

Worklife expectancy in Denmark

– a study of work environment
and labor retention

National Research Centre for the Working Environment, Copenhagen 2018

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PREFACE

Worklife expectancy is a new measure, which can be used to explore the national economic consequences of the fragile labor retention among disadvantaged groups from a labor market perspective.

The present report offers insight into the work environment's impact on Danish wage earners' worklife expectancy. Worklife expectancy is an approximation of the remaining number of years on the labor market of wage earners before retirement from the labor market. Worklife expectancy is divided into:

- 1) Employment with earned income as sole income
- 2) Unemployment
- 3) Long-term sickness absence

This report is financed by the Finnish research fund Nordforsk and is part of a joint project across the Nordic countries. The aim of the project is to assess the potential increase in worklife expectancy of Nordic wage earners through interventions at both workplace level and societal level. We would like to express our gratitude to Thomas Lund and Jan Høgelund, who peer-reviewed this report.

SUMMARY

On average, a 50-year-old Danish male wage earner has 13 ½ years of worklife expectancy, and a 50-year-old female wage earner has 12 ½ years of worklife expectancy. The worklife expectancy consists mainly of productive working years, but an important proportion of the worklife expectancy is long-term sickness absence and unemployment.

Worklife expectancy is a measure that depends on age and work environment. This report presents the worklife expectancy of wage earners aged 40 to 64 years. The results are divided according to work environment in relation to five different work environment factors. The calculations provide a detailed look at the trends in the working life of Danish wage earners.

The worklife expectancy differed for people with different kinds of work environments in three cases:

- Physical strain at work: Wage earners with high physical strain at work had on average 22 % fewer productive years than wage earners with low physical strain at work. For men and women, the figures were 17 % and 28 %, respectively.
- Management quality: Wage earners who reported low management quality had on average 14 % fewer productive years of employment than wage earners who reported high management quality. For men and women, the figures were 11 % and 16 %, respectively.
- Bullying, violence and threats: Wage earners who had been exposed to bullying, violence or threats had on average 9 % fewer productive years of employment than wage earners who had not been exposed. For men and women, the figures were 7 % and 11 %, respectively.

The results further showed, that wage earners exposed to high physical strain at work, low management quality, or bullying, violence and threats, had longer periods of long-term sickness absence and unemployment.

The analysis found no substantial correlation between worklife expectancy and the two other work environment factors: emotional demands and meaning in work.

All the above results were calculated for wage earners who were not covered by the Danish Early Retirement Pension (ERP) scheme. Calculations on wage earners with ERP membership showed, that male wage earners had shorter worklife expectancy if they had the possibility of early retirement through the ERP scheme. The shorter worklife expectancy was due to both fewer productive working years, and less years of long-term sickness absence and unemployment. The difference was less markedly among women.

The above results are based on a survey from 2010. Comparisons of the worklife expectancy among these wage earners and a corresponding population from a 2012 survey show that the worklife expectancy of wage earners is increasing. This especially applies to women, and in particular with regard to the number of productive working year.

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BACKGROUND

In almost all EU countries, the part of the population of working age (16-65 years) is decreasing as a consequence of aging populations. The demographic development means that a dwindling workforce has to provide for a growing number of old aged retirees. For the EU, the forecast is that there will be less than two people in the workforce for every retiree in 2030 (given a retirement age of 65 years) – in comparison, the ratio was 4 to 1 in 2010 (Muszynska & Rau, 2012). This ratio is not expected to be economically viable. To avoid this pressure on the Danish welfare system, it is pivotal that people has longer and more productive working lives with good health and free from major ailments (Ilmarinen, 2012).

In 2015, a joint project between the Nordic countries was initiated¹. One of the aims of the project was to use data on labor market affiliation from large-scale registers to explore the relationship between work environment and labor market affiliation of wage earners. Particular attention was given to the question of whether an improved work environment could lead to more years of productive employment for wage earners. The present report is the Danish contribution to this endeavor.

The data on work environment used for the calculations in this report was obtained through two large surveys conducted by The National Research Centre for the Working Environment (NFA) in 2010 and 2012, respectively. The labor market statuses of the respondents of these surveys are accessed via the Labor Market Accounts (LMA) database from Statistics Denmark. The LMA provides information on time spent on separate public benefits as details on dates of shifts between different types of income, e.g. from earned income to public benefit. The combination of these data sources enables calculations of the worklife expectancy for different wage earners, including detailed information on time with employment, unemployment and long-term sickness absence – until final retirement from the labor market.

¹ Nordforsk project: #76659 “Nordic Occupational Register: A Tool for Estimation of the Potential of Workplace and Population Level Interventions”

WORK ENVIRONMENT AND WORKLIFE EXPECTANCY

The present report examines the correlation between five different workplace exposures and worklife expectancy. The chosen workplace exposures represent different aspects of physical and psychosocial work environment.

The results show the worklife expectancy for wage earners with different work environments. The worklife expectancy is divided into three separate parts; employment, unemployment, and long-term sick leave.

The five work environment factors are:

- Physical work demands
- Management quality
- Emotional demands
- Meaning in work
- Harassment, violence and threats.

For each of the five work environment factors, the wage earners are divided into two separate groups with regard to their exposure. The third of the population that are exposed to the worst work environment are classified as high exposure and the remaining two thirds as low exposure. This applies to all of the workplace exposures except for harassment, violence and threats, where around one fifth of the wage earners are classified as highly exposed. In this case, the highly exposed wage earners are those who have experienced any type of harassment, violence or threats in relation to their work.

Data on work environment are obtained through a survey on work environment and health from 2010. The calculated worklife expectancies of respondents from this survey are compared to worklife expectancies of respondents from a similar survey conducted in 2012 in the chapter 'Development in worklife expectancy'. Both of the surveys are conducted by The National Research Centre for the Working Environment² and the worklife expectancies are calculated using register data on labor market affiliation from Statistics Denmark³.

With regard to education, job group, BMI (body mass index) and smoking habits, the compared groups of people are identical. This is achieved by weighting the population

² The National Research Centre for the Working Environment has conducted work environment surveys since 1990. The 'Danish Work Environment Cohort Study' (DWECS) is a cohort study, that was first conducted in 1990 and then repeated in similar ways every five years up until 2010. The 'Work and Health 2012-2020' study is conducted every second year with identical questionnaires. The results in this report are based on data from the 2010 version of DWECS, which contains 12,351 wage earners in the 20-64 year age range. Furthermore, data from the 2012 round of the Work and Health study, which holds information on 16,300 wage earners in the 20-64 year age range is used to look at the development of worklife expectancy over time.

³ Labor Market Accounts (LMA) is a register on the labor market affiliation of the Danish population developed by Statistics Denmark. The LMA contains information on employment as well as social benefits.

before the calculations of worklife expectancy. This process is explained in detail in the methods chapter.

In the present report, worklife expectancy consists of periods of employment, periods of unemployment and periods of long-term sickness absence. The assumption is that this most accurately depicts the Danish flexicurity model, as an inherent consequence of the flexibility of the Danish labor market is that periods of unemployment and sickness absence are to be expected in the course of the working age. The calculations are controlled for early retirement in the form of full or partial disability pension and the Danish early retirement pensioning (ERP) scheme. In general, the actual retirement age is higher than the sum of age and worklife expectancy, as periods of paternity/maternity leave, education and periods without any earned income or social benefits are not included in the calculations of worklife expectancy.

All of the results on worklife expectancy presented in this report apply to people in the 40-64 age range. This is because periods of time outside of the labor market due to e.g. maternity/paternity leave and education are much more prevalent among young people. As periods of temporary absence from the labor market cause a greater degree of uncertainty in the calculations, it was considered to be unfavorable to include people less than 40 years of age. Although the calculations of worklife expectancy for people in the 40-64 age range are less uncertain, the numbers on unemployment and long-term sickness absence should be interpreted with caution as these events occur relatively rarely.

The following sections present the worklife expectancy for a population of wage earners, who had different work environment in relation to five different work environment factors according to information from a 2010 survey. The structure of the sections is similar to allow readers to compare results between the different work environment factors. The results are divided by gender⁴, and people who are part of the Danish ERP scheme are not included in the calculations for the main results. More detailed information is given through examples of the composition of worklife expectancy for a 50-year old wage earner.

After the presentation of the results, worklife expectancies of people with access to early retirement through the ERP scheme are compared to people without ERP membership. This is followed by a section on the development of worklife expectancy, where the results are compared to calculations on worklife expectancy for a population of wage earners from a survey on work environment and Health conducted in 2012.

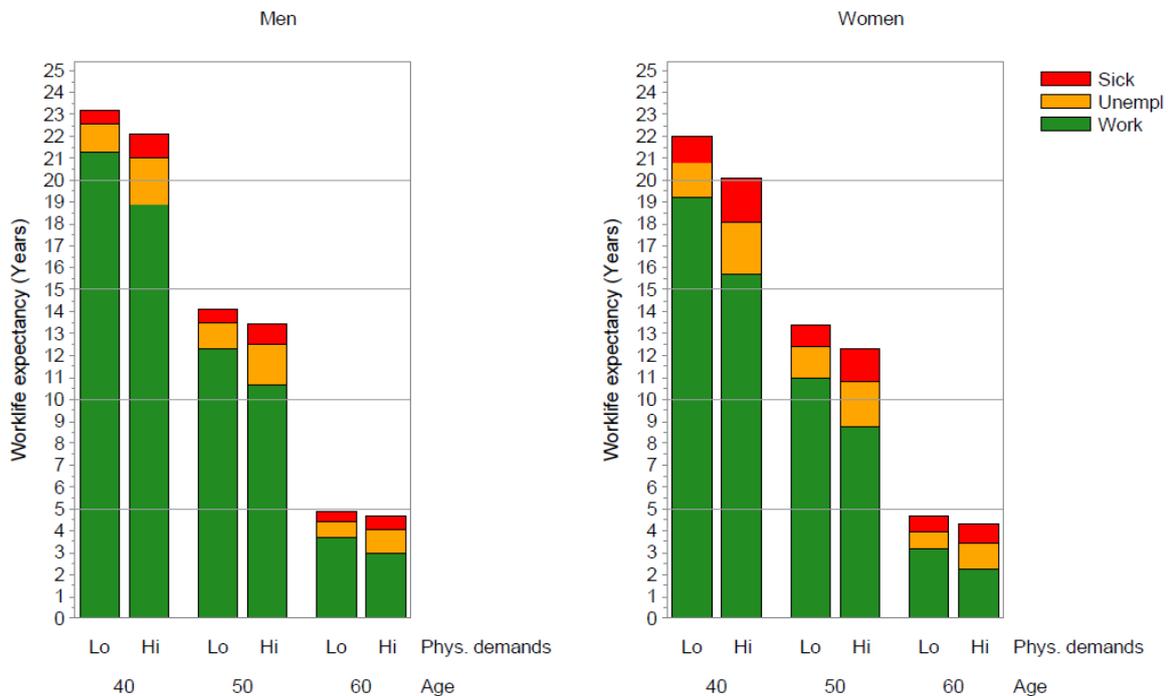
All of the results presented in this report can be found in appendix 2.

⁴ The calculations were adjusted for gender, while separate calculations were done for people with and without ERP membership respectively.

Physical work demands

High physical work demands can lead to serious strain of the body (da Costa & Vieira, 2010; Mayer et al., 2012). The present report looks at physical work demands in terms of awkward working positions, heavy lifting and frequent pushing and pulling during working hours. The population is divided into two groups on the basis of responses to a survey on work environment conducted in 2010. The third of the population with the highest physical work demands are classified as people with high physical work demands, while the remaining two thirds are classified as people with low physical work demands. A more detailed description of the classification can be found in appendix 1.2.

The results show that wage earners with high physical work demands have fewer years with employment as well as more years with unemployment and long-term sickness absence than wage earners with low physical work demands.



Figur 1: Physical work demands and worklife expectancy for wage earners aged 40, 50 and 60 years, respectively.

Worklife expectancy of a 50-year old woman



Figure 2: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old woman with low and high physical work demands.

Figure 2 shows that a 50-year old woman with low physical work demands has a worklife expectancy of 13.4 years and a 50-year old woman with high physical work demands has a worklife expectancy of 12.3 years, i.e. a 1.1-year difference in worklife expectancy. Furthermore, differences in years of employment, unemployment and long-term sickness absence can be observed in the results. According to figure 2, a 50-year old woman with high physical work demands has 2.3 fewer years of employment and 1.2 years of unemployment or long-term sickness absence compared to a woman of the same age with low physical work demands.

Worklife expectancy of a 50-year old man

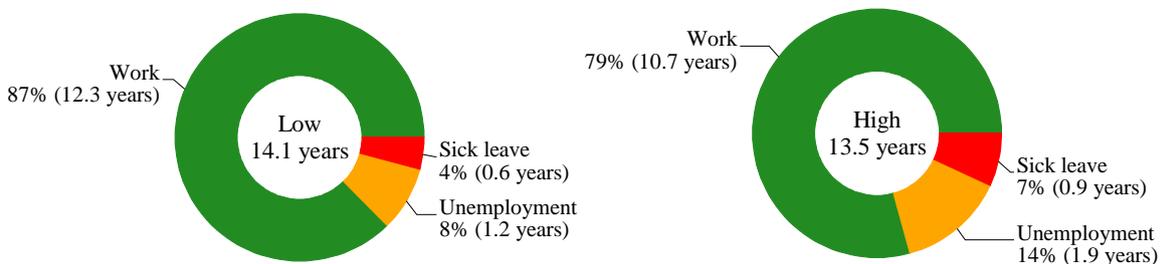


Figure 3: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old man with low and high physical work demands.

Figure 3 shows that a 50-year old man with low physical work demands has a worklife expectancy of 14.1 years and a 50-year old woman with high physical work demands has a worklife expectancy of 13.5 years, i.e. a 0.6-year difference in worklife expectancy. A closer look at the worklife expectancy further shows that a 50-year old man with high physical work demands has 1.6 less years with employment and 1.0 more years more with unemployment or long-term sickness absence than a similar man of the same age and with low physical work demands.

A calculation of the mean differences across all people in the 40 to 60-year age range between people with high physical work demands and low physical work demands yields the following results:

For women with high physical work demands

- 27 % fewer years of active employment
- 34 % more years of long-term sickness absence
- 31 % more years of unemployment.

For men with high physical work demands

- 16 % fewer years of active employment
- 36 % more years with long-term sickness absence
- 34 % more years of unemployment.

Management quality

In this report, management quality addresses the relationship between wage earner and employer. This is explored through the wage earners' views on whether they are kept sufficiently informed, whether they receive recognition for their work and whether the management allows for professional development. The two thirds of the population, who rated their management quality highest, are categorized as people with high management quality, while the remaining third of the population are categorized as low management quality. (A more in-depth description of the categorization can be found in appendix 1.2).

The results show that wage earners with low management quality on average has fewer years in employment and more years of unemployment and sickness absence compared to wage earners with high management quality.

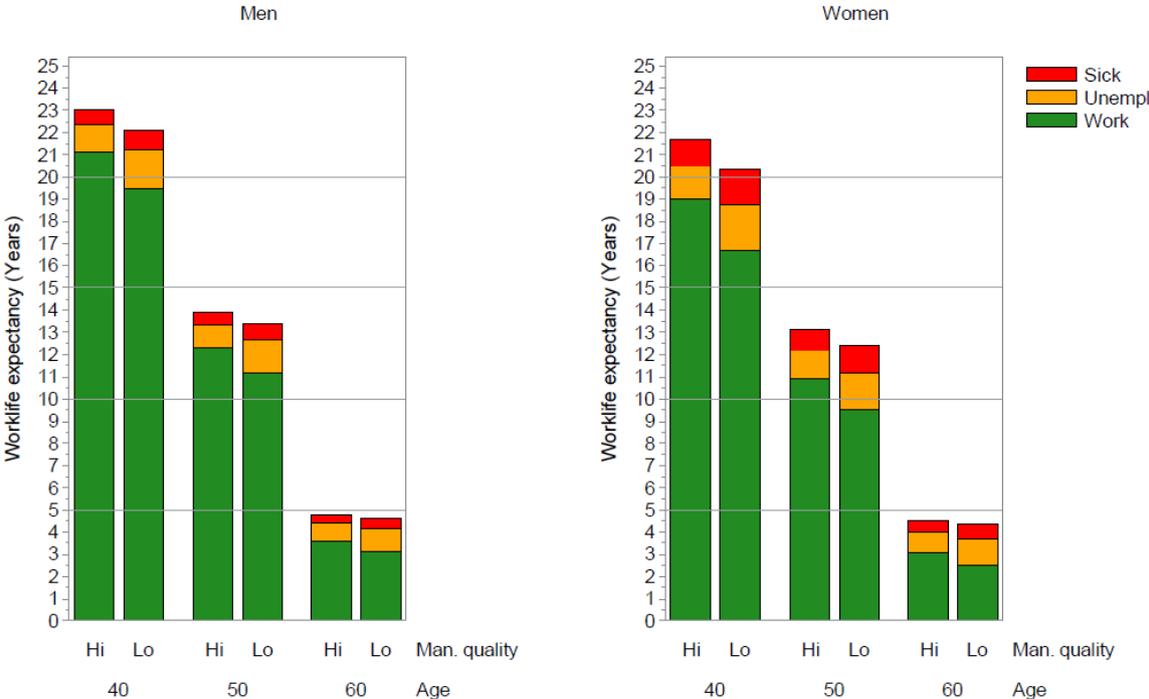


Figure 4: Management quality and worklife expectancy for wage earners aged 40, 50 and 60 years, respectively.

