relationships within the house has...	4 Not applicable	0%	0%	0%	0%	-	2% ▲	0%	0%	0%	-	0% ▼	0%	5% ▲	0%	-	1%	1.936
	1 Decreased	-	-	-	-	357	-	-	-	-	343	-	-	-	-	258	-	
	2 Not changed	35%	19% ▼	48% ▲	27%	-	8% ▼	21% ▼	40% ▲	27%	-	28%	19%	13%	26%	-	16%	
	3 Increased	24% ▼	46% ▲	31%	39%	-	58% ▲	42%	28% ▼	38%	-	38%	38%	61% ▲	40%	-	57%	
	4 Not applicable	12%	18%	8%	15%	-	15%	19%	12%	15%	-	15%	29%	4%	15%	-	20%	
N ...my involvement in charity/voluntary work has...	4 Not applicable	28% ▲	17%	13%	19%	-	19%	18%	20%	19%	-	18%	14%	22%	18%	-	7%	1.849
	1 Decreased	-	-	-	-	359	-	-	-	-	346	-	-	-	-	259	-	
	2 Not changed	21%	15%	20%	17%	-	10%	19%	19%	17%	-	16%	19%	23%	17%	-	21%	
	3 Increased	23%	37% ▲	25%	32%	-	44% ▲	29%	30%	32%	-	34%	29%	32%	33%	-	41%	
	4 Not applicable	12%	6%	7%	7%	-	10%	9%	6%	8%	-	6%	14%	14%	7%	-	6%	
N Exercise before absence; 3 items	4 Not applicable	44%	42%	47%	43%	-	37%	43%	46%	43%	-	44%	38%	32%	42%	-	32%	1.549
	1 Low	-	-	-	-	354	-	-	-	-	342	-	-	-	-	257	-	
	2 Medium	49%	43%	48%	45%	-	31% ▼	40%	52% ▲	44%	-	47% ▲	29%	32%	44%	-	38%	
	3 High	33%	31%	18% ▼	29%	-	38%	29%	27%	30%	-	27%	43%	32%	29%	-	35%	

		U.K.																
		Main reason for absence				Stress (Weighted standardized combination)			T2. Resumed?				All count					
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N	Exercise after absence; 3 items	-	-	-	-	358	-	-	-	-	346	-	-	-	-	259	-	1.969
	1 Low	44%	54%	58%	53%		33% ▼	53%	59% ▲	52%		57% ▲	30% ▼	39%	54%		40%	
	2 Medium	37% ▲	27%	19%	28%		31%	27%	27%	28%		27%	30%	22%	26%		28%	
	3 High	19%	19%	23%	19%		36% ▲	20%	14% ▼	20%		16% ▼	40% ▲	39% ▲	20%		32%	
N	Sleeping problems; 4 items	-	-	-	-	362	-	-	-	-	350	-	-	-	-	261	-	1.968
	1 Low	11%	21% ▲	15%	18%		34% ▲	19%	9% ▼	17%		16%	5%	23%	16%		30%	
	2 Medium	38%	32%	16% ▼	31%		37%	33%	28%	31%		32%	50%	36%	34%		30%	
	3 High	51%	47% ▼	69% ▲	52%		29% ▼	47%	64% ▲	51%		52%	45%	41%	51%		40%	
N		-	-	-	-	363	-	-	-	-	350	-	-	-	-	261	-	1.929
Health condition																		
	In general my health is...																	
	0 (Very) bad	72% ▼	80%	90% ▲	80%		58% ▼	80%	88% ▲	80%		84% ▲	68%	61% ▼	80%		68%	
	1 Good or even splendid	28% ▲	20%	10% ▼	20%		42% ▲	20%	12% ▼	20%		16% ▼	32%	39% ▲	20%		32%	
N	Current disease: injury from accident?	-	-	-	-	359	-	-	-	-	346	-	-	-	-	259	-	1.931
	0 No	91% ▲	77% ▼	85%	81%		81%	78%	84%	82%		82%	86%	78%	82%		82%	
	1 Yes, physicians's opinion	9% ▼	23% ▲	15%	19%		19%	22%	16%	18%		18%	14%	22%	18%		18%	
N	...back pain problems?	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.989
	0 No	89% ▲	67% ▼	73%	72%		73%	70%	73%	72%		73%	73%	78%	74%		65%	
	1 Yes, physicians's opinion	11% ▼	33% ▲	27%	28%		27%	30%	27%	28%		27%	27%	22%	26%		35%	
N	...neck, shoulder and arm/hand problems?	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.989
	0 No	87% ▲	66% ▼	65%	70%		79%	70%	68%	71%		67%	82%	74%	68%		66%	
	1 Yes, physicians's opinion	13% ▼	34% ▲	35%	30%		21%	30%	32%	29%		33%	18%	26%	32%		34%	
N	...problems at the lower extremities (legs)?	-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.989
	0 No	96% ▲	63% ▼	74%	72%		68%	70%	75%	72%		72%	73%	78%	72%		68%	
	1 Yes, physicians's opinion	4% ▼	37% ▲	26%	28%		32%	30%	25%	28%		28%	27%	22%	28%		32%	
N	...cardiovascular disease?	-	-	-	-	366	-	-	-	-	351	-	-	-	-	263	-	1.988
	0 No	93% ▲	79% ▼	84%	83%		82%	81%	85%	83%		82%	95%	83%	83%		82%	
	1 Yes, physicians's opinion	7% ▼	21% ▲	16%	17%		18%	19%	15%	17%		18%	5%	17%	17%		18%	
N		-	-	-	-	366	-	-	-	-	351	-	-	-	-	262	-	1.988

		U.K.																
		Main reason for absence							Stress (Weighted standardized combination)					T2. Resumed?				
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	All count	N
...respiratory disease?	0 No	93% ▲	85%	81%	86%	367	92%	88%	83%	86%	352	83%	91%	96%	85%	263	88%	1.989
	1 Yes, physicians's opinion	7% ▼	15%	19%	14%		8%	12%	17%	14%		17%	9%	4%	15%		12%	
...mental disorder?	0 No	11% ▼	90% ▲	37% ▼	65%	367	92% ▲	80% ▲	42% ▼	65%	352	65%	77%	74%	67%	263	71%	1.989
	1 Yes, physicians's opinion	89% ▲	10% ▼	63% ▲	35%		8% ▼	20% ▼	58% ▲	35%		35%	23%	26%	33%		29%	
...neurological or sensory disease?	0 No	95% ▲	89%	71% ▼	87%	367	95% ▲	88%	84%	87%	352	85% ▼	95%	100%	87%	263	89%	1.989
	1 Yes, physicians's opinion	5% ▼	11%	29% ▲	13%		5% ▼	12%	16%	13%		15% ▲	5%	0%	13%		11%	
...digestive disease?	0 No	92%	90%	85%	90%	367	92%	93%	86%	90%	352	87%	91%	96%	88%	263	90%	1.989
	1 Yes, physicians's opinion	8%	10%	15%	10%		8%	7%	14%	10%		13%	9%	4%	12%		10%	
...genitourinary disease?	0 No	99%	95%	97%	96%	367	98%	96%	95%	96%	352	96%	95%	96%	96%	263	94%	1.989
	1 Yes, physicians's opinion	1%	5%	3%	4%		2%	4%	5%	4%		4%	5%	4%	4%		6%	
...skin disease?	0 No	97%	95%	92%	95%	367	97%	93%	96%	95%	352	94%	95%	100%	95%	263	93%	1.988
	1 Yes, physicians's opinion	3%	5%	8%	5%		3%	7%	4%	5%		6%	5%	0%	5%		7%	
...tumour?	0 No	100% ▲	91% ▼	94%	93%	367	85% ▼	95%	96%	94%	352	93%	86%	96%	92%	263	91%	1.988
	1 Yes, physicians's opinion	0% ▼	9% ▲	6%	7%		15% ▲	5%	4%	6%		7%	14%	4%	8%		9%	
...endocrine or metabolic disease?	0 No	97% ▲	92%	81% ▼	91%	367	92%	90%	91%	91%	352	89%	91%	96%	90%	263	92%	1.989
	1 Yes, physicians's opinion	3% ▼	8%	19% ▲	9%		8%	10%	9%	9%		11%	9%	4%	10%		8%	
...blood disease?	0 No	100%	98%	92% ▼	98%	367	97%	98%	98%	98%	352	98%	95%	100%	98%	263	96%	1.989
	1 Yes, physicians's opinion	0%	2%	8% ▲	2%		3%	2%	2%	2%		2%	5%	0%	2%		4%	
...birth defect?	0 No	100%	99%	97%	99%	367	100%	99%	99%	99%	352	99%	100%	100%	99%	263	97%	1.989
	1 Yes, physicians's opinion	0%	1%	3%	1%		0%	1%	1%	1%		1%	0%	0%	1%		3%	

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
...other disorder or disease?	0 No	93%	96%	90%	94%	367	97%	94%	94%	94%	352	96%	86% ▼	100%	95%	263	87%	1.989
	1 Yes, physicians's opinion	7%	4%	10%	6%		3%	6%	6%	6%		4%	14% ▲	0%	5%		13%	
	N	-	-	-	-		-	-	-	-		-	-	-	-		-	
Illness caused by work?	0 No (not at all)	59%	68%	75%	68%	341	70%	71%	64%	68%	327	69%	50%	68%	67%	244	61%	1.865
	1 Yes (entirely)	41%	32%	25%	32%		30%	29%	36%	32%		31%	50%	32%	33%		39%	
	N	-	-	-	-		-	-	-	-		-	-	-	-		-	
CES-D; 10 items	1 Low	7% ▼	38% ▲	3% ▼	26%	358	77% ▲	30%	1% ▼	25%	352	26%	29%	45%	28%	260	35%	1.941
	2 Medium	20% ▼	32%	30%	29%		18% ▼	51% ▲	17% ▼	30%		29%	24%	18%	27%		33%	
	3 High	73% ▲	29% ▼	67% ▲	45%		5% ▼	19% ▼	83% ▲	45%		46%	48%	36%	45%		32%	
Exhaustion; 8 items	1 Low	11% ▼	40% ▲	25%	31%	360	82% ▲	31%	12% ▼	31%	352	29%	27%	48%	31%	261	37%	1.955
	2 Medium	36%	40%	44%	40%		18% ▼	56% ▲	34%	39%		39%	36%	30%	38%		33%	
	3 High	53% ▲	20% ▼	31%	29%		0% ▼	13% ▼	54% ▲	30%		31%	36%	22%	31%		30%	
Disengagement; 8 items	1 Low	16% ▼	44% ▲	31%	36%	360	65% ▲	39%	22% ▼	36%	352	39%	32%	35%	38%	261	41%	1.954