Worklife expectancy of a 50-year-old woman



Figure 5: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old woman with low and high management quality.

Figure 5 shows, that a 50-year-old woman with low management quality has a worklife expectancy of 12.4 years, while a 50-year-old woman with high management quality has a worklife expectancy of 13.1 years, i.e. a 0.7 year difference. The figure also shows that the worklife expectancy of a 50-year-old woman with low management quality contains 1.5 fewer years with employment and 0.7 more of unemployment and sickness absence than an equivalent woman with high management quality.

Worklife expectancy of a 50-year-old man

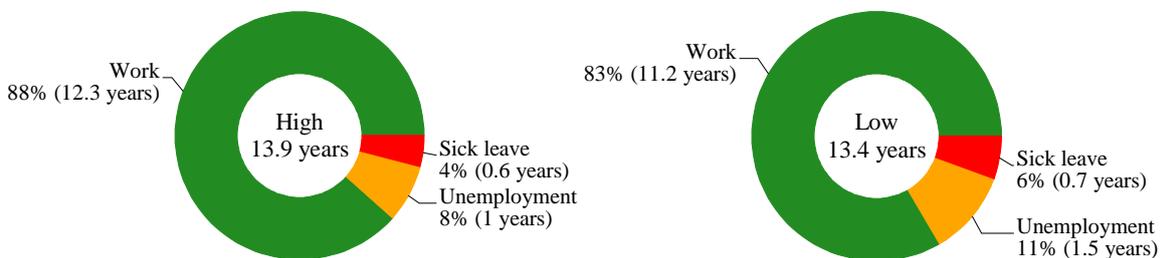


Figure 6: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old man with low and high management quality.

Figure 6 shows, that a 50-year-old man with low management quality has a worklife expectancy of 13.4 years, while a 50-year-old woman with high management quality has a worklife expectancy of 13.9 years. Furthermore, figure 6 shows 1.0 years less employment and 0.6 years more unemployment and sickness absence for a 50-year-old man with low management quality compared to a 50-year-old man with high management quality.

The following results show the mean differences in worklife expectancy when comparing people with low management quality to people with high management quality across all ages from 40 to 60 years:

For women with low management quality

- 16 % fewer years of active employment
- 20 % more years of long-term sickness absence
- 26 % more years of unemployment.

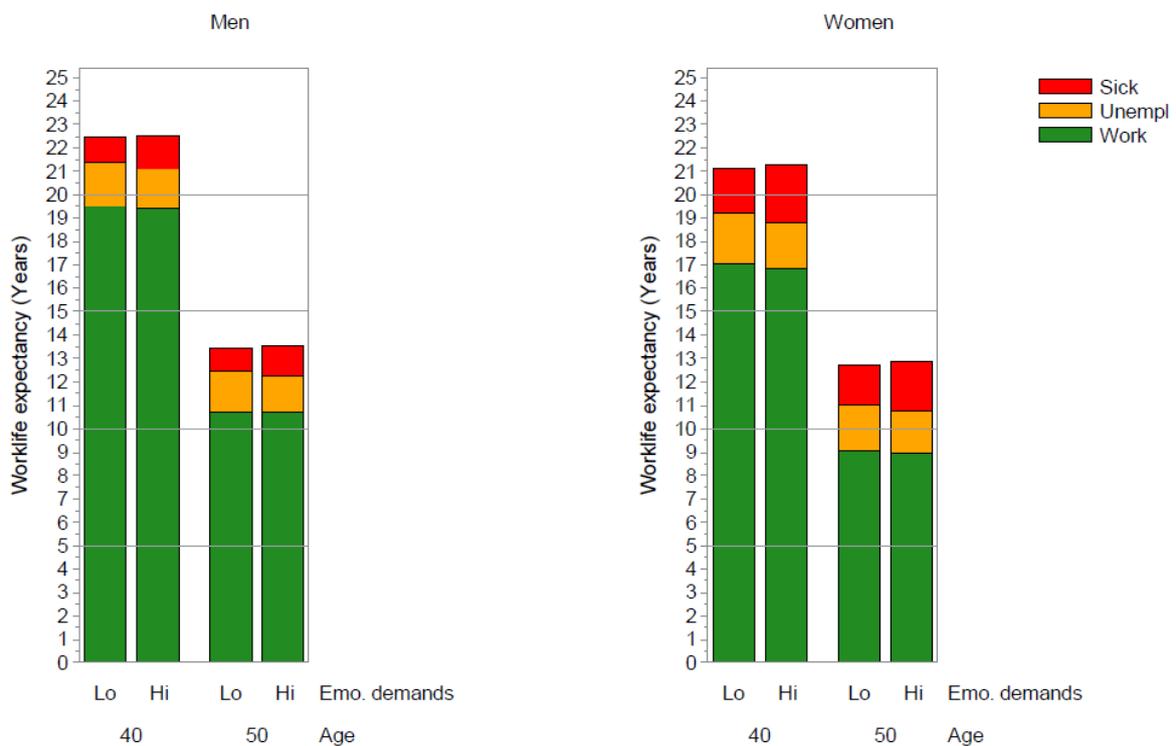
For men with low management quality

- 11 % fewer years of active employment
- 23 % more years with long-term sickness absence
- 29 % more years of unemployment.

Emotional work demands

Emotional demands at work relate to emotionally disturbing situations during work hours. Such situations could for example involve dealing with the problems of patients, pupils or clients as a part of your work. The population is divided into groups of high and low emotional demands according to their self-report. The high emotional demands' group is made up of the third of the population, who reported the highest degree of emotional demands with regards to their work, and the remaining population is placed in the category low emotional demands.

The results show no differences of note in the worklife expectancies of wage earners with high and low emotional demands in their work.



Figur 7: Emotional work demands and worklife expectancy for wage earners aged 40, 50 and 60 years, respectively.

Worklife expectancy of a 50-year-old woman

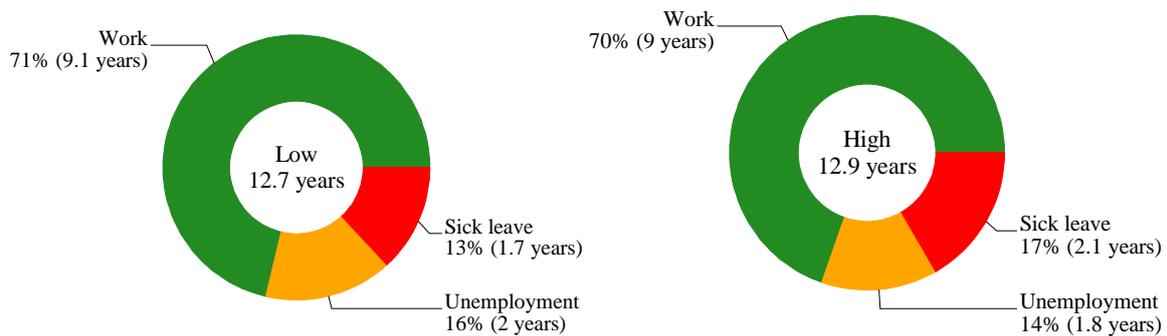


Figure 8: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old woman with low and high emotional demands.

Figure 5 shows, that a 50-year-old woman with high emotional work demands has a worklife expectancy of 12.7 years, while a 50-year-old woman with low emotional work demands has a worklife expectancy of 12.9 years. Furthermore, the figure shows that a 50-year-old woman with high emotional work demands has 0.1 fewer years of employment and 0.4 years more of sickness absence than 50-year-old woman with low emotional work demands. However, in this case the calculations show that a 50-year-old woman with high emotional work demands has 0.2 more years of unemployment.

Worklife expectancy of a 50-year-old man

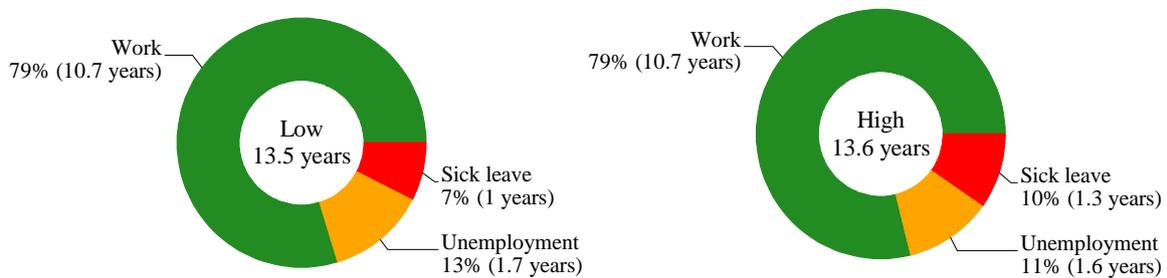


Figure 9: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old man with low and high emotional demands.

The results in figure 9 show that a 50-year-old man with high emotional work demands has a worklife expectancy of 13.6 years, while a 50-year-old man with low emotional work demands has a worklife expectancy of 13.5 years – a difference of 0.1 years. A more detailed comparison of the numbers in figure 9 reveals that there are no difference with regards to years of employment, while a 50-year-old man with high emotional work demands is off sick for 0.3 more years and unemployed for 0.1 less years when compared to a man of the same age with low emotional work demands

The following results show the mean differences in worklife expectancy when comparing people with high emotional work demands to people with low emotional work demands across all ages from 40 to 60 years:

For women with high emotional work demands

- 0.4 % fewer years of active employment
- 22 % more years of long-term sickness absence
- 11 % fewer years of unemployment.

For men with high emotional work demands

- 0.1 % fewer years of active employment
- 24 % more years with long-term sickness absence
- 10 % fewer years of unemployment.

Meaning in work

In this report, meaning in work is an indication of whether wage earners find their work to be meaningful in the sense of their work effort. As work is an integral part of the identity for many people in current society, it is pivotal to have a feeling of meaningfulness in relation to one's occupation (Kamp, 2011). Meaning in work is measured through the individual wage earner's own assessment of how essential his/her work function is. The third of the wage earners, who found their job to be the least meaningful, has been classified as people with low meaning in work, while the remaining two thirds are classified as people with high meaning in work.

The results show no substantial differences in worklife expectancy between people with low and high meaning in work.

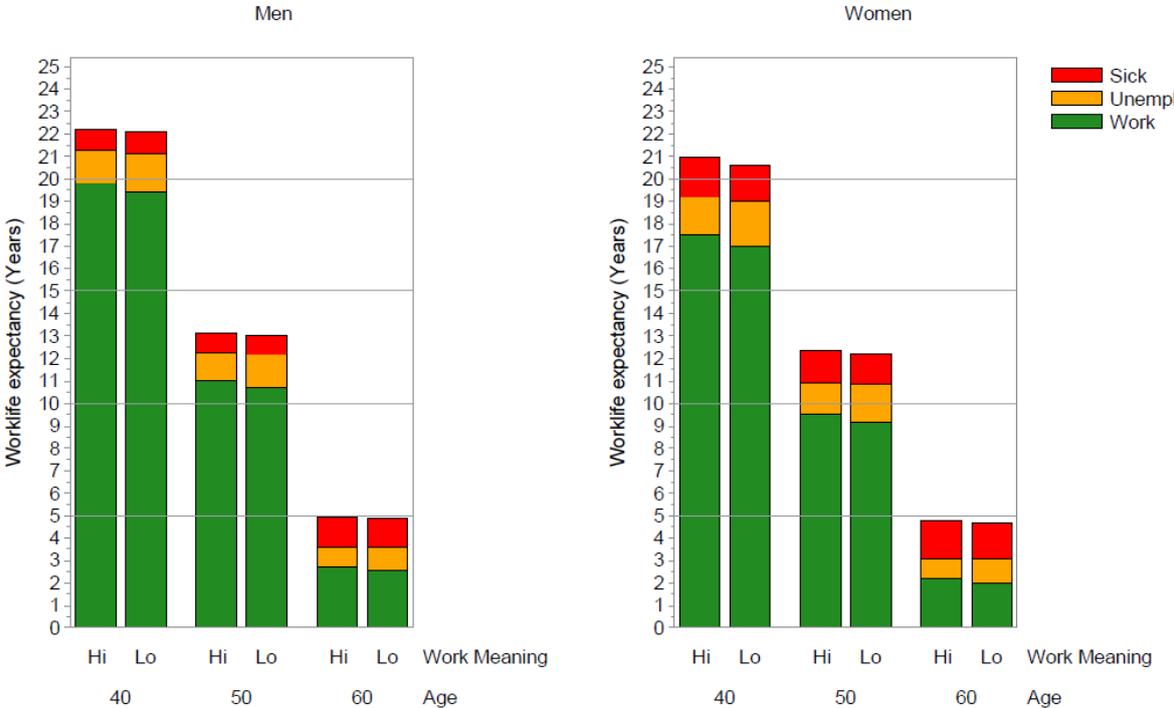


Figure 10: Meaning in work and worklife expectancy for wage earners aged 40, 50 and 60 years, respectively.

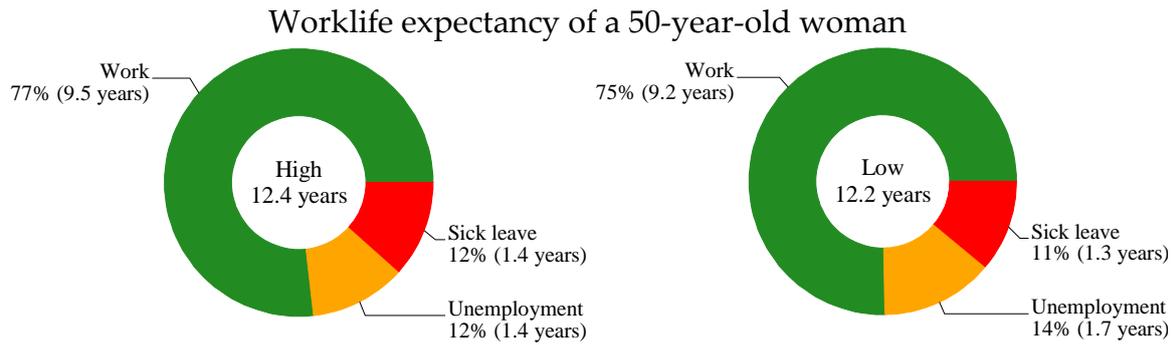


Figure 11: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old woman with low and high meaning in work.

Figure 11 shows that the worklife expectancy for a 50-year-old woman with low meaning in work is 12.2 years, and the worklife expectancy of an equivalent woman with high meaning in work is 12.4 years – a difference of 0.2 years. The worklife expectancy of a 50-year-old woman with low meaning in work contains 0.3 years less employment and 0.3 years more unemployment. However, figure 11 shows 0.1 years less with sickness absence for a 50-year-old woman with low meaning in work.

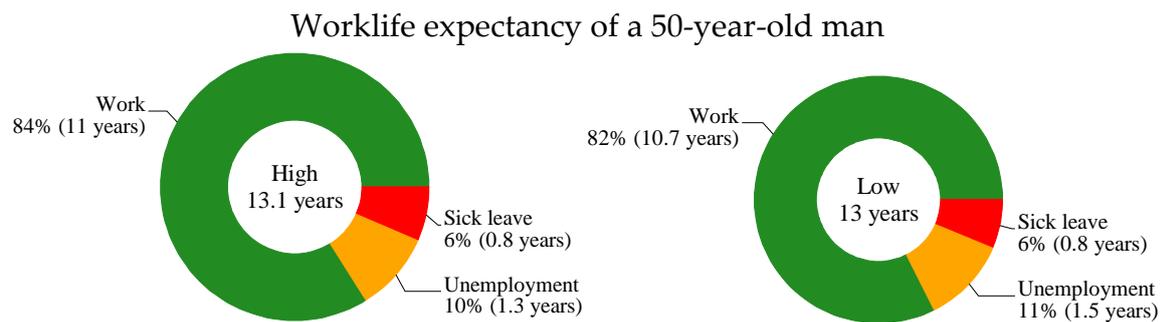


Figure 12: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old man with low and high meaning in work.

Figure 12 shows the results for a 50-year-old man with high and low meaning in work. A 50-year-old man with low meaning in work has a worklife expectancy of 13 years, and men with high meaning in work has a worklife expectancy of 13.1 years. Moreover, the figure displays an expected worklife with employment for 0.3 years less and unemployment for 0.2 years less when comparing a 50-year-old man with low meaning in work to a man of the same age with high meaning in work. There are no discernible differences in the amount of sickness absence.

The following results show the mean differences in worklife expectancy when comparing people with high meaning in work to people with low meaning in work across all ages from 40 to 60 years:

For women with low meaning in work

- 4 % fewer years of active employment
- 7 % fewer years of long-term sickness absence
- 12 % more years of unemployment.

For men with low meaning in work

- 3 % fewer years of active employment
- 7 % fewer years with long-term sickness absence
- 12 % more years of unemployment.

Bullying, violence and threats

Bullying, violence and threats are among the most serious negative behaviors one can experience in the workplace. In addition to the physical consequences, people can suffer major physical traumas as a result of bullying, violence and threats (Kivimaki et al., 2003; Nielsen et al., 2016; Wieclaw et al., 2006). The employer is responsible for preventing their wage earners from being exposed to negative behaviors during working hours. This responsibility also extends to violence experienced in leisure time if the violence is a consequence of the employment or the work characteristic (Retsinformation, 2015). Threats can be posed to wage earners directly in face-to-face interaction or indirectly for instance via comments on various social media platforms. Behavior may be bullying, if a person is exposed to abusive behavior either on a regular basis or repeatedly in an especially harsh manner, and the person exposed to this behavior finds it hurtful or degrading.

As the number of people exposed to bullying, violence and threats are relatively low, these three exposures have been combined to form one general workplace exposure. Those who report to have been exposed to bullying, violence and threats are compared to those, who have not been exposed to these behaviors. In the present population, the prevalence of exposure to bullying, violence and threats is around 20 %. Further information on the construction of this variable can be found in appendix 1.2.

The results show that wage earners who have been exposed to bullying, violence and threats, overall has fewer years with employment and more years with unemployment and sickness absence compared to people who have not experienced these types of abuse.

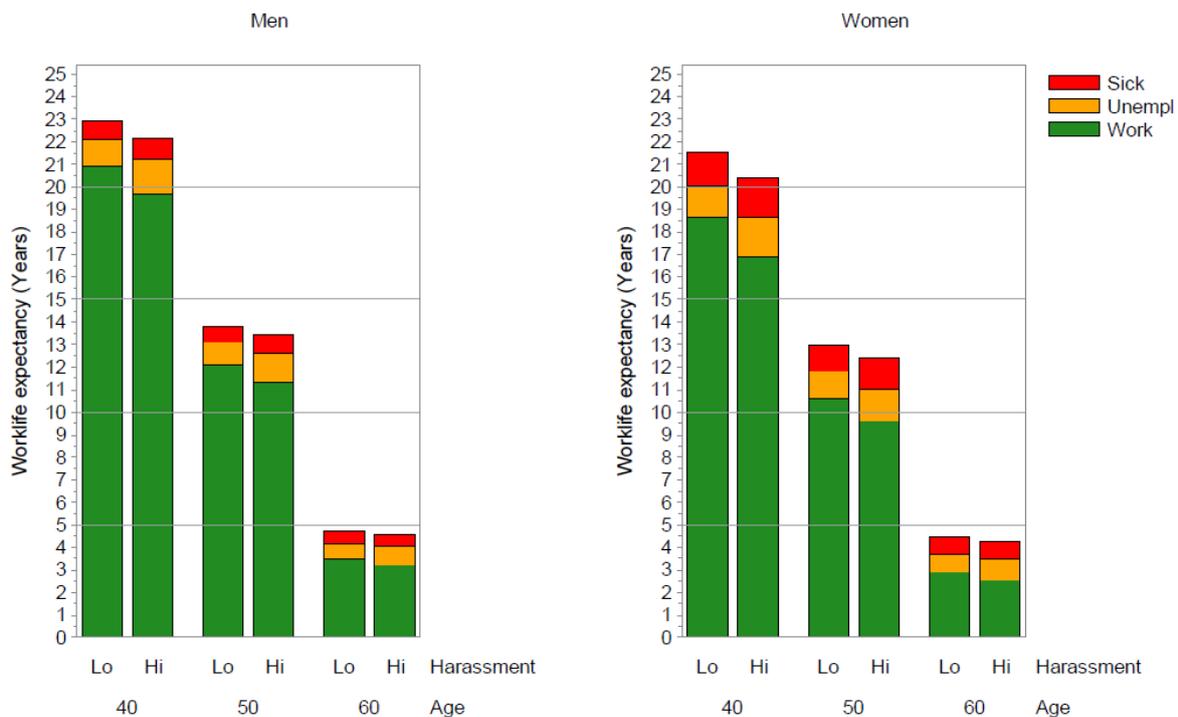


Figure 13: Bullying, violence and threats (a.k.a. Harassment) and worklife expectancy for wage earners aged 40, 50 and 60 years, respectively.

Worklife expectancy of a 50-year-old woman

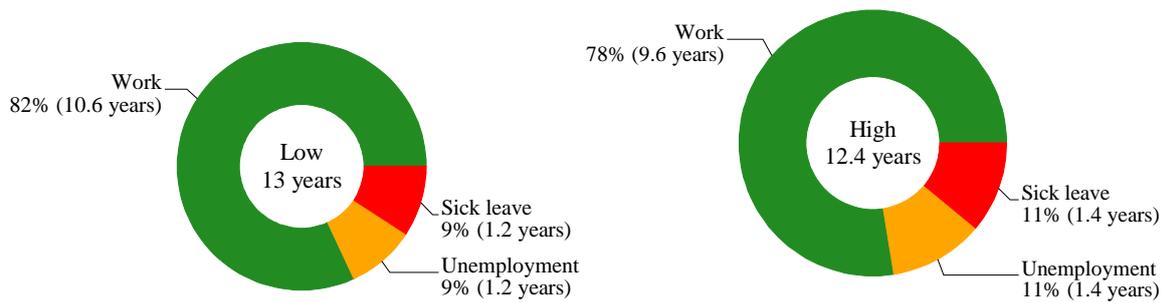


Figure 14: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old woman who has or has not been exposed to bullying, violence and threats.

Figure 14 shows, that the worklife expectancy of a 50-year-old woman who has been exposed to bullying, violence and threats, is 12.4 years. An equivalent woman not exposed to bullying, violence and threats has a worklife expectancy of 13.0 years – a difference in worklife expectancy of 0.6 years. A more detailed look at the worklife expectancies shows that a 50-year-old woman who has been exposed to bullying, violence and threats has 1 year less in employment and 0,4 years more with unemployment and sickness absence than a woman of the same age, who has not experienced these kinds of behaviors.

Worklife expectancy of a 50-year-old man

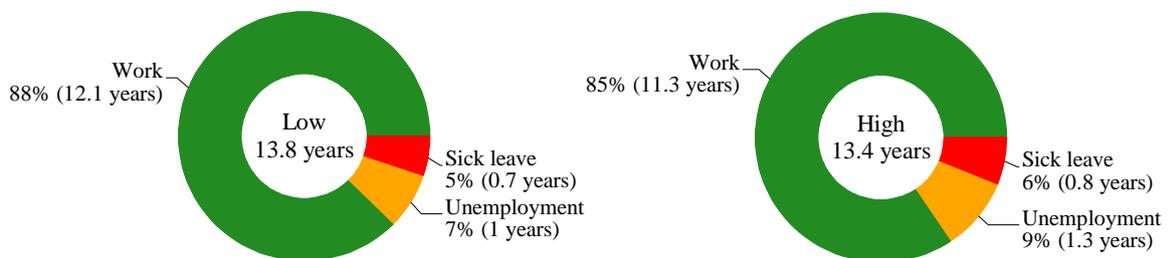


Figure 15: Worklife expectancy separated into years of employment, unemployment and long-term sickness absence for a 50-year-old man who has or has not been exposed to bullying, violence and threats.

Figure 15 displays the corresponding results for a 50-year-old man. The results show that men who have been exposed to bullying, violence and threats, has a worklife expectancy of 13.4 years, while men who has not been exposed to these types of abuse has a worklife expectancy of 13.8 years – i.e. an 0.4 year difference. It can further be derived from figure 15 that a 50-year-old man who has been exposed to bullying, violence and threats has a worklife expectancy with 0.8 years less employment and 0.4 years more sickness absence and unemployment when compared to a man of the same age, who has not experienced these types of behavior.

The following results show the mean differences in worklife expectancy when people who have been exposed to bullying, violence and threats are compared to people who have not across all ages from 40 to 60 years:

For women who have been exposed to bullying, violence and threats

- 11 % fewer years of active employment
- 11 % more years of long-term sickness absence
- 18 % more years of unemployment.

For men who have been exposed to bullying, violence and threats

- 7 % fewer years of active employment
- 12 % more years with long-term sickness absence
- 20 % more years of unemployment.

Access to early retirement through the Danish Early Retirement Pension scheme

The focus of the present report is mainly on wage earners who are not covered by the Danish Early Retirement Pension (ERP) scheme. The purpose of this is to create the best possible conditions for comparisons with future calculations of worklife expectancy. As the number of wage earners covered by the ERP scheme is dwindling, the results of this group of people are gradually becoming less attractive.

The main effect of the ERP scheme is that it provides wage earners with an opportunity to retire earlier than people who are not covered, by an economic compensation. The most immediate differences we found in the present analysis, between wage earners who were not covered by the ERP scheme vs. those covered by ERP are listed below:

- Male wage earners covered by the ERP scheme have shorter worklife expectancies than those male wage earners who are not.
- There are no significant differences in the worklife expectancies of female wage earners who are or are not covered by the ERP scheme.
- The worklife expectancy of wage earners covered by the ERP scheme contains fewer years of unemployment and sickness absence when compared to wage earners, who are not covered by the ERP scheme.
- The differences in worklife expectancy based on work environment are larger among wage earners covered by the ERP than among wage earners who are not.
- When comparing the amount of sickness absence of wage earners with high and low exposure, the results generally show larger differences among wage earners covered by the ERP than among wage earners who are not.

Development in worklife expectancy

There has been a general rise in retirement age, and it is expected that this trend will continue in the coming years which will affect worklife expectancy as well. The calculations of worklife expectancy in the present report were made for wage earners 40 years or older who participated in a survey on work environment in 2010. Since then the NFA has conducted several new surveys on work environment and health. The results in the present report apply to wage earners from the 2010 survey, as this makes it possible to monitor the individual wage earners over a long period of time in the registers of Statistics Denmark. This leads to a higher degree of certainty in the calculations.

To obtain an initial impression on the development of worklife expectancy, calculations have been made for a group of wage earners who took part in a survey on work environment and health from 2012⁵. The questions concerning the relevant work environment factors can be found in appendix 1.

Overall, the comparison between 2010 and 2012 shows:

- A rise in worklife expectancy
- The rise is greater among women than among men
- A greater number of years with employment among women
- Fewer years of employment among women.

The correlation between the five work environment factors and worklife expectancy is generally the same for wage earners in 2010 and 2012. A higher correlation between meaning in work and worklife expectancy in 2012 can be mentioned among some noteworthy minor differences.

All results and descriptions of calculations can be found in appendix 2.

⁵ The National Research Centre for the Working Environment (NFA) has conducted the Work and Health survey every other year since 2012. Formerly, the Danish Work Environment Cohort Study (DWECS) was conducted every fifth year up until 2010. The contents of the individual work environment factors differ in some cases.

METHOD

The calculations have been done using a Multi-state model. The purpose of such a model is to depict the flexibility of the Danish labor market in relation to labor retention in the most accurate way possible. The model is made up of three primary states, which describe the labor market association of wage earners: Employment, unemployment, and long-term sickness absence. Additionally, the model contains two secondary states, which relates to early withdrawal from the labor market: involuntary retirement through different types of disability retirement and voluntary retirement through the Danish Early Retirement Plan (ERP) scheme. The model is depicted in figure 16, where the arrows indicate the possible shifts between states.

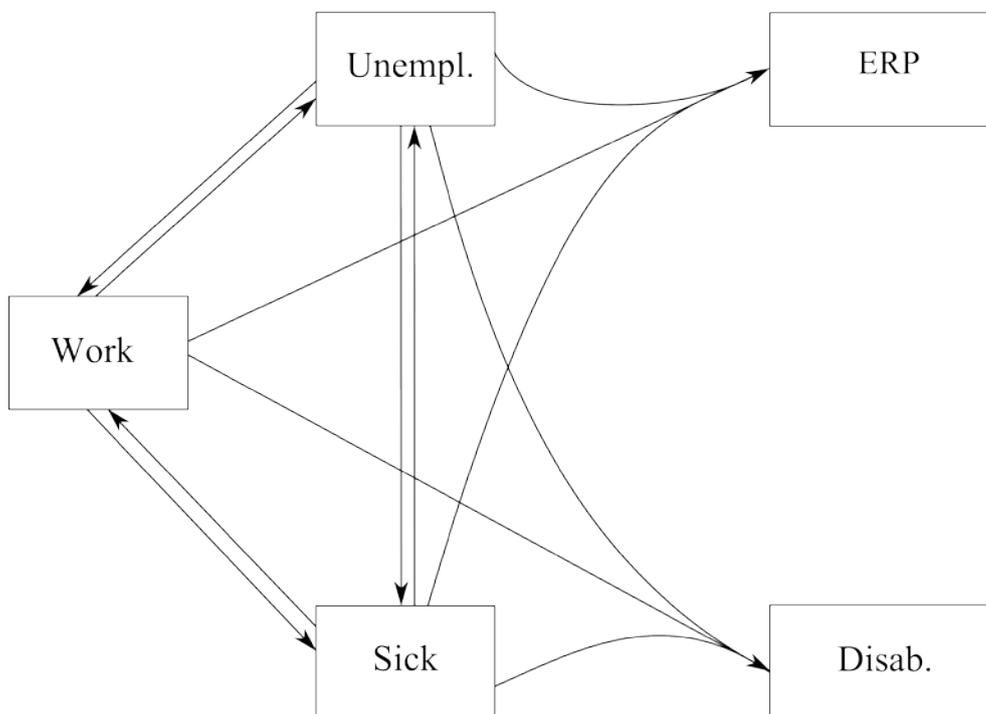


Figure 16: Multi-state model of the Danish labor market.

By using register data on income source (salary, social benefits etc.), it is possible to categorize people into the separate states in exact time periods. This enables calculations of the expected time in each state and thus estimation of worklife expectancy as a whole. Periods of education, leave or without any income are not included in the model depicted in figure 16. When a person is in one of these states, the person is categorized as temporarily absent from the labor market. A person is removed from the model at for example death or emigration.

- **Employment:** Earned income as sole income
- **Unemployment:** Reception of unemployment benefits
- **Sickness absence:** Reception of sickness absence benefits
- **Disability retirement:** Reception of full or partial disability retirement benefits

- **Voluntary early retirement:** Reception of ERP benefits (this state is only included in calculations that relate to wage earners covered by the ERP scheme).

The population has been divided according to membership of the ERP scheme or not. This is due to the concern that the ERP-membership may affect worklife expectancy.

The population has been divided on the basis of sex and age for the calculations of variations in worklife expectancies among people with different exposures to work environment. This has been done in accordance with the weighting of the other variables. The result of the weighting is that the distribution in groups of education, job type, smoking habits, BMI is identical. It is not known for certain whether other factors, which are not included in the weighting, can, affect worklife expectancy.

The present report is concerned with wage earners in the 40-65 year age range. Calculations have been made for each age in this age range on the probability of changing labor market affiliation as well as the probability of remaining in the same state. The area under the calculated probability curves represent the expected time in each state of labor market association. The probability calculations are initially done for a reference group. Subsequently these calculations are adjusted to make them applicable to the other groups in the study. The estimates used for this adjustment have been calculated using a Cox proportional hazard regression. The difference between the genders has been calculated through adjustments as well (Pedersen & Bjorner, 2017).

On the basis of the results presented in the present, some clear trends are seen in the correlation between work environment and worklife expectancy. However, it is necessary to emphasize, that it is not possible to conclude that these trends are indications of causality. The results show the worklife expectancy at different points of the working age for wage earners who are exposed to a number of work environment factors to varying degrees.

CONCLUDING REMARKS

The calculations of worklife expectancy has been carried out using methods developed at the National Research Centre for the Working Environment (NFA) that have been thoroughly described in multiple scientific articles (Pedersen & Bjorner, 2017; Pedersen et al., 2012; Pedersen et al., 2013). These methods as well as access to the newly developed Labor Market Accounts (LMA) database from Statistics Denmark has made it possible to calculate worklife expectancy with a degree of detail that hasn't previously been possible. Worklife expectancy is affected by a string of variables such as economic trends, retirement age, and legislation on public benefits for sickness absence, early retirement and disability retirement. This report shows that different worklife expectancies can be observed for wage earners with different kinds of work environment.

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APPENDIX

Appendix 1

Appendix 1.1: Questions on the work environment

This appendix clarifies which questions of the surveys that make up the five measurements of work environment used in the report. Furthermore, the division into groups of 'good' and 'bad' work environment is explained.

Initially, the questions from the 2010 version of the 'Danish Work Environment Cohort Study' (DWECS) are described (appendix 1.2) followed by questions from the 'Work and Health' (WH) study from 2012 (appendix 1.3).

Appendix 1.2: The five work environment factors from the 2010 DWECS study.

Physical work demands

Physical work demands is an index made up of the following seven questions:

1. Does your job require you to work with your back doubled over without supporting yourself with your hands or arms?
2. Does your job require you to twist or bend your back many times an hour?
3. Does your job require you to keep your arms lifted at or above shoulder level?
4. Does your job require that you kneel or squat?
5. How much of your time at work do you push or pull something?
6. How much of your time at work do you carry or lift objects?
7. How much does what you carry or lift typically weigh?

The response choices for questions 1-6 were as follows:

'Never' (1), 'Rarely/very little' (2), 'Approximately $\frac{1}{4}$ of the time' (3), 'Approximately $\frac{1}{2}$ of the time' (4), 'Approximately $\frac{3}{4}$ of the time' (5), 'Almost all the time' (6).

Response choices for question 7 were:

'Doesn't lift' (0), 'Less than 7 pounds (3 kg)' (1), '7-22 pounds (3-10) kg' (2), '24-64 pounds (11-29 kg)' (3), '66-108 pounds (30-49 kg) (4) or '110 pounds or more (50 kg. or more)' (6).