	2 Medium	26%	34%	34%	32%		21% ▼	37%	34%	33%		30%	36%	35%	31%		29%	
	3 High	58% ▲	22% ▼	34%	32%		15% ▼	24% ▼	45% ▲	32%		31%	32%	30%	31%		30%	
General self-efficacy; 10 items	1 Low	79% ▲	49% ▼	66%	58%	363	6% ▼	47% ▼	87% ▲	58%	352	58% ▲	45%	35% ▼	55%	262	35%	1.964
	2 Medium	12%	22%	16%	19%		21%	32% ▲	7% ▼	18%		21%	18%	9%	20%		34%	
	3 High	9% ▼	29% ▲	18%	23%		73% ▲	21%	6% ▼	23%		21% ▼	36%	57% ▲	25%		30%	
Stress (Weighted standardized combination)	1 Low	3% ▼	27% ▲	2% ▼	18%	352	100%	0% ▼	0% ▼	18%	352	15% ▼	29%	45% ▲	19%	257	33%	1.908
	2 Medium	15% ▼	44% ▲	35%	37%		0% ▼	100%	0% ▼	37%		39% ▲	24%	18%	36%		35%	
	3 High	82% ▲	28% ▼	63% ▲	46%		0% ▼	0% ▼	100%	46%		45%	48%	36%	45%		32%	
Work ability	1 Incapable (<=3)	56%	54%	61%	56%	350	36% ▼	55%	65% ▲	56%	343	63% ▲	24% ▼	18% ▼	56%	253	49%	1.917
	2 Average (4-5)	26%	20%	23%	22%		19%	22%	21%	21%		21%	38%	14%	22%		24%	
	3 Optimal (>=6)	18%	26%	16%	23%		46% ▲	22%	14% ▼	22%		16% ▼	38%	68% ▲	22%		27%	
Physical work ability	0 Low (4,5 at the original scale)	61% ▼	75%	74%	72%	360	59% ▼	74%	76%	72%	351	80% ▲	55% ▼	27% ▼	73%	260	62%	1.925
	1 High (1,2,3 at the original scale)	39% ▲	25%	26%	28%		41% ▲	26%	24%	28%		20% ▼	45% ▲	73% ▲	27%		38%	
	N	-	-	-	-		-	-	-	-		-	-	-	-		-	
Mental work ability	0 Low (4,5 at the original scale)	71% ▲	38% ▼	69% ▲	50%		18% ▼	37% ▼	74% ▲	51%		53% ▲	27% ▼	23% ▼	48%		42%	

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?			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)	29% ▼	62% ▲	31% ▼	50%	360	82% ▲	63% ▲	26% ▼	49%	351	47% ▼	73% ▲	77% ▲	52%	260	58%	1.923
		-	-	-	-		-	-	-	-		-	-	-	-		-	
Absence																		
N	Number of previous absences (previous year)																	
	0 Never-two times	62% ▼	76% ▲	70%	72%	358	81%	77%	65% ▼	72%	344	71% ▼	95% ▲	78%	74%	256	71%	1.939
N	1 Three times and more	38% ▲	24% ▼	30%	28%	358	19%	23%	35% ▲	28%	344	29% ▲	5% ▼	22%	26%	256	29%	1.939
		-	-	-	-		-	-	-	-		-	-	-	-		-	
N	Time of previous absences (weeks)																	
	1 Less than 2 weeks	70%	62%	54%	63%	224	61%	66%	63%	64%	217	57%	58%	53%	57%	164	50%	1.503
N	2 2-4 weeks	13%	13%	14%	13%	224	10%	8%	16%	12%	217	15%	17%	20%	15%	164	17%	1.503
	3 Over 4 weeks	18%	25%	32%	25%	224	29%	26%	21%	24%	217	28%	25%	27%	28%	164	33%	1.503
		-	-	-	-		-	-	-		-	-	-	-		-		
N	Length of current absence																	
	1 0 to 24 weeks	4%	5%	10%	6%	360	8%	6%	4%	5%	346	3%	9%	9%	4%	258	33%	1.918
N	2 25-34 weeks	11%	9%	3%	8%	360	10%	5%	10%	8%	346	8%	0%	30% ▲	10%	258	37%	1.918
	3 35 weeks or more	85%	86%	87%	86%	360	82%	90%	86%	86%	346	88% ▲	91%	61% ▼	86%	258	31%	1.918
		-	-	-	-		-	-	-		-	-	-	-		-		
N	Main reason for absence																	
	1 Mental	100%	0% ▼	0% ▼	20%	367	3% ▼	9% ▼	38% ▲	21%	352	20%	18%	30%	21%	263	16%	1.986
N	2 Physical	0% ▼	100%	0% ▼	63%	367	95% ▲	75% ▲	39% ▼	62%	352	65%	64%	65%	65%	263	63%	1.986
	3 Comorbid	0% ▼	0% ▼	100%	17%	367	2% ▼	16%	24% ▲	17%	352	16%	18%	4%	15%	263	20%	1.986
		-	-	-	-		-	-	-		-	-	-	-		-		
N	Particular event or gradual process?																	