The answers to the questions have been scored by using the numbers specified in the parenthesis for each response category. On the basis of the overall score, a simple mean has been calculated. The third of the population with the highest score were classified as people with high physical work demands, while the remaining two thirds are classified as people with low physical work demands.

Management quality

Management quality is an index made up of four questions:

1. In your workplace, are you informed about important decisions, changes, and future plans with plenty of notice?
2. Do you receive all the information you need in order for you to do your job well?
3. Is your work recognized and valued by the management?
4. To what degree does your closest manager ensure that the individual employee has good development opportunities?

The response choices for the above questions were as follows:

'To a very slight degree' (1), 'To a slight degree' (2), 'To some degree' (3), 'To a high degree' (4), 'To a very high degree' (5).

The management quality index is based on the means score of these questions. The two thirds of the population with the highest scores on the management quality index are categorized as people with high management quality, while the remaining third of the population are categorized as low management quality.

Emotional work demands

Emotional work demands have been measured using an index made up of two survey questions:

1. Is your work emotionally draining?
2. Are you affected emotionally by your work?

The response choices for these questions were as follows:

'To a very slight degree' (1), 'To a slight degree' (2), 'To some degree' (3), 'To a high degree' (4), 'To a very high degree' (5).

The emotional work demands index was constructed by using the mean score on the above questions. The third of the population, who reported the highest degree of emotional demands with regards to their work, makes up the group of high emotional work demands, and the remaining population is placed in the category low emotional demands.

Meaning in work

Meaning in work is measured through a single questionnaire item:

1. Do you feel that the work you do is important?

The response options for the question were:

'To a very slight degree' (1), 'To a slight degree' (2), 'To some degree' (3), 'To a high degree' (4), 'To a very high degree' (5).

The third of the respondents who had the lowest score on this question, have been classified as people with low meaning in work, while the remaining two thirds are classified as people with high meaning in work.

Bullying, violence and threats

Bullying, violence and threats have been combined to make an overall index for the three factors. The index consists of the answers to the following three questions.

1. In the last 12 months, have you been subjected to harassment in your workplace? (That is to say that over several months you have been subjected to uncomfortable or degrading treatment which is difficult to defend yourself against).
2. In the last 12 months, have you been subjected to violent threats in your workplace?
3. In the last 12 months, have you been subjected to physical violence in your workplace?

The above questions all had the same response options, which were:

'No' (0), 'Yes, from colleagues' (1), 'Yes, from a manager' (1), 'Yes, from subordinates' (1), 'Yes, from clients/customers/patients/students' (1).

If the score on these questions were anything but 0, the respondent was categorized as exposed to bullying, violence and threats. Around 20 % of the population reported that they had been exposed to bullying, violence and threats within the latest 12 month-period. The remaining respondents were categorized as not exposed to bullying, violence and threats.

Appendix 1.3: The five work environment factors from the 2012 WH study.

Physical work demands

Physical work demands is an index, which is made up of the following seven questions:

1. Does your job require you to work with your back doubled over without supporting yourself with your hands or arms?
2. Does your job require you to keep your arms lifted at or above shoulder level?
3. Does your job require that you kneel or squat?
4. How much of your time at work do you push or pull something?
5. How much of your time at work do you carry or lift objects?
6. How much does what you carry or lift typically weigh?

The response choices for questions 1-6 were as follows:

'Never' (1), 'Rarely/very little' (2), 'Approximately ¼ of the time' (3), 'Approximately ½ of the time' (4), 'Approximately ¾ of the time' (5), 'Almost all the time' (6).

Question 7 had the following response options:

'Less than 5 kilogram' (1), '5-15 kilogram' (2.33), '16-29 kilogram' (4.67), '30 kilogram or more' (6)

(If the respondents never lift objects at their work, the score is set to 0).

The answers to the questions have been scored by using the numbers that are specified in the parenthesis for each response category. On the basis of the overall score, a simple mean has been calculated. The third of the population with the highest score were classified as people with high physical work demands, while the remaining two thirds are classified as people with low physical work demands.

Management quality

Management quality is an index made up of four questions:

1. How often does your immediate manager take time to engage oneself in your professional development?
2. How often does your immediate manager engage oneself in the planning of your work?
3. How often is your work recognized and valued by the management?
4. How often do you receive the guidance and instructions you need in order to do your job?

The response choices for the above questions were as follows:

'Never' (1), 'Rarely' (2), ' Sometimes' (3), 'Often' (4), 'Always' (5).

The management quality index is based on the mean score of these questions. The two thirds of the population, with the highest scores on the management quality index, are categorized as people with high management quality, while the remaining third of the population are categorized as low management quality.

Emotional work demands

Emotional work demands was measured using an index incorporating two survey questions:

1. At work, how often do you have to take a stance about clients, patients or students' problems (not the problems of your coworkers)?
2. How often are you affected emotionally by your work?

The response choices for these questions were as follows:

'Never' (1), 'Rarely' (2), ' Sometimes' (3), 'Often' (4), 'Always' (5).

The emotional work demands index was constructed by using the mean score on the above questions. The third of the population, who had the highest mean scores, were placed in the group of high emotional work demands, and the remaining respondents are placed in the category low emotional demands.

Meaning in work

Meaning in work is measured through an index consisting of two questionnaire items:

1. To what degree does your work give you self-confidence and job satisfaction?
2. To what degree is your work important to you (besides income)?

The questions have the following response options:

'To a very slight degree' (1), 'To a slight degree' (2), ' To some degree' (3), 'To a high degree' (4), 'To a very high degree' (5).

The meaning in work index is based on the mean score on the two questions. The third of the respondents who had the lowest score on this question, have been classified as people with low meaning in work, while the remaining two thirds are classified as people with high meaning in work.

Bullying, violence and threats

Exposure to bullying, violence and threats is explored using an index made up of four questions:

1. In the last 12 months, have you been subjected to bullying at your workplace? (i.e. when one or more people regularly and over longer time - or repeatedly in a rudely manner - subjects one or more people for degrading treatment which is perceived as hurtful or demeaning).
2. In the last 12 months, have you been subjected to physical violence in your work place?
3. In the last 12 months, have you been subjected to violent threats in your work place?
4. In the last 12 months, have you been subjected to sexual harassment in your workplace?

The above questions all had the same response options, which were:

'No, never' (0), 'Yes, daily' (1), 'Yes, weekly' (1), 'Yes, monthly' (1) 'Yes, rarer' (1).

If the score for these questions were anything but 0, the respondent was categorized as exposed to bullying, violence and threats. The remaining respondents were categorized as not exposed to bullying, violence and threats.

Appendix 2

This appendix contains tables on all the WLE results. The appendix first shows the tables with the results of the 2010 survey, and then the tables with the results of the 2012 survey. The tables have been structured according to each of the five work environment factors, ERP membership, gender and age. In supplement to the tables on WLE, a table is shown containing the results of the mean differences in worklife expectancy when comparing people with high exposure to people with low exposure across all ages from 40 to 60 years. The abbreviation for confidence interval is CL.

Appendix 2.1 Tables of worklife expectancy, 2010 survey

Appendix 2.1.1.1 Physical work demands: ERP – no

Age	Women	High demands		Low demands	
	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	15.7 (13.8 - 17.7)	78.3 %	19.2 (17.5 - 21.0)	87.5 %
	Sick	2.0 (0.6 - 3.4)	9.9 %	1.2 (0.2 - 2.2)	5.4 %
	Unemployment	2.4 (0.8 - 3.9)	11.8 %	1.6 (0.3 - 2.8)	7.1 %
45	Work	12.4 (10.6 - 14.1)	75.7 %	15.2 (13.6 - 16.8)	85.6 %
	Sick	1.7 (0.4 - 2.9)	10.3 %	1.0 (0.1 - 1.9)	5.8 %
	Unemployment	2.3 (0.8 - 3.7)	13.9 %	1.5 (0.4 - 2.7)	8.5 %
50	Work	8.7 (7.2 - 10.3)	70.9 %	11.0 (9.5 - 12.4)	82.1 %
	Sick	1.5 (0.3 - 2.7)	12.3 %	1.0 (0.1 - 1.8)	7.4 %
	Unemployment	2.1 (0.7 - 3.5)	16.8 %	1.4 (0.3 - 2.5)	10.5 %
55	Work	5.4 (4.2 - 6.5)	57.1 %	7.0 (5.9 - 8.1)	68.2 %
	Sick	1.3 (0.3 - 2.3)	14.0 %	0.9 (0.1 - 1.7)	9.2 %
	Unemployment	2.7 (1.7 - 3.7)	28.9 %	2.3 (1.4 - 3.2)	22.6 %
60	Work	2.3 (1.6 - 2.9)	52.1 %	3.2 (2.5 - 3.8)	67.8 %
	Sick	0.9 (0.2 - 1.6)	20.9 %	0.7 (0.0 - 1.3)	14.7 %
	Unemployment	1.2 (0.4 - 1.9)	27.0 %	0.8 (0.2 - 1.5)	17.6 %

Age	Men	High demands		Low demands	
	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	18.9 (17.2 - 20.6)	85.3 %	21.3 (19.8 - 22.7)	91.7 %
	Sick	1.1 (0.2 - 2.1)	5.1 %	0.6 (0.0 - 1.3)	2.7 %
	Unemployment	2.1 (0.7 - 3.5)	9.5 %	1.3 (0.2 - 2.3)	5.5 %
45	Work	14.8 (13.3 - 16.4)	83.1 %	16.8 (15.5 - 18.1)	90.2 %
	Sick	1.0 (0.1 - 1.8)	5.5 %	0.6 (0.0 - 1.1)	3.0 %
	Unemployment	2.0 (0.7 - 3.3)	11.4 %	1.3 (0.3 - 2.2)	6.8 %
50	Work	10.7 (9.3 - 12.0)	79.3 %	12.3 (11.1 - 13.5)	87.4 %
	Sick	0.9 (0.1 - 1.7)	6.9 %	0.6 (0.0 - 1.2)	4.1 %
	Unemployment	1.9 (0.6 - 3.1)	13.9 %	1.2 (0.2 - 2.2)	8.5 %
55	Work	6.7 (5.7 - 7.8)	65.9 %	8.0 (7.1 - 8.9)	74.0 %
	Sick	0.9 (0.1 - 1.6)	8.6 %	0.6 (0.0 - 1.2)	5.7 %
	Unemployment	2.6 (1.7 - 3.5)	25.6 %	2.2 (1.4 - 3.0)	20.4 %
60	Work	3.0 (2.3 - 3.6)	63.9 %	3.7 (3.1 - 4.3)	76.0 %
	Sick	0.6 (0.0 - 1.2)	13.1 %	0.5 (0.0 - 1.0)	9.3 %
	Unemployment	1.1 (0.4 - 1.8)	23.1 %	0.7 (0.1 - 1.3)	14.7 %

High versus Low for all ages	Women	Men
	Affiliation	Mean diff. (95 % CL)
Work	-26.8 % (-41.3 % - -22.3 %)	-16.1 % (-25.6 % - -12.6 %)
Sick	33.6 % (19.5 % - 40.7 %)	36.2 % (18.3 % - 45.6 %)
Unemployment	30.5 % (13.6 % - 35.3 %)	34.3 % (14.9 % - 40.0 %)

Appendix 2.1.1.2 Physical work demands: ERP – yes

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	15.4 (14.0 - 16.7)	87.7 %	19.2 (17.8 - 20.6)	90.1 %
	Sick	1.0 (0.2 - 1.8)	5.6 %	1.1 (0.2 - 2.1)	5.4 %
	Unemployment	1.2 (0.2 - 2.2)	6.7 %	1.0 (0.1 - 1.9)	4.6 %
45	Work	13.9 (12.9 - 14.9)	84.5 %	16.0 (15.0 - 17.0)	86.8 %
	Sick	1.0 (0.3 - 1.6)	5.9 %	1.1 (0.3 - 1.9)	5.8 %
	Unemployment	1.6 (0.5 - 2.7)	9.6 %	1.4 (0.3 - 2.4)	7.4 %
50	Work	10.5 (9.8 - 11.3)	86.0 %	11.9 (11.2 - 12.7)	88.3 %
	Sick	0.8 (0.3 - 1.4)	6.7 %	0.9 (0.2 - 1.5)	6.6 %
	Unemployment	0.9 (0.4 - 1.4)	7.3 %	0.7 (0.2 - 1.2)	5.1 %
55	Work	6.4 (5.8 - 6.9)	81.6 %	7.5 (7.0 - 8.1)	84.9 %
	Sick	0.6 (0.3 - 1.0)	8.3 %	0.7 (0.3 - 1.1)	8.0 %
	Unemployment	0.8 (0.3 - 1.3)	10.2 %	0.6 (0.2 - 1.0)	7.1 %
60	Work	2.5 (2.1 - 2.8)	70.6 %	3.3 (2.9 - 3.7)	76.7 %
	Sick	0.4 (0.1 - 0.7)	10.6 %	0.4 (0.1 - 0.8)	10.3 %
	Unemployment	0.7 (0.2 - 1.1)	18.8 %	0.6 (0.1 - 1.0)	12.9 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.0 (15.7 - 18.4)	89.7 %	20.3 (19.1 - 21.6)	92.0 %
	Sick	0.8 (0.1 - 1.5)	4.2 %	0.9 (0.1 - 1.6)	3.9 %
	Unemployment	1.2 (0.2 - 2.1)	6.2 %	0.9 (0.0 - 1.8)	4.1 %
45	Work	14.9 (14.0 - 15.9)	86.7 %	16.8 (15.9 - 17.7)	88.9 %
	Sick	0.7 (0.2 - 1.2)	4.3 %	0.8 (0.2 - 1.4)	4.2 %
	Unemployment	1.6 (0.5 - 2.6)	9.0 %	1.3 (0.3 - 2.3)	6.9 %
50	Work	11.2 (10.5 - 11.9)	88.3 %	12.5 (11.8 - 13.2)	90.5 %
	Sick	0.6 (0.2 - 1.1)	4.8 %	0.7 (0.1 - 1.2)	4.7 %
	Unemployment	0.9 (0.4 - 1.4)	6.9 %	0.7 (0.2 - 1.1)	4.8 %
55	Work	6.9 (6.4 - 7.4)	84.4 %	8.0 (7.4 - 8.5)	87.6 %
	Sick	0.5 (0.2 - 0.8)	6.1 %	0.5 (0.2 - 0.9)	5.9 %
	Unemployment	0.8 (0.3 - 1.2)	9.5 %	0.6 (0.2 - 1.0)	6.5 %
60	Work	2.8 (2.5 - 3.2)	74.9 %	3.6 (3.2 - 4.0)	80.3 %
	Sick	0.3 (0.1 - 0.5)	7.8 %	0.3 (0.1 - 0.6)	7.6 %
	Unemployment	0.7 (0.2 - 1.1)	17.4 %	0.5 (0.1 - 0.9)	12.1 %

High versus low for all ages		
Affiliation	Women Mean diff. (95 % CL)	Men Mean diff. (95 % CL)
Work	-18.3 % (-35.7 % - -13.4 %)	-15.0 % (-28.9 % - -11.2 %)
Sick	-10.3 % (-30.7 % - -2.9 %)	-7.4 % (-28.9 % - 1.0 %)
Unemployment	19.2 % (8.9 % - 26.8 %)	22.0 % (12.8 % - 30.0 %)

Appendix 2.1.2.1 Management quality: ERP – no

Women		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.7 (15.0 - 18.4)	82.1 %	19.0 (17.4 - 20.6)	87.6 %
	Sick	1.6 (0.5 - 2.7)	8.0 %	1.2 (0.3 - 2.2)	5.7 %
	Unemployment	2.0 (0.8 - 3.3)	9.9 %	1.5 (0.4 - 2.5)	6.7 %
45	Work	13.2 (11.7 - 14.7)	80.2 %	15.1 (13.6 - 16.5)	86.0 %
	Sick	1.4 (0.4 - 2.3)	8.2 %	1.0 (0.2 - 1.9)	5.9 %
	Unemployment	1.9 (0.7 - 3.1)	11.6 %	1.4 (0.5 - 2.4)	8.0 %
50	Work	9.5 (8.2 - 10.9)	76.8 %	11.0 (9.7 - 12.2)	83.4 %
	Sick	1.2 (0.3 - 2.2)	9.9 %	1.0 (0.2 - 1.7)	7.3 %
	Unemployment	1.7 (0.6 - 2.7)	13.4 %	1.2 (0.3 - 2.1)	9.3 %
55	Work	5.9 (4.9 - 6.9)	70.3 %	6.9 (5.9 - 7.9)	78.1 %
	Sick	1.0 (0.2 - 1.9)	12.5 %	0.9 (0.2 - 1.6)	9.8 %
	Unemployment	1.4 (0.5 - 2.4)	17.1 %	1.1 (0.2 - 1.9)	12.1 %
60	Work	2.5 (1.9 - 3.1)	57.3 %	3.1 (2.4 - 3.7)	67.8 %
	Sick	0.6 (0.0 - 1.3)	14.7 %	0.5 (0.0 - 1.1)	12.0 %
	Unemployment	1.2 (0.5 - 1.9)	28.1 %	0.9 (0.2 - 1.6)	20.2 %

Men		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.5 (18.0 - 20.9)	87.9 %	21.1 (19.8 - 22.4)	91.8 %
	Sick	0.9 (0.2 - 1.6)	4.1 %	0.7 (0.1 - 1.2)	2.8 %
	Unemployment	1.8 (0.7 - 2.9)	8.0 %	1.2 (0.4 - 2.1)	5.3 %
45	Work	15.4 (14.1 - 16.7)	86.2 %	16.8 (15.6 - 17.9)	90.5 %
	Sick	0.8 (0.1 - 1.4)	4.3 %	0.6 (0.0 - 1.1)	3.0 %
	Unemployment	1.7 (0.7 - 2.7)	9.5 %	1.2 (0.4 - 2.0)	6.4 %
50	Work	11.2 (10.0 - 12.3)	83.4 %	12.3 (11.3 - 13.3)	88.4 %
	Sick	0.7 (0.1 - 1.4)	5.5 %	0.6 (0.0 - 1.1)	4.0 %
	Unemployment	1.5 (0.5 - 2.4)	11.1 %	1.0 (0.3 - 1.8)	7.5 %
55	Work	7.1 (6.1 - 8.0)	78.0 %	7.9 (7.0 - 8.7)	84.1 %
	Sick	0.7 (0.1 - 1.3)	7.8 %	0.6 (0.1 - 1.1)	6.0 %
	Unemployment	1.3 (0.4 - 2.2)	14.3 %	0.9 (0.2 - 1.7)	9.9 %
60	Work	3.1 (2.5 - 3.7)	66.9 %	3.6 (3.0 - 4.2)	75.5 %
	Sick	0.4 (0.0 - 1.0)	9.7 %	0.4 (0.0 - 0.8)	7.7 %
	Unemployment	1.1 (0.4 - 1.8)	23.5 %	0.8 (0.2 - 1.4)	16.8 %

Low versus High for all ages		
Affiliation	Women Mean diff. (95 % CL)	Men Mean diff. (95 % CL)
Work	-16.0 % (-24.5 % - -13.7 %)	-10.7 % (-17.2 % - -8.6 %)
Sick	20.0 % (8.6 % - 24.6 %)	23.4 % (10.0 % - 29.6 %)
Unemployment	26.0 % (21.2 % - 28.5 %)	28.9 % (22.4 % - 32.1 %)

Appendix 2.1.2.2 Management quality: ERP – yes

Women		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	15.7 (14.5 - 16.9)	87.7 %	18.9 (17.7 - 20.0)	90.9 %
	Sick	0.9 (0.2 - 1.5)	4.8 %	1.0 (0.2 - 1.8)	4.8 %
	Unemployment	1.3 (0.3 - 2.3)	7.4 %	0.9 (0.1 - 1.7)	4.4 %
45	Work	13.8 (12.9 - 14.7)	85.4 %	15.8 (14.9 - 16.6)	88.8 %
	Sick	1.0 (0.4 - 1.6)	5.9 %	1.0 (0.4 - 1.7)	5.7 %
	Unemployment	1.4 (0.7 - 2.1)	8.7 %	1.0 (0.4 - 1.6)	5.5 %
50	Work	10.4 (9.7 - 11.1)	84.8 %	11.7 (11.1 - 12.4)	88.6 %
	Sick	0.8 (0.3 - 1.3)	6.6 %	0.8 (0.3 - 1.3)	6.3 %
	Unemployment	1.1 (0.5 - 1.6)	8.6 %	0.7 (0.2 - 1.1)	5.1 %
55	Work	6.3 (5.8 - 6.8)	80.2 %	7.3 (6.8 - 7.8)	85.1 %
	Sick	0.6 (0.3 - 1.0)	8.1 %	0.7 (0.3 - 1.0)	7.7 %
	Unemployment	0.9 (0.4 - 1.4)	11.7 %	0.6 (0.2 - 1.0)	7.2 %
60	Work	2.4 (2.1 - 2.7)	68.6 %	3.2 (2.8 - 3.5)	76.9 %
	Sick	0.4 (0.1 - 0.6)	10.1 %	0.4 (0.1 - 0.7)	9.6 %
	Unemployment	0.8 (0.3 - 1.3)	21.3 %	0.6 (0.1 - 1.0)	13.5 %

Men		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.2 (16.1 - 18.3)	89.7 %	20.0 (19.0 - 21.1)	92.7 %
	Sick	0.7 (0.1 - 1.2)	3.4 %	0.7 (0.1 - 1.3)	3.4 %
	Unemployment	1.3 (0.3 - 2.3)	6.8 %	0.8 (0.1 - 1.6)	3.9 %
45	Work	14.8 (14.0 - 15.6)	87.6 %	16.6 (15.8 - 17.3)	90.8 %
	Sick	0.7 (0.3 - 1.2)	4.3 %	0.7 (0.3 - 1.2)	4.1 %
	Unemployment	1.4 (0.7 - 2.1)	8.1 %	0.9 (0.4 - 1.5)	5.1 %
50	Work	11.1 (10.5 - 11.8)	87.2 %	12.3 (11.7 - 12.9)	90.8 %
	Sick	0.6 (0.2 - 1.0)	4.7 %	0.6 (0.2 - 1.0)	4.4 %
	Unemployment	1.0 (0.5 - 1.6)	8.2 %	0.6 (0.2 - 1.1)	4.7 %
55	Work	6.8 (6.3 - 7.3)	83.1 %	7.8 (7.3 - 8.3)	87.8 %
	Sick	0.5 (0.2 - 0.8)	5.9 %	0.5 (0.2 - 0.8)	5.6 %
	Unemployment	0.9 (0.4 - 1.4)	11.0 %	0.6 (0.2 - 1.0)	6.6 %
60	Work	2.8 (2.5 - 3.1)	73.2 %	3.5 (3.2 - 3.8)	80.6 %
	Sick	0.3 (0.1 - 0.5)	7.2 %	0.3 (0.1 - 0.5)	6.8 %
	Unemployment	0.7 (0.3 - 1.2)	19.7 %	0.5 (0.1 - 1.0)	12.5 %

Low versus High for all ages		
Affiliation	Women Mean diff. (95 % CL)	Men Mean diff. (95 % CL)
Work	-16.6 % (-32.3 % - -12.7 %)	-14.0 % (-26.2 % - -10.8 %)
Sick	-5.6 % (-24.1 % - 0.5 %)	-3.6 % (-28.8 % - 2.2 %)
Unemployment	32.5 % (22.9 % - 39.0 %)	34.7 % (25.3 % - 41.6 %)

Appendix 2.1.3.1 Emotional demands: ERP – no

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.9 (14.3 - 19.4)	79.3 %	17.1 (14.7 - 19.5)	80.7 %
	Sick	2.5 (0.4 - 4.5)	11.6 %	1.9 (0.2 - 3.6)	9.0 %
	Unemployment	1.9 (0.3 - 3.5)	9.1 %	2.2 (0.5 - 3.9)	10.3 %
45	Work	13.0 (10.7 - 15.3)	75.9 %	13.1 (11.0 - 15.3)	77.4 %
	Sick	2.2 (0.3 - 4.2)	13.0 %	1.7 (0.2 - 3.2)	10.2 %
	Unemployment	1.9 (0.3 - 3.4)	11.1 %	2.1 (0.5 - 3.8)	12.5 %
50	Work	9.0 (6.9 - 11.1)	69.7 %	9.1 (7.1 - 11.0)	71.3 %
	Sick	2.1 (0.2 - 4.1)	16.7 %	1.7 (0.2 - 3.2)	13.1 %
	Unemployment	1.8 (0.2 - 3.3)	13.7 %	2.0 (0.3 - 3.6)	15.5 %
55	Work	5.6 (4.1 - 7.1)	57.9 %	5.7 (4.3 - 7.1)	60.4 %
	Sick	2.1 (0.3 - 4.0)	22.1 %	1.7 (0.2 - 3.1)	17.7 %
	Unemployment	1.9 (1.0 - 2.9)	20.0 %	2.1 (1.1 - 3.0)	21.9 %
60	Work	2.4 (1.6 - 3.2)	39.5 %	2.3 (1.5 - 3.1)	40.3 %
	Sick	2.6 (1.4 - 3.9)	42.8 %	2.2 (1.3 - 3.2)	38.8 %
	Unemployment	1.1 (0.0 - 2.1)	17.7 %	1.2 (0.1 - 2.3)	20.9 %

Men		High demands		Low	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.4 (17.3 - 21.5)	86.2 %	19.5 (17.5 - 21.5)	86.8 %
	Sick	1.4 (0.0 - 2.8)	6.4 %	1.1 (0.0 - 2.2)	4.9 %
	Unemployment	1.7 (0.3 - 3.1)	7.4 %	1.9 (0.4 - 3.4)	8.3 %
45	Work	15.1 (13.2 - 17.1)	83.6 %	15.2 (13.3 - 17.0)	84.2 %
	Sick	1.3 (0.0 - 2.6)	7.3 %	1.0 (0.0 - 2.0)	5.6 %
	Unemployment	1.6 (0.3 - 3.0)	9.1 %	1.8 (0.4 - 3.3)	10.2 %
50	Work	10.7 (8.9 - 12.5)	78.9 %	10.7 (9.0 - 12.4)	79.7 %
	Sick	1.3 (0.0 - 2.7)	9.7 %	1.0 (0.0 - 2.1)	7.5 %
	Unemployment	1.6 (0.2 - 3.0)	11.4 %	1.7 (0.2 - 3.2)	12.9 %
55	Work	6.9 (5.6 - 8.2)	67.3 %	6.9 (5.6 - 8.1)	69.0 %
	Sick	1.4 (0.0 - 2.9)	14.0 %	1.1 (0.0 - 2.2)	10.8 %
	Unemployment	1.9 (1.1 - 2.8)	18.7 %	2.0 (1.1 - 2.9)	20.1 %
60	Work	3.0 (2.2 - 3.8)	47.1 %	2.9 (2.2 - 3.7)	48.0 %
	Sick	2.3 (1.3 - 3.4)	36.3 %	2.0 (1.3 - 2.8)	32.8 %
	Unemployment	1.1 (0.0 - 2.1)	16.6 %	1.2 (0.1 - 2.3)	19.3 %

High versus Low for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-0.4 % (-1.2 % - 4.9 %)	0.1 % (-0.5 % - 3.4 %)
Sick	22.2 % (12.0 % - 29.5 %)	23.6 % (11.5 % - 32.5 %)
Unemployment	-10.8 % (-15.6 % - -4.5 %)	-10.3 % (-13.6 % - -4.0 %)

Appendix 2.1.3.2 Emotional demands: ERP – yes

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.6 (15.6 - 19.6)	87.2 %	17.4 (15.7 - 19.2)	87.6 %
	Sick	1.7 (0.2 - 3.2)	8.5 %	1.4 (0.2 - 2.5)	6.8 %
	Unemployment	0.9 (0.0 - 1.9)	4.4 %	1.1 (0.0 - 2.2)	5.6 %
45	Work	15.0 (13.6 - 16.3)	86.3 %	15.0 (13.8 - 16.2)	86.4 %
	Sick	1.5 (0.3 - 2.6)	8.4 %	1.2 (0.2 - 2.2)	7.0 %
	Unemployment	0.9 (0.1 - 1.8)	5.3 %	1.1 (0.2 - 2.1)	6.6 %
50	Work	11.1 (10.0 - 12.2)	87.5 %	11.1 (10.2 - 12.1)	87.4 %
	Sick	0.9 (0.1 - 1.7)	7.2 %	0.7 (0.1 - 1.4)	5.8 %
	Unemployment	0.7 (0.1 - 1.3)	5.2 %	0.9 (0.2 - 1.5)	6.8 %
55	Work	6.8 (6.0 - 7.6)	83.5 %	6.8 (6.0 - 7.5)	83.2 %
	Sick	0.7 (0.2 - 1.2)	9.0 %	0.6 (0.2 - 1.0)	7.3 %
	Unemployment	0.6 (0.1 - 1.2)	7.5 %	0.8 (0.2 - 1.4)	9.5 %
60	Work	2.7 (2.2 - 3.3)	72.4 %	2.7 (2.1 - 3.2)	71.0 %
	Sick	0.4 (0.0 - 0.9)	11.8 %	0.4 (0.0 - 0.7)	9.4 %
	Unemployment	0.6 (0.0 - 1.3)	15.9 %	0.7 (0.0 - 1.4)	19.6 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	18.8 (16.9 - 20.6)	89.6 %	18.5 (16.9 - 20.1)	89.6 %
	Sick	1.3 (0.2 - 2.5)	6.4 %	1.1 (0.1 - 2.0)	5.2 %
	Unemployment	0.8 (0.0 - 1.8)	4.0 %	1.1 (0.0 - 2.1)	5.1 %
45	Work	15.8 (14.5 - 17.0)	88.7 %	15.8 (14.6 - 16.9)	88.5 %
	Sick	1.1 (0.2 - 2.1)	6.4 %	1.0 (0.1 - 1.8)	5.4 %
	Unemployment	0.9 (0.1 - 1.7)	4.9 %	1.1 (0.2 - 2.0)	6.1 %
50	Work	11.7 (10.7 - 12.6)	89.8 %	11.7 (10.8 - 12.6)	89.3 %
	Sick	0.7 (0.1 - 1.3)	5.3 %	0.6 (0.0 - 1.1)	4.4 %
	Unemployment	0.6 (0.1 - 1.2)	4.9 %	0.8 (0.2 - 1.5)	6.3 %
55	Work	7.2 (6.4 - 8.0)	86.3 %	7.2 (6.5 - 7.9)	85.6 %
	Sick	0.6 (0.2 - 1.0)	6.8 %	0.5 (0.1 - 0.8)	5.7 %
	Unemployment	0.6 (0.1 - 1.1)	6.9 %	0.7 (0.2 - 1.3)	8.7 %
60	Work	3.0 (2.4 - 3.6)	76.1 %	2.9 (2.4 - 3.4)	74.4 %
	Sick	0.3 (0.0 - 0.7)	8.8 %	0.3 (0.0 - 0.6)	7.5 %
	Unemployment	0.6 (0.0 - 1.2)	15.1 %	0.7 (0.1 - 1.4)	18.1 %

High versus Low for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	0.0 % (-0.6 % - 2.8 %)	0.5 % (-0.1 % - 3.0 %)
Sick	19.1 % (10.6 % - 27.6 %)	16.8 % (9.4 % - 29.1 %)
Unemployment	-27.5 % (-40.8 % - -16.5 %)	-26.0 % (-37.0 % - -15.7 %)

Appendix 2.1.4.1 Meaning in work: ERP – no

Women		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.0 (14.6 - 19.4)	82.4 %	17.5 (15.1 - 19.9)	83.5 %
	Sick	1.6 (0.1 - 3.2)	8.0 %	1.7 (0.1 - 3.4)	8.3 %
	Unemployment	2.0 (0.1 - 3.8)	9.7 %	1.7 (0.0 - 3.4)	8.2 %
45	Work	13.2 (11.1 - 15.2)	80.1 %	13.6 (11.5 - 15.7)	81.4 %
	Sick	1.4 (0.1 - 2.8)	8.7 %	1.5 (0.1 - 3.0)	9.1 %
	Unemployment	1.8 (0.2 - 3.4)	11.2 %	1.6 (0.1 - 3.0)	9.5 %
50	Work	9.2 (7.4 - 11.0)	75.2 %	9.5 (7.7 - 11.3)	76.8 %
	Sick	1.3 (0.0 - 2.7)	11.1 %	1.4 (0.0 - 2.8)	11.6 %
	Unemployment	1.7 (0.2 - 3.1)	13.7 %	1.4 (0.1 - 2.8)	11.7 %
55	Work	5.5 (4.2 - 6.8)	66.3 %	5.7 (4.4 - 7.1)	67.8 %
	Sick	1.2 (0.1 - 2.4)	15.1 %	1.3 (0.1 - 2.5)	15.7 %
	Unemployment	1.5 (0.1 - 3.0)	18.7 %	1.4 (0.0 - 2.8)	16.5 %
60	Work	2.0 (1.3 - 2.7)	43.2 %	2.2 (1.4 - 2.9)	45.5 %
	Sick	1.6 (0.2 - 3.0)	34.8 %	1.7 (0.2 - 3.1)	35.4 %
	Unemployment	1.0 (0.1 - 1.9)	22.0 %	0.9 (0.1 - 1.7)	19.1 %

Men		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.4 (17.4 - 21.5)	87.9 %	19.8 (17.8 - 21.8)	89.0 %
	Sick	0.9 (0.0 - 2.0)	4.2 %	1.0 (0.0 - 2.1)	4.3 %
	Unemployment	1.7 (0.1 - 3.4)	7.9 %	1.5 (0.0 - 3.0)	6.6 %
45	Work	15.1 (13.3 - 16.9)	86.2 %	15.5 (13.7 - 17.3)	87.4 %
	Sick	0.8 (0.0 - 1.8)	4.7 %	0.9 (0.0 - 1.8)	4.8 %
	Unemployment	1.6 (0.2 - 3.0)	9.1 %	1.4 (0.1 - 2.6)	7.7 %
50	Work	10.7 (9.1 - 12.3)	82.4 %	11.0 (9.4 - 12.6)	83.9 %
	Sick	0.8 (0.0 - 1.7)	6.3 %	0.8 (0.0 - 1.8)	6.5 %
	Unemployment	1.5 (0.2 - 2.8)	11.3 %	1.3 (0.1 - 2.4)	9.6 %
55	Work	6.6 (5.4 - 7.8)	74.5 %	6.8 (5.6 - 8.0)	76.1 %
	Sick	0.8 (0.0 - 1.6)	9.1 %	0.8 (0.0 - 1.7)	9.4 %
	Unemployment	1.5 (0.0 - 2.9)	16.4 %	1.3 (0.0 - 2.6)	14.5 %
60	Work	2.6 (1.8 - 3.3)	53.0 %	2.7 (2.0 - 3.5)	55.3 %
	Sick	1.3 (0.1 - 2.5)	26.2 %	1.3 (0.1 - 2.5)	26.6 %
	Unemployment	1.0 (0.1 - 1.9)	20.8 %	0.9 (0.1 - 1.7)	18.1 %