	1 Particular event	34%	34%	35%	34%	355	43%	36%	31%	35%	340	35%	40%	41%	36%	254	29%	1.898
N	2 Gradual process	66%	66%	65%	66%	355	57%	64%	69%	65%	340	65%	60%	59%	64%	254	71%	1.898
		-	-	-	-		-	-	-	-		-	-	-	-		-	
N	Unexpected event?																	
	1 Unexpected event	35% ▼	56% ▲	56%	52%	363	61%	57%	45% ▼	52%	348	52%	52%	52%	52%	260	50%	1.947
N	2 Something you could see coming	65% ▲	44% ▼	44%	48%	363	39%	43%	55% ▲	48%	348	48%	48%	48%	48%	260	50%	1.947
		-	-	-	-		-	-	-	-		-	-	-	-		-	
N	Source of income: salary/wage																	
	0 No	91%	93%	98%	94%	365	94%	93%	95%	94%	350	98% ▲	91%	74% ▼	95%	262	58%	1.975
N	1 Yes	9%	7%	2%	6%	365	6%	7%	5%	6%	350	2% ▼	9%	26% ▲	5%	262	42%	1.975
		-	-	-	-		-	-	-	-		-	-	-	-		-	
N	...social security benefit																	
	0 No	16%	20%	16%	19%	365	27%	23%	13% ▼	19%	350	16%	32%	22%	18%	262	46%	1.975
N	1 Yes	84%	80%	84%	81%	365	73%	77%	88% ▲	81%	350	84%	68%	78%	82%	262	54%	1.975
		-	-	-	-		-	-	-	-		-	-	-	-		-	
N	...tax credits																	
	0 No	91%	84%	81%	85%	365	84%	85%	85%	85%	350	86%	82%	87%	85%	262	97%	1.975
N	1 Yes	9%	16%	19%	15%	365	16%	15%	15%	15%	350	14%	18%	13%	15%	262	3%	1.975
		-	-	-	-		-	-	-	-		-	-	-	-		-	

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All count
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...insurance	0 No	99%	93%	95%	94%		94%	91% ▼	98% ▲	95%		94%	86%	100%	94%		96%	
	1 Yes	1%	7%	5%	6%		6%	9% ▲	3% ▼	5%		6%	14%	0%	6%		4%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...loans (financial institution/ friends)	0 No	93%	96%	90%	95%		95%	95%	94%	95%		93%	100%	100%	94%		95%	
	1 Yes	7%	4%	10%	5%		5%	5%	6%	5%		7%	0%	0%	6%		5%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...benefits	0 No	91%	82%	82%	84%		81%	83%	86%	84%		80% ▼	95%	96%	82%		81%	
	1 Yes	9%	18%	18%	16%		19%	17%	14%	16%		20% ▲	5%	4%	18%		19%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...savings	0 No	83% ▲	68% ▼	73%	72%		56% ▼	69%	81% ▲	72%		71%	55%	61%	69%		82%	
	1 Yes	17% ▼	32% ▲	27%	28%		44% ▲	31%	19% ▼	28%		29%	45%	39%	31%		18%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...spouse/partners income	0 No	75% ▲	60% ▼	66%	64%		60%	59%	70% ▲	64%		66%	50%	65%	65%		63%	
	1 Yes	25% ▼	40% ▲	34%	36%		40%	41%	30% ▼	36%		34%	50%	35%	35%		37%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...children's income	0 No	96%	95%	97%	95%		98%	91% ▼	97%	95%		95%	91%	100%	95%		96%	
	1 Yes	4%	5%	3%	5%		2%	9% ▲	3%	5%		5%	9%	0%	5%		4%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
...other source of income	0 No	89%	80% ▼	89%	84%		74% ▼	84%	86%	83%		80%	91%	87%	81%		92%	
	1 Yes	11%	20% ▲	11%	16%		26% ▲	16%	14%	17%		20%	9%	13%	19%		8%	
N		-	-	-	-	365	-	-	-	-	350	-	-	-	-	262	-	1.975
Job position held open?	1 No	82%	69% ▼	77%	73%		64%	76%	77%	74%		71%	71%	65%	71%		36%	
	2 Yes, less than 6 months	4%	2%	5%	3%		0%	4%	2%	2%		3%	0%	0%	3%		5%	
	3 Yes, more than 6 months	8%	20% ▲	11%	16%		25% ▲	14%	13%	15%		17%	18%	30%	18%		41%	
	4 Don't know	6%	10%	7%	8%		11%	7%	8%	8%		8%	12%	5%	8%		18%	
N		-	-	-	-	316	-	-	-	-	306	-	-	-	-	222	-	1.397
During absence period had contact with...																		