Low versus High for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-3.9 % (-8.0 % - -2.9 %)	-2.9 % (-5.8 % - -2.0 %)
Sick	-6.8 % (-16.9 % - -3.2 %)	-4.3 % (-12.8 % - -2.1 %)
Unemployment	12.3 % (6.7 % - 15.1 %)	12.9 % (7.1 % - 16.0 %)

Appendix 2.1.4.2 Meaning in work: ERP – yes

Women		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
45	Work	14.5 (13.2 - 15.9)	83.7 %	15.3 (13.9 - 16.7)	85.5 %
	Sick	1.2 (0.2 - 2.2)	6.7 %	1.2 (0.1 - 2.3)	6.7 %
	Unemployment	1.7 (0.5 - 2.8)	9.6 %	1.4 (0.3 - 2.5)	7.9 %
50	Work	10.8 (9.7 - 11.8)	83.8 %	11.3 (10.3 - 12.4)	85.7 %
	Sick	1.0 (0.1 - 1.8)	7.4 %	1.0 (0.1 - 1.9)	7.4 %
	Unemployment	1.1 (0.3 - 1.9)	8.8 %	0.9 (0.2 - 1.7)	6.9 %
55	Work	6.5 (5.6 - 7.3)	77.5 %	6.9 (6.1 - 7.8)	80.3 %
	Sick	0.8 (0.2 - 1.4)	9.6 %	0.8 (0.2 - 1.5)	9.6 %
	Unemployment	1.1 (0.3 - 1.8)	12.9 %	0.9 (0.2 - 1.6)	10.1 %
60	Work	2.4 (1.9 - 2.9)	55.1 %	2.8 (2.2 - 3.3)	58.1 %
	Sick	0.7 (0.0 - 1.4)	15.9 %	0.8 (0.0 - 1.7)	17.2 %
	Unemployment	1.3 (0.3 - 2.2)	29.0 %	1.2 (0.1 - 2.3)	24.6 %

Men		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
45	Work	15.3 (14.0 - 16.6)	85.8 %	16.0 (14.7 - 17.3)	87.7 %
	Sick	0.9 (0.1 - 1.7)	5.0 %	0.9 (0.1 - 1.7)	4.9 %
	Unemployment	1.6 (0.5 - 2.7)	9.2 %	1.4 (0.4 - 2.4)	7.4 %
50	Work	11.3 (10.3 - 12.3)	85.9 %	11.8 (10.8 - 12.8)	87.9 %
	Sick	0.7 (0.1 - 1.4)	5.6 %	0.7 (0.0 - 1.4)	5.4 %
	Unemployment	1.1 (0.3 - 1.9)	8.5 %	0.9 (0.2 - 1.6)	6.7 %
55	Work	6.8 (6.1 - 7.6)	80.2 %	7.3 (6.5 - 8.1)	83.2 %
	Sick	0.6 (0.1 - 1.1)	7.4 %	0.6 (0.1 - 1.1)	7.2 %
	Unemployment	1.1 (0.3 - 1.8)	12.4 %	0.8 (0.2 - 1.5)	9.6 %
60	Work	2.6 (2.1 - 3.1)	58.7 %	3.0 (2.4 - 3.5)	62.2 %
	Sick	0.5 (0.0 - 1.1)	12.3 %	0.6 (0.0 - 1.3)	12.9 %
	Unemployment	1.3 (0.3 - 2.3)	29.0 %	1.2 (0.1 - 2.3)	24.9 %

Low versus High for all ages		Women	Men
Affiliation	Mean diff. (95 % CL)	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-7.0 % (-15.6 % - -5.1 %)	-6.4 % (-14.6 % - -4.7 %)	
Sick	-3.6 % (-20.2 % - 0.7 %)	-0.4 % (-13.4 % - 4.4 %)	
Unemployment	14.7 % (3.9 % - 21.3 %)	15.7 % (4.2 % - 22.6 %)	

Appendix 2.1.5.1 Bullying, violence and threats: ERP – no

Women		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.9 (15.0 - 18.7)	82.9 %	18.6 (16.9 - 20.4)	86.6 %
	Sick	1.7 (0.5 - 2.9)	8.4 %	1.5 (0.4 - 2.6)	6.9 %
	Unemployment	1.8 (0.4 - 3.1)	8.7 %	1.4 (0.3 - 2.5)	6.6 %
45	Work	13.4 (11.7 - 15.1)	81.0 %	14.7 (13.1 - 16.3)	84.9 %
	Sick	1.5 (0.4 - 2.6)	9.0 %	1.3 (0.3 - 2.3)	7.3 %
	Unemployment	1.7 (0.4 - 2.9)	10.1 %	1.3 (0.3 - 2.4)	7.8 %
50	Work	9.6 (8.1 - 11.1)	77.5 %	10.6 (9.2 - 12.1)	81.9 %
	Sick	1.4 (0.3 - 2.5)	11.1 %	1.2 (0.2 - 2.2)	9.2 %
	Unemployment	1.4 (0.3 - 2.6)	11.4 %	1.2 (0.2 - 2.1)	8.9 %
55	Work	5.9 (4.8 - 7.1)	69.6 %	6.7 (5.5 - 7.8)	74.5 %
	Sick	1.2 (0.2 - 2.2)	14.0 %	1.1 (0.1 - 2.0)	12.1 %
	Unemployment	1.4 (0.1 - 2.7)	16.4 %	1.2 (0.0 - 2.4)	13.4 %
60	Work	2.5 (1.8 - 3.2)	59.0 %	2.9 (2.2 - 3.6)	64.7 %
	Sick	0.8 (0.1 - 1.5)	18.8 %	0.8 (0.0 - 1.5)	17.2 %
	Unemployment	0.9 (0.2 - 1.7)	22.2 %	0.8 (0.1 - 1.5)	18.1 %

Men		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.7 (18.1 - 21.2)	88.7 %	20.9 (19.5 - 22.4)	91.3 %
	Sick	1.0 (0.2 - 1.8)	4.3 %	0.8 (0.1 - 1.5)	3.5 %
	Unemployment	1.5 (0.4 - 2.7)	7.0 %	1.2 (0.2 - 2.2)	5.2 %
45	Work	15.6 (14.2 - 17.0)	87.1 %	16.6 (15.3 - 17.9)	89.9 %
	Sick	0.8 (0.1 - 1.6)	4.7 %	0.7 (0.1 - 1.4)	3.8 %
	Unemployment	1.5 (0.4 - 2.6)	8.2 %	1.2 (0.2 - 2.1)	6.3 %
50	Work	11.3 (10.1 - 12.6)	84.5 %	12.1 (10.9 - 13.3)	87.6 %
	Sick	0.8 (0.1 - 1.5)	6.1 %	0.7 (0.0 - 1.4)	5.1 %
	Unemployment	1.3 (0.3 - 2.3)	9.5 %	1.0 (0.2 - 1.9)	7.3 %
55	Work	7.2 (6.2 - 8.2)	77.5 %	7.7 (6.8 - 8.7)	81.1 %
	Sick	0.8 (0.0 - 1.5)	8.4 %	0.7 (0.0 - 1.4)	7.4 %
	Unemployment	1.3 (0.1 - 2.5)	14.1 %	1.1 (0.0 - 2.2)	11.4 %
60	Work	3.2 (2.5 - 3.9)	69.4 %	3.5 (2.8 - 4.1)	73.8 %
	Sick	0.5 (0.0 - 1.1)	11.7 %	0.5 (0.0 - 1.1)	10.9 %
	Unemployment	0.9 (0.2 - 1.6)	18.9 %	0.7 (0.1 - 1.3)	15.3 %

Yes versus no for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-11.1 % (-14.2 % - -9.9 %)	-7.1 % (-9.5 % - -6.2 %)
Sick	11.4 % (2.6 % - 15.5 %)	12.2 % (1.6 % - 17.6 %)
Unemployment	17.9 % (11.6 % - 21.6 %)	20.1 % (13.0 % - 24.1 %)

Appendix 2.1.5.2 Bullying, violence and threats: ERP – yes

Women		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	15.6 (14.1 - 17.1)	83.0 %	18.5 (17.2 - 19.8)	89.2 %
	Sick	1.9 (0.7 - 3.2)	10.3 %	1.3 (0.4 - 2.2)	6.1 %
	Unemployment	1.3 (0.3 - 2.2)	6.7 %	1.0 (0.2 - 1.8)	4.8 %
45	Work	14.0 (13.0 - 15.1)	83.5 %	15.6 (14.8 - 16.5)	88.7 %
	Sick	1.4 (0.5 - 2.3)	8.5 %	1.0 (0.3 - 1.7)	5.5 %
	Unemployment	1.3 (0.5 - 2.2)	8.0 %	1.0 (0.3 - 1.7)	5.8 %
50	Work	10.6 (9.8 - 11.4)	83.0 %	11.6 (10.9 - 12.3)	88.4 %
	Sick	1.1 (0.5 - 1.7)	8.7 %	0.7 (0.3 - 1.2)	5.6 %
	Unemployment	1.1 (0.4 - 1.7)	8.3 %	0.8 (0.3 - 1.3)	6.0 %
55	Work	6.5 (5.9 - 7.1)	78.2 %	7.2 (6.7 - 7.7)	84.6 %
	Sick	0.8 (0.4 - 1.3)	10.1 %	0.6 (0.3 - 0.9)	6.9 %
	Unemployment	1.0 (0.4 - 1.5)	11.7 %	0.7 (0.3 - 1.2)	8.5 %
60	Work	2.8 (2.4 - 3.2)	63.6 %	3.0 (2.7 - 3.4)	70.6 %
	Sick	0.4 (0.1 - 0.8)	10.3 %	0.4 (0.1 - 0.6)	8.4 %
	Unemployment	1.1 (0.3 - 2.0)	26.1 %	0.9 (0.2 - 1.6)	21.0 %

Men		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.7 (15.3 - 18.1)	85.7 %	19.4 (18.2 - 20.6)	90.8 %
	Sick	1.5 (0.5 - 2.5)	7.9 %	1.0 (0.2 - 1.8)	4.7 %
	Unemployment	1.3 (0.3 - 2.2)	6.4 %	1.0 (0.2 - 1.7)	4.5 %
45	Work	14.9 (14.0 - 15.9)	86.2 %	16.3 (15.5 - 17.1)	90.5 %
	Sick	1.1 (0.4 - 1.7)	6.1 %	0.7 (0.2 - 1.2)	4.0 %
	Unemployment	1.3 (0.5 - 2.2)	7.7 %	1.0 (0.3 - 1.7)	5.5 %
50	Work	11.2 (10.5 - 12.0)	85.8 %	12.1 (11.5 - 12.8)	90.3 %
	Sick	0.8 (0.3 - 1.3)	6.2 %	0.5 (0.2 - 0.9)	4.0 %
	Unemployment	1.1 (0.4 - 1.7)	8.1 %	0.8 (0.3 - 1.3)	5.7 %
55	Work	7.0 (6.4 - 7.6)	81.4 %	7.6 (7.1 - 8.1)	87.0 %
	Sick	0.6 (0.3 - 1.0)	7.4 %	0.4 (0.2 - 0.7)	5.1 %
	Unemployment	1.0 (0.4 - 1.5)	11.2 %	0.7 (0.3 - 1.1)	8.0 %
60	Work	3.1 (2.7 - 3.4)	67.6 %	3.3 (2.9 - 3.7)	74.3 %
	Sick	0.3 (0.1 - 0.6)	7.4 %	0.3 (0.1 - 0.5)	6.0 %
	Unemployment	1.1 (0.3 - 2.0)	24.9 %	0.9 (0.2 - 1.6)	19.7 %

Yes versus no for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-11.8 % (-18.8 % - -9.3 %)	-9.8 % (-15.9 % - -8.2 %)
Sick	30.8 % (16.0 % - 39.5 %)	31.6 % (13.9 % - 41.5 %)
Unemployment	24.2 % (17.2 % - 28.7 %)	25.9 % (19.9 % - 30.3 %)

Appendix 2.2 Tables of worklife expectancy, 2012 survey

Appendix 2.2.1.1 Physical work demands: ERP – no

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.5 (15.6 - 19.3)	82.2 %	19.9 (18.3 - 21.4)	88.9 %
	Sick	2.2 (0.8 - 3.7)	10.5 %	1.5 (0.4 - 2.6)	6.6 %
	Unemployment	1.6 (0.2 - 2.9)	7.3 %	1.0 (0.0 - 2.0)	4.6 %
45	Work	13.8 (12.1 - 15.4)	79.8 %	15.8 (14.4 - 17.2)	87.2 %
	Sick	1.9 (0.6 - 3.3)	11.3 %	1.2 (0.2 - 2.3)	6.9 %
	Unemployment	1.5 (0.3 - 2.8)	8.9 %	1.1 (0.1 - 2.0)	5.9 %
50	Work	9.9 (8.5 - 11.4)	76.3 %	11.6 (10.3 - 12.8)	84.5 %
	Sick	1.7 (0.5 - 3.0)	13.4 %	1.2 (0.2 - 2.2)	8.7 %
	Unemployment	1.3 (0.2 - 2.5)	10.3 %	0.9 (0.0 - 1.8)	6.8 %
55	Work	6.3 (5.1 - 7.5)	71.0 %	7.5 (6.4 - 8.5)	80.2 %
	Sick	1.3 (0.2 - 2.4)	15.0 %	1.0 (0.1 - 1.8)	10.3 %
	Unemployment	1.2 (0.1 - 2.4)	14.0 %	0.9 (0.0 - 1.8)	9.5 %
60	Work	2.8 (2.0 - 3.6)	57.1 %	3.5 (2.8 - 4.2)	65.5 %
	Sick	0.9 (0.1 - 1.8)	18.8 %	0.8 (0.0 - 1.6)	14.9 %
	Unemployment	1.2 (0.0 - 2.4)	24.1 %	1.0 (0.0 - 2.3)	19.5 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.7 (18.2 - 21.2)	88.4 %	21.5 (20.2 - 22.7)	92.7 %
	Sick	1.2 (0.2 - 2.1)	5.2 %	0.8 (0.1 - 1.4)	3.3 %
	Unemployment	1.4 (0.2 - 2.7)	6.4 %	0.9 (0.0 - 1.9)	4.0 %
45	Work	15.6 (14.2 - 16.9)	86.7 %	17.1 (15.9 - 18.2)	91.5 %
	Sick	1.0 (0.1 - 1.8)	5.4 %	0.6 (0.0 - 1.2)	3.3 %
	Unemployment	1.4 (0.3 - 2.6)	7.9 %	1.0 (0.1 - 1.9)	5.2 %
50	Work	11.3 (10.1 - 12.5)	83.8 %	12.6 (11.6 - 13.6)	89.3 %
	Sick	0.9 (0.1 - 1.7)	6.9 %	0.7 (0.0 - 1.3)	4.6 %
	Unemployment	1.3 (0.2 - 2.3)	9.3 %	0.9 (0.0 - 1.7)	6.1 %
55	Work	7.1 (6.1 - 8.1)	78.9 %	8.1 (7.3 - 9.0)	85.2 %
	Sick	0.7 (0.0 - 1.4)	8.2 %	0.6 (0.0 - 1.1)	5.9 %
	Unemployment	1.2 (0.1 - 2.3)	12.9 %	0.8 (0.0 - 1.8)	8.9 %
60	Work	3.1 (2.4 - 3.8)	62.9 %	3.8 (3.2 - 4.5)	69.3 %
	Sick	0.6 (0.0 - 1.2)	12.2 %	0.6 (0.0 - 1.1)	10.1 %
	Unemployment	1.2 (0.0 - 2.5)	24.9 %	1.1 (0.0 - 2.5)	20.6 %

High versus Low for all ages	Women	Men
	Affiliation	Mean diff. (95 % CL)
Work	-16.9 % (-25.8 % - -13.7 %)	-12.6 % (-24.5 % - -9.0 %)
Sick	29.5 % (12.4 % - 36.0 %)	27.2 % (4.4 % - 37.2 %)
Unemployment	30.7 % (11.4 % - 34.8 %)	30.4 % (6.7 % - 36.1 %)

Appendix 2.2.1.2 Physical work demands: ERP – yes

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.4 (18.3 - 20.5)	90.4 %	20.6 (19.7 - 21.6)	92.7 %
	Sick	1.0 (0.2 - 1.8)	4.8 %	0.9 (0.2 - 1.7)	4.2 %
	Unemployment	1.0 (0.2 - 1.9)	4.8 %	0.7 (0.0 - 1.4)	3.1 %
45	Work	16.3 (15.5 - 17.0)	92.3 %	17.1 (16.4 - 17.7)	94.3 %
	Sick	0.6 (0.2 - 1.1)	3.6 %	0.5 (0.1 - 0.9)	2.9 %
	Unemployment	0.7 (0.1 - 1.3)	4.1 %	0.5 (0.1 - 1.0)	2.8 %
50	Work	12.3 (11.8 - 12.8)	91.9 %	13.0 (12.5 - 13.5)	93.7 %
	Sick	0.5 (0.2 - 0.9)	4.0 %	0.5 (0.1 - 0.8)	3.3 %
	Unemployment	0.5 (0.2 - 0.9)	4.1 %	0.4 (0.1 - 0.7)	3.0 %
55	Work	8.0 (7.6 - 8.4)	89.6 %	8.5 (8.2 - 8.9)	91.0 %
	Sick	0.5 (0.2 - 0.7)	5.3 %	0.4 (0.2 - 0.7)	4.8 %
	Unemployment	0.5 (0.1 - 0.8)	5.1 %	0.4 (0.1 - 0.7)	4.2 %
60	Work	3.6 (3.4 - 3.8)	85.7 %	4.0 (3.8 - 4.2)	86.5 %
	Sick	0.3 (0.1 - 0.5)	7.0 %	0.3 (0.1 - 0.5)	6.4 %
	Unemployment	0.3 (0.1 - 0.5)	7.3 %	0.3 (0.1 - 0.6)	7.1 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.5 (16.3 - 18.8)	86.9 %	19.1 (18.0 - 20.2)	90.0 %
	Sick	1.5 (0.4 - 2.5)	7.4 %	1.3 (0.3 - 2.3)	6.1 %
	Unemployment	1.2 (0.2 - 2.1)	5.7 %	0.8 (0.1 - 1.6)	3.9 %
45	Work	15.0 (14.1 - 15.8)	89.0 %	16.0 (15.2 - 16.7)	91.8 %
	Sick	1.0 (0.4 - 1.6)	6.0 %	0.8 (0.3 - 1.3)	4.7 %
	Unemployment	0.8 (0.2 - 1.5)	5.0 %	0.6 (0.1 - 1.1)	3.5 %
50	Work	11.4 (10.8 - 12.0)	88.5 %	12.2 (11.7 - 12.8)	91.1 %
	Sick	0.9 (0.4 - 1.3)	6.7 %	0.7 (0.3 - 1.2)	5.3 %
	Unemployment	0.6 (0.2 - 1.0)	4.8 %	0.5 (0.1 - 0.9)	3.6 %
55	Work	7.3 (6.9 - 7.8)	86.0 %	8.0 (7.6 - 8.4)	88.2 %
	Sick	0.7 (0.3 - 1.0)	8.0 %	0.6 (0.3 - 1.0)	6.9 %
	Unemployment	0.5 (0.2 - 0.9)	6.0 %	0.4 (0.1 - 0.8)	4.9 %
60	Work	3.1 (2.9 - 3.4)	81.8 %	3.6 (3.4 - 3.9)	83.6 %
	Sick	0.4 (0.2 - 0.6)	9.9 %	0.4 (0.2 - 0.6)	8.6 %
	Unemployment	0.3 (0.1 - 0.5)	8.3 %	0.3 (0.1 - 0.6)	7.8 %

High versus Low for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-8.7 % (-16.9 % - -6.5 %)	-6.3 % (-11.9 % - -4.7 %)
Sick	12.0 % (-3.1 % - 24.0 %)	8.6 % (-7.9 % - 22.5 %)
Unemployment	17.2 % (-7.8 % - 32.2 %)	18.8 % (-7.7 % - 36.5 %)

Appendix 2.2.2.1 Management quality: ERP – no

Women		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.9 (16.0 - 19.8)	84.4 %	19.7 (17.9 - 21.5)	88.1 %
	Sick	1.8 (0.6 - 3.1)	8.7 %	1.6 (0.4 - 2.8)	7.2 %
	Unemployment	1.4 (0.1 - 2.7)	6.8 %	1.0 (0.0 - 2.1)	4.7 %
45	Work	14.1 (12.4 - 15.9)	82.2 %	15.6 (13.9 - 17.2)	86.4 %
	Sick	1.6 (0.4 - 2.8)	9.4 %	1.4 (0.3 - 2.4)	7.6 %
	Unemployment	1.4 (0.2 - 2.7)	8.4 %	1.1 (0.1 - 2.1)	6.0 %
50	Work	10.2 (8.7 - 11.8)	78.8 %	11.3 (9.8 - 12.9)	83.5 %
	Sick	1.5 (0.4 - 2.6)	11.5 %	1.3 (0.3 - 2.3)	9.5 %
	Unemployment	1.3 (0.1 - 2.4)	9.7 %	1.0 (0.0 - 1.9)	7.0 %
55	Work	6.5 (5.1 - 7.8)	73.8 %	7.2 (5.9 - 8.5)	79.3 %
	Sick	1.2 (0.2 - 2.1)	13.4 %	1.0 (0.1 - 1.9)	11.2 %
	Unemployment	1.1 (0.0 - 2.3)	12.8 %	0.9 (0.0 - 1.8)	9.5 %
60	Work	3.0 (2.0 - 3.9)	53.1 %	3.3 (2.3 - 4.2)	55.9 %
	Sick	0.8 (0.0 - 1.6)	15.1 %	0.8 (0.0 - 1.6)	13.7 %
	Unemployment	1.8 (0.0 - 3.6)	31.8 %	1.8 (0.0 - 3.7)	30.4 %

Men		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.8 (18.1 - 21.5)	89.4 %	21.1 (19.5 - 22.7)	92.2 %
	Sick	1.0 (0.1 - 1.8)	4.5 %	0.8 (0.1 - 1.6)	3.6 %
	Unemployment	1.4 (0.1 - 2.6)	6.2 %	1.0 (0.0 - 2.0)	4.2 %
45	Work	15.7 (14.1 - 17.3)	87.7 %	16.7 (15.2 - 18.2)	90.8 %
	Sick	0.8 (0.1 - 1.6)	4.7 %	0.7 (0.0 - 1.3)	3.6 %
	Unemployment	1.4 (0.2 - 2.6)	7.7 %	1.0 (0.0 - 2.0)	5.5 %
50	Work	11.4 (10.0 - 12.9)	84.8 %	12.3 (10.9 - 13.6)	88.4 %
	Sick	0.8 (0.1 - 1.6)	6.2 %	0.7 (0.0 - 1.4)	5.0 %
	Unemployment	1.2 (0.1 - 2.3)	8.9 %	0.9 (0.0 - 1.8)	6.5 %
55	Work	7.2 (6.0 - 8.5)	80.2 %	7.8 (6.6 - 9.0)	84.6 %
	Sick	0.7 (0.0 - 1.4)	7.8 %	0.6 (0.0 - 1.2)	6.4 %
	Unemployment	1.1 (0.0 - 2.2)	12.0 %	0.8 (0.0 - 1.8)	9.0 %
60	Work	3.3 (2.4 - 4.2)	57.0 %	3.5 (2.6 - 4.5)	59.1 %
	Sick	0.6 (0.0 - 1.2)	10.1 %	0.5 (0.0 - 1.1)	9.0 %
	Unemployment	1.9 (0.0 - 3.8)	32.9 %	1.9 (0.0 - 3.9)	31.9 %

Low versus High for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-10.8 % (-11.9 % - -9.9 %)	-7.3 % (-8.3 % - -6.5 %)
Sick	13.5 % (1.5 % - 16.5 %)	16.8 % (4.0 % - 20.9 %)
Unemployment	23.5 % (-0.7 % - 28.1 %)	24.1 % (-0.8 % - 29.4 %)

Appendix 2.2.2.2 Management quality: ERP – yes

Women		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.4 (16.0 - 18.7)	85.1 %	18.7 (17.5 - 20.0)	87.8 %
	Sick	1.8 (0.4 - 3.2)	9.0 %	1.6 (0.4 - 2.8)	7.4 %
	Unemployment	1.2 (0.2 - 2.2)	5.9 %	1.0 (0.1 - 2.0)	4.9 %
45	Work	15.2 (14.3 - 16.1)	88.6 %	16.1 (15.2 - 16.9)	91.0 %
	Sick	1.1 (0.3 - 1.9)	6.5 %	0.9 (0.3 - 1.5)	5.1 %
	Unemployment	0.8 (0.1 - 1.6)	4.9 %	0.7 (0.0 - 1.3)	3.8 %
50	Work	11.7 (11.1 - 12.3)	88.5 %	12.2 (11.6 - 12.7)	91.2 %
	Sick	0.9 (0.3 - 1.4)	6.8 %	0.7 (0.3 - 1.2)	5.4 %
	Unemployment	0.6 (0.2 - 1.0)	4.7 %	0.5 (0.1 - 0.8)	3.5 %
55	Work	7.6 (7.1 - 8.0)	85.2 %	7.9 (7.5 - 8.3)	88.3 %
	Sick	0.8 (0.4 - 1.2)	8.6 %	0.6 (0.3 - 1.0)	7.0 %
	Unemployment	0.5 (0.2 - 0.9)	6.2 %	0.4 (0.1 - 0.7)	4.6 %
60	Work	3.4 (3.1 - 3.7)	80.1 %	3.5 (3.3 - 3.8)	83.6 %
	Sick	0.5 (0.2 - 0.8)	11.0 %	0.4 (0.1 - 0.6)	9.1 %
	Unemployment	0.4 (0.1 - 0.7)	9.0 %	0.3 (0.1 - 0.5)	7.4 %

Men		Low quality		High quality	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.1 (17.9 - 20.3)	88.4 %	20.2 (19.1 - 21.4)	90.4 %
	Sick	1.4 (0.3 - 2.5)	6.4 %	1.2 (0.2 - 2.1)	5.2 %
	Unemployment	1.1 (0.2 - 2.1)	5.3 %	1.0 (0.1 - 1.9)	4.4 %
45	Work	16.3 (15.6 - 17.0)	91.7 %	17.0 (16.3 - 17.7)	93.4 %
	Sick	0.7 (0.2 - 1.3)	4.0 %	0.6 (0.1 - 1.0)	3.2 %
	Unemployment	0.8 (0.1 - 1.4)	4.3 %	0.6 (0.0 - 1.2)	3.4 %
50	Work	12.5 (11.9 - 13.0)	91.7 %	12.8 (12.3 - 13.3)	93.6 %
	Sick	0.6 (0.2 - 1.0)	4.3 %	0.5 (0.1 - 0.8)	3.3 %
	Unemployment	0.6 (0.2 - 0.9)	4.1 %	0.4 (0.1 - 0.7)	3.0 %
55	Work	8.1 (7.7 - 8.5)	88.7 %	8.4 (8.0 - 8.7)	91.2 %
	Sick	0.5 (0.2 - 0.9)	5.9 %	0.4 (0.2 - 0.7)	4.8 %
	Unemployment	0.5 (0.1 - 0.8)	5.3 %	0.4 (0.1 - 0.6)	4.0 %
60	Work	3.7 (3.5 - 4.0)	84.0 %	3.9 (3.6 - 4.1)	86.8 %
	Sick	0.4 (0.1 - 0.6)	7.9 %	0.3 (0.1 - 0.5)	6.6 %
	Unemployment	0.4 (0.1 - 0.6)	8.1 %	0.3 (0.1 - 0.5)	6.6 %

Low versus High for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-5.0 % (-7.8 % - -4.0 %)	-3.9 % (-6.1 % - -3.1 %)
Sick	18.1 % (11.6 % - 27.9 %)	18.5 % (10.5 % - 27.1 %)
Unemployment	20.2 % (7.3 % - 27.9 %)	20.0 % (7.3 % - 28.2 %)

Appendix 2.2.3.1 Emotional demands: ERP – no

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	18.0 (15.7 - 20.2)	81.9 %	18.6 (16.5 - 20.7)	83.3 %
	Sick	2.8 (0.9 - 4.7)	12.8 %	2.3 (0.6 - 4.0)	10.2 %
	Unemployment	1.2 (0.0 - 2.5)	5.3 %	1.4 (0.0 - 2.9)	6.5 %
45	Work	14.0 (11.9 - 16.0)	78.8 %	14.5 (12.6 - 16.5)	80.3 %
	Sick	2.6 (0.8 - 4.3)	14.5 %	2.1 (0.5 - 3.7)	11.5 %
	Unemployment	1.2 (0.0 - 2.5)	6.8 %	1.5 (0.0 - 2.9)	8.2 %
50	Work	9.9 (8.1 - 11.8)	73.7 %	10.3 (8.6 - 12.1)	75.6 %
	Sick	2.5 (0.8 - 4.2)	18.4 %	2.0 (0.5 - 3.6)	14.9 %
	Unemployment	1.1 (0.0 - 2.3)	7.9 %	1.3 (0.0 - 2.6)	9.6 %
55	Work	5.9 (4.4 - 7.4)	64.6 %	6.2 (4.8 - 7.7)	66.7 %
	Sick	2.3 (0.7 - 3.9)	25.2 %	2.0 (0.4 - 3.5)	20.9 %
	Unemployment	0.9 (0.0 - 2.1)	10.2 %	1.2 (0.0 - 2.4)	12.4 %
60	Work	2.7 (1.8 - 3.6)	24.1 %	2.9 (1.9 - 3.8)	25.0 %
	Sick	5.0 (5.0 - 5.0)	44.6 %	5.0 (5.0 - 5.0)	43.3 %
	Unemployment	3.5 (1.8 - 5.2)	31.2 %	3.7 (2.0 - 5.4)	31.7 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	20.0 (18.1 - 21.9)	88.2 %	20.3 (18.4 - 22.1)	88.5 %
	Sick	1.5 (0.2 - 2.9)	6.7 %	1.2 (0.1 - 2.4)	5.3 %
	Unemployment	1.2 (0.0 - 2.4)	5.1 %	1.4 (0.0 - 2.9)	6.2 %
45	Work	15.7 (13.9 - 17.5)	85.9 %	15.9 (14.2 - 17.6)	86.2 %
	Sick	1.4 (0.1 - 2.6)	7.5 %	1.1 (0.0 - 2.2)	5.9 %
	Unemployment	1.2 (0.0 - 2.5)	6.6 %	1.5 (0.1 - 2.8)	7.9 %
50	Work	11.3 (9.7 - 12.9)	82.1 %	11.5 (9.9 - 13.0)	82.4 %
	Sick	1.4 (0.2 - 2.6)	10.1 %	1.1 (0.1 - 2.2)	8.1 %
	Unemployment	1.1 (0.0 - 2.3)	7.9 %	1.3 (0.0 - 2.6)	9.5 %
55	Work	7.0 (5.6 - 8.3)	74.7 %	7.1 (5.7 - 8.4)	75.0 %
	Sick	1.4 (0.2 - 2.6)	14.9 %	1.2 (0.1 - 2.3)	12.5 %
	Unemployment	1.0 (0.0 - 2.1)	10.4 %	1.2 (0.0 - 2.4)	12.5 %
60	Work	3.2 (2.2 - 4.1)	26.9 %	3.2 (2.2 - 4.2)	26.9 %
	Sick	5.0 (5.0 - 5.0)	42.6 %	5.0 (5.0 - 5.0)	41.9 %
	Unemployment	3.6 (1.9 - 5.3)	30.4 %	3.7 (2.0 - 5.5)	31.3 %

High versus Low for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-4.5 % (-6.8 % - -3.5 %)	-1.5 % (-1.8 % - -1.2 %)
Sick	16.0 % (-0.1 % - 19.2 %)	16.5 % (-1.7 % - 21.2 %)
Unemployment	-23.0 % (-26.8 % - -4.4 %)	-21.3 % (-24.9 % - -4.4 %)

Appendix 2.2.3.2 Emotional demands: ERP – yes

Women		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	18.5 (16.9 - 20.1)	87.0 %	18.3 (16.8 - 19.8)	86.0 %
	Sick	2.0 (0.6 - 3.4)	9.2 %	1.9 (0.5 - 3.3)	9.1 %
	Unemployment	0.8 (0.0 - 1.6)	3.8 %	1.1 (0.1 - 2.0)	4.9 %
45	Work	15.7 (14.6 - 16.8)	91.0 %	15.5 (14.4 - 16.5)	90.2 %
	Sick	1.0 (0.2 - 1.8)	5.8 %	0.9 (0.2 - 1.7)	5.5 %
	Unemployment	0.6 (0.0 - 1.2)	3.3 %	0.7 (0.0 - 1.4)	4.2 %
50	Work	12.0 (11.2 - 12.8)	90.2 %	11.8 (11.0 - 12.5)	89.6 %
	Sick	0.8 (0.2 - 1.4)	6.2 %	0.8 (0.2 - 1.4)	5.9 %
	Unemployment	0.5 (0.1 - 0.9)	3.6 %	0.6 (0.1 - 1.0)	4.4 %
55	Work	7.8 (7.2 - 8.3)	86.4 %	7.6 (7.0 - 8.2)	85.7 %
	Sick	0.7 (0.2 - 1.2)	7.8 %	0.7 (0.2 - 1.2)	7.6 %
	Unemployment	0.5 (0.0 - 1.0)	5.8 %	0.6 (0.1 - 1.1)	6.7 %
60	Work	3.5 (3.1 - 3.8)	81.4 %	3.3 (2.9 - 3.7)	80.6 %
	Sick	0.4 (0.1 - 0.8)	10.4 %	0.4 (0.1 - 0.8)	10.4 %
	Unemployment	0.4 (0.1 - 0.6)	8.3 %	0.4 (0.1 - 0.7)	8.9 %