general practitioner	0 No	5%	4%	5%	4%		5%	4%	5%	5%		3%	9%	9%	4%		13%	
	1 Yes	95%	96%	95%	96%		95%	96%	95%	95%		97%	91%	91%	96%		87%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986
...occupational health physician and/or nurse	0 No	80%	78%	85%	80%		77%	82%	78%	80%		81%	82%	65%	79%		57%	
	1 Yes	20%	22%	15%	20%		23%	18%	22%	20%		19%	18%	35%	21%		43%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All count
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
...rehabilitation advisor/case manager and/or social security officer	0 No	63%	57%	71%	60%		60%	66%	57%	61%		60%	59%	83% ▲	62%		67%	
	1 Yes	37%	43%	29%	40%		40%	34%	43%	39%		40%	41%	17% ▼	38%		33%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986
...psychiatrist and/or psychologist	0 No	56% ▼	93% ▲	69% ▼	81%		95% ▲	88% ▲	69% ▼	80%		80%	91%	87%	81%		75%	
	1 Yes	44% ▲	7% ▼	31% ▲	19%		5% ▼	12% ▼	31% ▲	20%		20%	9%	13%	19%		25%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986
...physiotherapist and/or sports physician	0 No	92% ▲	62% ▼	71%	69%		60% ▼	65%	78% ▲	70%		67%	77%	74%	68%		63%	
	1 Yes	8% ▼	38% ▲	29%	31%		40% ▲	35%	22% ▼	30%		33%	23%	26%	32%		37%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986
...alternative health practitioner and/or other professional	0 No	76% ▼	89% ▲	77%	84%		89%	87%	80%	84%		85%	82%	87%	85%		81%	
	1 Yes	24% ▲	11% ▼	23%	16%		11%	13%	20%	16%		15%	18%	13%	15%		19%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.986
Contact between professionals?	1 No contact	18% ▲	8%	10%	10%		5%	14%	9%	10%		8%	5%	18%	9%		14%	
	2 Yes, there was contact	61%	72%	68%	69%		62%	70%	71%	69%		72%	75%	55%	70%		56%	
	3 Do not know	22%	21%	22%	21%		33% ▲	16%	21%	21%		20%	20%	27%	21%		29%	
N		-	-	-	-	353	-	-	-	-	339	-	-	-	-	253	-	1.543
Contact manager and professionals?	1 No contact	63%	63%	68%	64%		56%	66%	65%	63%		62%	72%	50%	62%		51%	
	2 Yes, there was contact	17%	17%	14%	16%		19%	17%	15%	16%		18%	11%	35% ▲	19%		20%	
	3 Do not know	20%	20%	19%	20%		26%	18%	20%	20%		20%	17%	15%	19%		30%	
N		-	-	-	-	324	-	-	-	-	312	-	-	-	-	226	-	1.899
Contact with organisaton during sickness period: manager/supervisor?	0 No	69%	65%	58%	65%		58%	67%	66%	65%		66%	77%	61%	67%		41%	
	1 Yes	31%	35%	42%	35%		42%	33%	34%	35%		34%	23%	39%	33%		59%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.982
...colleagues?	0 No	64% ▲	46% ▼	53%	51%		48%	50%	52%	51%		48%	55%	52%	49%		36%	
	1 Yes	36% ▼	54% ▲	47%	49%		52%	50%	48%	49%		52%	45%	48%	51%		64%	
N		-	-	-	-	367	-	-	-	-	352	-	-	-	-	263	-	1.982

		U.K.																	
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All count	
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N	
Is there a specific person in your organisation who is responsible for the coordination of your work-resumption?	1 Yes	21%	22%	19%	21%	330	22%	22%	19%	21%	318	19%	22%	29%	20%	232	36%	1.876	
	2 No	47%	40%	49%	43%		33%	48%	43%	43%		42%	44%	48%	43%		37%		
	3 Do not know	33%	39%	32%	36%		44%	30%	38%	36%		38%	33%	24%	37%		28%		
	N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Absence experience: attached to work	1 Low	28%	26%	12% ▼	24%	358	29%	25%	22%	24%	348	23% ▼	36%	39%	26%	259	40%	1.937
		2 Medium	27%	25%	15%	24%		31%	22%	22%	24%		27%	18%	22%	25%		28%	
		3 High	45%	48%	73% ▲	52%		40% ▼	53%	56%	52%		50%	45%	39%	49%		32%	
		N	-	-	-	-		-	-	-	-		-	-	-	-		-	
	Absence experience: detached from work	1 Low	31%	36%	51% ▲	38%	357	30%	38%	41%	38%	348	38%	19%	36%	37%	257	33%	1.923
		2 Medium	31%	32%	28%	31%		31%	33%	29%	31%		31%	38%	36%	32%		34%	
3 High		39%	32%	21%	31%	39%		29%	30%	31%	30%		43%	27%	31%	33%			
N		-	-	-	-	-		-	-	-	-		-	-	-	-		-	
Interventions & work resumption																			
Interventions before... work arrangements in general? (a and/or b)	0 No	66%	51%	61%	57%	200	57%	55%	58%	57%	194	48% ▼	64%	86% ▲	55%	142	69%	1.299	
	1 Yes	34%	49%	39%	44%		43%	45%	42%	43%		52% ▲	36%	14% ▼	45%		31%		
N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
... vocational rehabilitation in general? (c, d, e, h, i and/or j)	0 No	68%	64%	63%	65%	200	74%	60%	66%	65%	194	69%	64%	67%	68%	142	74%	1.299	
	1 Yes	32%	36%	37%	35%		26%	40%	34%	35%		31%	36%	33%	32%		26%		
N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
... medical and/or psychological intervention? (f and/or g)	0 No	80%	74%	82%	77%	200	69%	82%	76%	76%	194	76%	91%	76%	77%	142	87%	1.299	
	1 Yes	20%	26%	18%	23%		31%	18%	24%	24%		24%	9%	24%	23%		13%		
N	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Interventions after... work arrangements in general? (a and/or b)	0 No	86%	81%	76%	82%		74%	90%	81%	82%		85%	45% ▼	90%	83%		78%		

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?			All count		
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
N	1 Yes	14%	19%	24%	19%	200	26%	10%	19%	18%	194	15%	55% ▲	10%	17%	142	22%	1.299
	0 No	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
... vocational rehabilitation in general? (c, d, e, h, i and/or j)	0 No	76%	78%	87%	79%	200	66% ▼	82%	81%	78%	194	81%	64%	76%	79%	142	79%	1.299
	1 Yes	24%	22%	13%	21%	200	34% ▲	18%	19%	22%	194	19%	36%	24%	21%	142	21%	1.299
N	0 No	-	-	-	-	200	-	-	-	-	194	-	-	-	-	142	-	1.299
	1 Yes	-	-	-	-	200	-	-	-	-	194	-	-	-	-	142	-	1.299
... medical and/or psychological intervention? (f and/or g)	0 No	72%	83%	82%	80%	200	80%	80%	79%	79%	194	81%	91%	81%	82%	142	90%	1.299
	1 Yes	28%	17%	18%	20%	200	20%	20%	21%	21%	194	19%	9%	19%	18%	142	10%	1.299
N	0 No	-	-	-	-	200	-	-	-	-	194	-	-	-	-	142	-	1.299
	1 Yes, within 6 months	20%	20%	29%	22%	306	26%	21%	21%	22%	297	16% ▼	44% ▲	60% ▲	20%	218	38%	1.492
	2 Yes, but not within 6 months	53% ▲	36% ▼	41%	40%	306	37%	41%	41%	41%	297	40%	38%	20%	39%	218	22%	1.492
What do you expect jobwise: same job same employer?	3 No	27% ▼	44% ▲	31%	38%	306	37%	38%	37%	37%	297	44% ▲	19%	20%	41%	218	40%	1.492
	0 No	-	-	-	-	306	-	-	-	-	297	-	-	-	-	218	-	1.492
N	0 No	88%	87%	91%	88%	336	79% ▼	90%	90%	88%	324	89%	75%	85%	87%	238	65%	1.596
	1 Yes	13%	13%	9%	12%	336	21% ▲	10%	10%	12%	324	11%	25%	15%	13%	238	35%	1.596
...same job different employer?	0 No	-	-	-	-	336	-	-	-	-	324	-	-	-	-	238	-	1.596
	1 Yes	92%	88%	82%	88%	336	87%	86%	89%	88%	324	89%	90%	100%	90%	238	93%	1.595
N	0 No	8%	12%	18%	12%	336	13%	14%	11%	12%	324	11%	10%	0%	10%	238	7%	1.595
	1 Yes	-	-	-	-	336	-	-	-	-	324	-	-	-	-	238	-	1.595
...different job same employer?	0 No	92%	95%	98%	95%	336	92%	97%	94%	95%	324	95%	100%	85%	95%	238	90%	1.595
	1 Yes	8%	5%	2%	5%	336	8%	3%	6%	5%	324	5%	0%	15%	5%	238	10%	1.595
N	0 No	-	-	-	-	336	-	-	-	-	324	-	-	-	-	238	-	1.595
	1 Yes	92%	95%	98%	95%	336	92%	97%	94%	95%	324	95%	100%	85%	95%	238	90%	1.595
...different job different employer?	0 No	46% ▼	62% ▲	49%	57%	336	62%	60%	51%	56%	324	58%	55%	62%	58%	238	77%	1.595
	1 Yes	54% ▲	38% ▼	51%	43%	336	38%	40%	49%	44%	324	42%	45%	38%	42%	238	23%	1.595
N	0 No	-	-	-	-	336	-	-	-	-	324	-	-	-	-	238	-	1.595
	1 Yes	75%	66%	72%	69%	336	79%	66%	69%	69%	324	64% ▼	90% ▲	92%	68%	238	69%	1.595
...none of the above return options	0 No	25%	34%	28%	31%	336	21%	34%	31%	31%	324	36% ▲	10% ▼	8%	32%	238	31%	1.595
	1 Yes	-	-	-	-	336	-	-	-	-	324	-	-	-	-	238	-	1.595
Time 2																		

		U.K.																
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					All
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N
T2. Returned to work?	1 Yes, completely	13%	9%	3%	9%		20% ▲	4%	7%	9%		0% ▼	0%	100%	9%		30%	
	2 Yes, partially	7%	8%	10%	8%		12%	5%	9%	8%		0% ▼	100%	0%	8%		10%	
	3 No, still ill	80%	83%	87%	83%		67% ▼	90% ▲	84%	83%		100%	0% ▼	0% ▼	83%		61%	
N		-	-	-	-	263	-	-	-	-	257	-	-	-	-	263	-	1.557
T2. Is this the same job as before your absence?	1 Same job	9% ▼	47% ▲	20%	36%		50%	42%	20%	35%		33%	36%	36%	36%		73%	
	2 Other kind of job	91% ▲	53% ▼	80%	64%		50%	58%	80%	65%		67%	64%	64%	64%		27%	
N		-	-	-	-	50	-	-	-	-	48	-	-	-	-	50	-	638
T2. Influenced decision to resume work? ... total recovery	0 No	83%	88%	100%	88%		81%	92%	89%	87%		80%	95%	82%	88%		68%	
	1 Yes	17%	13%	0%	12%		19%	8%	11%	13%		20%	5%	18%	12%		32%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624
... partial recovery	0 No	42%	53%	80%	53%		56%	50%	47%	51%		60%	59%	45%	53%		60%	
	1 Yes	58%	47%	20%	47%		44%	50%	53%	49%		40%	41%	55%	47%		40%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624
... financial situation	0 No	92%	72%	20% ▼	71%		75%	75%	63%	70%		100%	73%	64%	71%		80%	
	1 Yes	8%	28%	80% ▲	29%		25%	25%	37%	30%		0%	27%	36%	29%		20%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624
... sick leave benefit ran out	0 No	83%	72%	100%	78%		94%	75%	68%	79%		40% ▼	82%	82%	78%		76%	
	1 Yes	17%	28%	0%	22%		6%	25%	32%	21%		60% ▲	18%	18%	22%		24%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624
... the need to work	0 No	50%	72%	80%	67%		69%	75%	63%	68%		60%	64%	73%	67%		83%	
	1 Yes	50%	28%	20%	33%		31%	25%	37%	32%		40%	36%	27%	33%		17%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624
... something else	0 No	92%	84%	100%	88%		75%	92%	95%	87%		100%	77% ▼	95%	88%		90%	
	1 Yes	8%	16%	0%	12%		25%	8%	5%	13%		0%	23% ▲	5%	12%		10%	
N		-	-	-	-	49	-	-	-	-	47	-	-	-	-	49	-	624

		U.K.																		
		Main reason for absence				Stress (Weighted standardized combination)			T2. Resumed?				All count							
		Mental	Physical	Comorbid	Total	N	Low	Medium	High	Total	N	No	Partial	Full	Total	N	ries	N		
T2. Personal average monthly income	1 Less than 899 Euro	100%	100%	100%	100%	251	100%	100%	100%	100%	244	100%	100%	100%	100%	243	53%	1.367		
	2 900 - 1799 Euro	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		0%		0%	37%
	3 1800 Euro or more	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		0%		0%	10%
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. Household average monthly income	1 Less than 899 Euro	100%	100%	100%	100%	243	100%	100%	100%	100%	236	100%	100%	100%	100%	234	44%	1.234		
	2 900 - 1799 Euro	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		0%		0%	16%
	3 1800 Euro or more	0%	0%	0%	0%		0%	0%	0%	0%		0%	0%	0%	0%		0%		0%	40%
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. Work centrality; 2 items	1 Low	58%	60%	66%	61%	266	49%	64%	64%	61%	257	63%	59%	39% ▼	61%	258	43%	1.504		
	2 Medium	29%	26%	26%	27%		35%	29%	21%	26%		24%	36%	39%	27%		35%			
	3 High	13%	14%	8%	13%		16%	8%	15%	12%		12%	5%	22%	12%		22%			
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. General self-efficacy; 10 items	1 Low	70% ▲	33% ▼	72% ▲	46%	267	14% ▼	26% ▼	77% ▲	47%	258	51% ▲	36%	17% ▼	47%	258	34%	1.521		
	2 Medium	22%	40% ▲	18% ▼	33%		31%	52% ▲	19% ▼	33%		31%	41%	48%	33%		37%			
	3 High	7% ▼	26% ▲	10%	20%		55% ▲	23%	4% ▼	21%		18%	23%	35%	20%		30%			
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. CES-D; 10 items	1 Low	13% ▼	44% ▲	5% ▼	32%	262	81% ▲	36%	9% ▼	32%	254	29% ▼	38%	59% ▲	32%	253	49%	1.507		
	2 Medium	28%	29%	29%	29%		13% ▼	36%	30%	29%		30%	19%	36%	29%		29%			
	3 High	58% ▲	26% ▼	66% ▲	39%		6% ▼	27% ▼	61% ▲	39%		42% ▲	43%	5% ▼	39%		23%			
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. Work ability	1 Incapable (<=3)	64%	60%	64%	62%	266	46% ▼	61%	68% ▲	61%	257	71% ▲	14% ▼	4% ▼	60%	257	39%	1.529		
	2 Average (4-5)	15%	21%	23%	20%		17%	26%	16%	20%		18% ▼	48% ▲	22%	21%		21%			
	3 Optimal (>=6)	22%	19%	13%	18%		38% ▲	13%	16%	19%		11% ▼	38% ▲	74% ▲	19%		40%			
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. Physical work ability	0 Low (4,5 at the original scale)	50% ▼	75% ▲	69%	69%	267	56% ▼	79% ▲	65%	69%	258	77% ▲	32% ▼	17% ▼	68%	258	52%	1.518		
	1 High (1,2,3 at the original scale)	50% ▲	25% ▼	31%	31%		44% ▲	21% ▼	35%	31%		23% ▼	68% ▲	83% ▲	32%		48%			
	N	-	-	-	-		-	-	-	-		-	-	-	-		-		-	-
T2. Mental work ability	0 Low (4,5 at the original scale)	76% ▲	29% ▼	74% ▲	46%		11% ▼	34% ▼	70% ▲	46%		53% ▲	18% ▼	9% ▼	46%		32%			

		U.K.																				
		Main reason for absence						Stress (Weighted standardized combination)					T2. Resumed?					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)	24% ▼	71% ▲	26% ▼	54%	268	89% ▲	66% ▲	30% ▼	54%	259	47% ▼	82% ▲	91% ▲	54%	259	68%	1.516				
		-	-	-	-			-	-	-		-		-	-		-		-		-	
	T2. Absence experience: attached to work																					
	1 Low	29%	27%	16%	26%			24%	27%	26%		26%		25%	33%		32%		26%		44%	
	2 Medium	25%	29%	16%	26%		39% ▲	28%	19% ▼	26%		26%	19%	23%	25%		26%					
	3 High	45%	44%	68% ▲	48%		37%	44%	56% ▲	48%		49%	48%	45%	48%		30%					
N		-	-	-	-	266	-	-	-	-	258	-	-	-	-	257	-	1.494				
	T2. Absence experience: detached from work																					
	1 Low	35%	37%	53%	39%		23% ▼	40%	43%	38%		38%	29%	55%	39%		33%					
	2 Medium	31%	30%	24%	29%		39%	27%	28%	29%		29%	38%	23%	29%		30%					
	3 High	35%	33%	24%	32%		39%	33%	29%	32%		33%	33%	23%	32%		37%					
N		-	-	-	-	261	-	-	-	-	253	-	-	-	-	252	-	1.484				
<p><i>Note.</i> Every marked group is significantly different from the other and/or the comparison group(s). All comparisons are made 'horizontally', i.e., per row. ▲: $p < 0,05$ for significantly high 'scoring' groups; ▼ for significantly low 'scoring' groups. Take care: Differences are only marked as being 'significant', when the effect size, recalculated as the corresponding Pearson product-moment correlation coefficient, is AT LEAST 0,10. In effect, '▲' implies: $p < 0,05$ AND $r \geq 0,10$. Correlation coefficients of at least 0,10 are considered to be at least 'small' (but larger than no correlation at al, Cohen, 1977). <i>P</i>-values are highly dependent on sample size; effect sizes like <i>r</i> are not dependent on sample size. Cohen, J. (1977). <i>Statistical power analysis for the behavioral sciences</i>. New York: Academic Press.</p>																						