Men		High demands		Low demands	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	20.0 (18.7 - 21.4)	89.7 %	19.8 (18.5 - 21.2)	88.7 %
	Sick	1.6 (0.4 - 2.7)	7.0 %	1.5 (0.4 - 2.7)	6.9 %
	Unemployment	0.7 (0.0 - 1.5)	3.3 %	1.0 (0.1 - 1.9)	4.4 %
45	Work	16.7 (15.8 - 17.6)	93.6 %	16.5 (15.6 - 17.4)	92.8 %
	Sick	0.6 (0.1 - 1.2)	3.6 %	0.6 (0.1 - 1.2)	3.5 %
	Unemployment	0.5 (0.0 - 1.1)	2.8 %	0.7 (0.0 - 1.3)	3.7 %
50	Work	12.7 (12.0 - 13.4)	93.0 %	12.5 (11.8 - 13.2)	92.3 %
	Sick	0.5 (0.1 - 1.0)	3.8 %	0.5 (0.1 - 0.9)	3.7 %
	Unemployment	0.4 (0.1 - 0.8)	3.2 %	0.5 (0.1 - 1.0)	3.9 %
55	Work	8.3 (7.8 - 8.8)	89.4 %	8.1 (7.6 - 8.6)	88.8 %
	Sick	0.5 (0.1 - 0.9)	5.3 %	0.5 (0.1 - 0.9)	5.2 %
	Unemployment	0.5 (0.0 - 0.9)	5.2 %	0.5 (0.1 - 1.0)	6.0 %
60	Work	3.8 (3.4 - 4.1)	84.9 %	3.6 (3.3 - 4.0)	84.3 %
	Sick	0.3 (0.1 - 0.6)	7.5 %	0.3 (0.1 - 0.6)	7.6 %
	Unemployment	0.3 (0.1 - 0.6)	7.6 %	0.4 (0.1 - 0.6)	8.1 %

High versus Low for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	1.9 % (0.9 % - 4.7 %)	1.6 % (0.9 % - 3.7 %)
Sick	4.5 % (-2.5 % - 22.9 %)	2.9 % (-3.0 % - 13.9 %)
Unemployment	-18.3 % (-34.8 % - -3.7 %)	-18.3 % (-36.7 % - -3.2 %)

Appendix 2.2.4.1 Meaning in work: ERP – no

Women		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.7 (14.9 - 18.5)	80.8 %	20.1 (18.6 - 21.6)	89.3 %
	Sick	2.1 (0.8 - 3.4)	10.0 %	1.5 (0.4 - 2.5)	6.5 %
	Unemployment	1.9 (0.4 - 3.4)	9.2 %	0.9 (0.0 - 1.9)	4.1 %
45	Work	13.2 (11.6 - 14.8)	78.3 %	16.0 (14.6 - 17.3)	87.9 %
	Sick	1.8 (0.6 - 3.0)	10.7 %	1.2 (0.3 - 2.2)	6.8 %
	Unemployment	1.9 (0.4 - 3.3)	11.0 %	1.0 (0.1 - 1.9)	5.3 %
50	Work	9.6 (8.1 - 11.0)	74.8 %	11.7 (10.5 - 13.0)	85.4 %
	Sick	1.6 (0.5 - 2.8)	12.7 %	1.2 (0.3 - 2.1)	8.5 %
	Unemployment	1.6 (0.3 - 2.9)	12.4 %	0.8 (0.0 - 1.7)	6.1 %
55	Work	6.1 (4.9 - 7.3)	70.5 %	7.6 (6.6 - 8.6)	82.4 %
	Sick	1.2 (0.3 - 2.2)	14.2 %	0.9 (0.1 - 1.7)	9.9 %
	Unemployment	1.3 (0.1 - 2.6)	15.3 %	0.7 (0.0 - 1.5)	7.7 %
60	Work	3.0 (2.2 - 3.7)	55.6 %	3.6 (2.9 - 4.3)	66.9 %
	Sick	0.8 (0.0 - 1.7)	15.5 %	0.7 (0.0 - 1.5)	13.1 %
	Unemployment	1.5 (0.0 - 3.2)	28.9 %	1.1 (0.0 - 2.5)	20.0 %

Men		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	18.9 (17.4 - 20.5)	86.6 %	21.6 (20.3 - 22.8)	93.0 %
	Sick	1.1 (0.3 - 1.9)	5.0 %	0.8 (0.1 - 1.4)	3.3 %
	Unemployment	1.8 (0.4 - 3.3)	8.3 %	0.9 (0.0 - 1.8)	3.7 %
45	Work	15.0 (13.5 - 16.4)	84.8 %	17.2 (16.0 - 18.3)	92.0 %
	Sick	0.9 (0.2 - 1.7)	5.2 %	0.6 (0.0 - 1.2)	3.2 %
	Unemployment	1.8 (0.4 - 3.1)	10.0 %	0.9 (0.0 - 1.7)	4.8 %
50	Work	10.9 (9.6 - 12.2)	81.7 %	12.7 (11.7 - 13.7)	89.8 %
	Sick	0.9 (0.2 - 1.6)	6.8 %	0.6 (0.1 - 1.2)	4.5 %
	Unemployment	1.5 (0.3 - 2.8)	11.5 %	0.8 (0.0 - 1.6)	5.6 %
55	Work	6.9 (5.9 - 8.0)	77.6 %	8.2 (7.3 - 9.1)	87.2 %
	Sick	0.7 (0.1 - 1.4)	8.1 %	0.5 (0.0 - 1.1)	5.7 %
	Unemployment	1.3 (0.1 - 2.5)	14.3 %	0.7 (0.0 - 1.4)	7.2 %
60	Work	3.2 (2.5 - 3.9)	59.2 %	3.9 (3.2 - 4.5)	70.0 %
	Sick	0.6 (0.0 - 1.2)	10.3 %	0.5 (0.0 - 1.0)	8.8 %
	Unemployment	1.6 (0.0 - 3.4)	30.5 %	1.2 (0.0 - 2.7)	21.2 %

Low versus High for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-22.1 % (-24.2 % - -20.1 %)	-16.5 % (-21.1 % - -14.0 %)
Sick	26.6 % (9.7 % - 31.9 %)	27.6 % (5.3 % - 35.6 %)
Unemployment	47.1 % (29.8 % - 51.9 %)	48.0 % (28.9 % - 53.4 %)

Appendix 2.2.4.2 Meaning in work: ERP – yes

Women		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
45	Work	13.9 (13.0 - 14.7)	87.3 %	16.5 (15.7 - 17.2)	92.3 %
	Sick	1.1 (0.4 - 1.8)	6.9 %	0.8 (0.3 - 1.4)	4.7 %
	Unemployment	0.9 (0.3 - 1.6)	5.8 %	0.5 (0.1 - 1.0)	3.0 %
50	Work	10.7 (10.1 - 11.3)	86.0 %	12.4 (11.9 - 12.9)	91.6 %
	Sick	0.9 (0.4 - 1.5)	7.6 %	0.7 (0.3 - 1.1)	5.2 %
	Unemployment	0.8 (0.3 - 1.3)	6.4 %	0.4 (0.1 - 0.8)	3.2 %
55	Work	6.9 (6.5 - 7.3)	82.7 %	8.1 (7.7 - 8.5)	88.8 %
	Sick	0.8 (0.4 - 1.1)	9.3 %	0.6 (0.3 - 0.9)	6.8 %
	Unemployment	0.7 (0.3 - 1.1)	8.0 %	0.4 (0.1 - 0.7)	4.4 %
60	Work	2.9 (2.6 - 3.2)	77.7 %	3.7 (3.5 - 3.9)	84.3 %
	Sick	0.4 (0.2 - 0.7)	11.6 %	0.4 (0.2 - 0.6)	8.6 %
	Unemployment	0.4 (0.1 - 0.7)	10.7 %	0.3 (0.1 - 0.5)	7.1 %

Men		Low degree of meaning		High degree of meaning	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
45	Work	15.3 (14.6 - 16.1)	90.9 %	17.4 (16.8 - 18.0)	94.6 %
	Sick	0.7 (0.2 - 1.2)	4.2 %	0.5 (0.1 - 0.9)	2.8 %
	Unemployment	0.8 (0.2 - 1.4)	4.9 %	0.5 (0.0 - 0.9)	2.5 %
50	Work	11.7 (11.1 - 12.2)	89.8 %	13.1 (12.6 - 13.5)	94.1 %
	Sick	0.6 (0.3 - 1.0)	4.7 %	0.4 (0.2 - 0.7)	3.1 %
	Unemployment	0.7 (0.3 - 1.2)	5.4 %	0.4 (0.1 - 0.7)	2.7 %
55	Work	7.6 (7.2 - 7.9)	86.9 %	8.6 (8.2 - 8.9)	91.7 %
	Sick	0.6 (0.3 - 0.8)	6.3 %	0.4 (0.2 - 0.7)	4.6 %
	Unemployment	0.6 (0.2 - 0.9)	6.7 %	0.3 (0.1 - 0.6)	3.7 %
60	Work	3.3 (3.1 - 3.6)	82.5 %	4.0 (3.8 - 4.2)	87.4 %
	Sick	0.3 (0.2 - 0.5)	8.3 %	0.3 (0.1 - 0.4)	6.2 %
	Unemployment	0.4 (0.1 - 0.6)	9.2 %	0.3 (0.1 - 0.5)	6.4 %

Low versus High for all ages		
Affiliation	Women Mean diff. (95 % CL)	Men Mean diff. (95 % CL)
Work	-19.7 % (-29.1 % - -15.8 %)	-14.5 % (-21.4 % - -11.6 %)
Sick	19.3 % (-3.8 % - 26.9 %)	23.4 % (11.5 % - 31.1 %)
Unemployment	38.3 % (21.3 % - 49.2 %)	38.5 % (20.5 % - 51.5 %)

Appendix 2.2.5.1 Bullying, violence and threats: ERP – no

Women		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	16.8 (15.1 - 18.6)	80.7 %	19.3 (17.7 - 20.9)	87.2 %
	Sick	2.3 (1.0 - 3.6)	11.0 %	1.5 (0.5 - 2.6)	6.9 %
	Unemployment	1.7 (0.3 - 3.2)	8.3 %	1.3 (0.1 - 2.5)	5.8 %
45	Work	13.2 (11.6 - 14.8)	77.9 %	15.2 (13.7 - 16.7)	85.2 %
	Sick	2.0 (0.8 - 3.2)	11.8 %	1.3 (0.4 - 2.2)	7.4 %
	Unemployment	1.7 (0.3 - 3.1)	10.3 %	1.3 (0.2 - 2.5)	7.4 %
50	Work	9.4 (8.0 - 10.8)	73.7 %	11.0 (9.7 - 12.4)	81.9 %
	Sick	1.8 (0.7 - 2.9)	14.2 %	1.3 (0.4 - 2.1)	9.3 %
	Unemployment	1.6 (0.3 - 2.9)	12.1 %	1.2 (0.1 - 2.3)	8.8 %
55	Work	5.8 (4.6 - 6.9)	66.5 %	6.9 (5.7 - 8.0)	75.7 %
	Sick	1.4 (0.5 - 2.3)	16.2 %	1.0 (0.2 - 1.8)	11.2 %
	Unemployment	1.5 (0.2 - 2.8)	17.3 %	1.2 (0.0 - 2.4)	13.1 %
60	Work	2.4 (1.7 - 3.2)	42.7 %	3.0 (2.2 - 3.8)	50.2 %
	Sick	1.0 (0.2 - 1.7)	16.9 %	0.8 (0.1 - 1.5)	13.2 %
	Unemployment	2.3 (0.3 - 4.3)	40.4 %	2.2 (0.1 - 4.2)	36.6 %

Men		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.0 (17.4 - 20.6)	86.6 %	20.8 (19.3 - 22.2)	91.1 %
	Sick	1.3 (0.4 - 2.1)	5.7 %	0.8 (0.1 - 1.5)	3.6 %
	Unemployment	1.7 (0.3 - 3.0)	7.7 %	1.2 (0.1 - 2.3)	5.3 %
45	Work	14.9 (13.5 - 16.4)	84.4 %	16.4 (15.0 - 17.8)	89.5 %
	Sick	1.1 (0.3 - 1.8)	6.0 %	0.7 (0.1 - 1.3)	3.7 %
	Unemployment	1.7 (0.3 - 3.0)	9.6 %	1.3 (0.2 - 2.3)	6.9 %
50	Work	10.8 (9.4 - 12.1)	80.8 %	11.9 (10.7 - 13.2)	86.6 %
	Sick	1.0 (0.3 - 1.8)	7.8 %	0.7 (0.1 - 1.3)	5.1 %
	Unemployment	1.5 (0.3 - 2.8)	11.4 %	1.1 (0.1 - 2.2)	8.3 %
55	Work	6.6 (5.5 - 7.8)	73.9 %	7.5 (6.4 - 8.6)	80.7 %
	Sick	0.8 (0.1 - 1.6)	9.5 %	0.6 (0.0 - 1.2)	6.6 %
	Unemployment	1.5 (0.2 - 2.8)	16.6 %	1.2 (0.0 - 2.3)	12.7 %
60	Work	2.8 (2.0 - 3.6)	47.6 %	3.3 (2.4 - 4.1)	53.4 %
	Sick	0.7 (0.1 - 1.3)	11.4 %	0.5 (0.0 - 1.1)	9.0 %
	Unemployment	2.4 (0.3 - 4.5)	41.0 %	2.3 (0.2 - 4.4)	37.6 %

Yes versus no for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-17.3 % (-23.7 % - -14.7 %)	-11.3 % (-16.5 % - -9.3 %)
Sick	29.0 % (15.0 % - 34.6 %)	30.2 % (12.9 % - 37.7 %)
Unemployment	23.1 % (5.0 % - 26.3 %)	24.3 % (4.8 % - 28.3 %)

Appendix 2.2.5.2 Bullying, violence and threats: ERP – yes

Women		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	17.7 (16.6 - 18.9)	88.5 %	18.7 (17.6 - 19.8)	89.8 %
	Sick	1.4 (0.4 - 2.5)	7.1 %	1.3 (0.3 - 2.3)	6.3 %
	Unemployment	0.9 (0.1 - 1.6)	4.4 %	0.8 (0.1 - 1.5)	4.0 %
45	Work	15.4 (14.6 - 16.2)	90.4 %	16.0 (15.2 - 16.7)	91.5 %
	Sick	1.0 (0.4 - 1.6)	5.6 %	0.9 (0.3 - 1.4)	4.9 %
	Unemployment	0.7 (0.1 - 1.3)	4.0 %	0.6 (0.1 - 1.2)	3.5 %
50	Work	11.8 (11.2 - 12.4)	89.5 %	12.1 (11.5 - 12.6)	90.8 %
	Sick	0.8 (0.3 - 1.3)	6.2 %	0.7 (0.3 - 1.2)	5.5 %
	Unemployment	0.6 (0.2 - 0.9)	4.3 %	0.5 (0.1 - 0.8)	3.6 %
55	Work	7.7 (7.3 - 8.1)	86.5 %	7.9 (7.5 - 8.3)	88.1 %
	Sick	0.7 (0.3 - 1.1)	7.8 %	0.6 (0.3 - 1.0)	7.1 %
	Unemployment	0.5 (0.2 - 0.8)	5.7 %	0.4 (0.1 - 0.7)	4.8 %
60	Work	3.5 (3.2 - 3.7)	81.9 %	3.5 (3.3 - 3.8)	83.5 %
	Sick	0.4 (0.2 - 0.7)	9.9 %	0.4 (0.1 - 0.6)	8.9 %
	Unemployment	0.3 (0.1 - 0.6)	8.1 %	0.3 (0.1 - 0.6)	7.6 %

Men		Experiencing bullying etc. - yes		Experiencing bullying etc. - no	
Age	Affiliation	Years (95 % CL)	Share	Years (95 % CL)	Share
40	Work	19.3 (18.3 - 20.3)	91.4 %	20.3 (19.4 - 21.3)	92.3 %
	Sick	1.0 (0.2 - 1.8)	4.8 %	0.9 (0.2 - 1.7)	4.2 %
	Unemployment	0.8 (0.1 - 1.5)	3.9 %	0.8 (0.1 - 1.4)	3.4 %
45	Work	16.5 (15.8 - 17.2)	93.1 %	17.0 (16.3 - 17.6)	93.9 %
	Sick	0.6 (0.2 - 1.0)	3.4 %	0.5 (0.2 - 0.9)	3.0 %
	Unemployment	0.6 (0.1 - 1.1)	3.5 %	0.5 (0.0 - 1.0)	3.0 %
50	Work	12.6 (12.1 - 13.1)	92.4 %	12.8 (12.3 - 13.3)	93.5 %
	Sick	0.5 (0.2 - 0.9)	3.8 %	0.5 (0.2 - 0.8)	3.4 %
	Unemployment	0.5 (0.2 - 0.9)	3.8 %	0.4 (0.1 - 0.7)	3.1 %
55	Work	8.2 (7.9 - 8.6)	89.8 %	8.4 (8.0 - 8.7)	91.1 %
	Sick	0.5 (0.2 - 0.8)	5.3 %	0.4 (0.2 - 0.7)	4.8 %
	Unemployment	0.5 (0.2 - 0.8)	4.9 %	0.4 (0.1 - 0.6)	4.1 %
60	Work	3.8 (3.6 - 4.0)	85.4 %	3.9 (3.6 - 4.1)	86.8 %
	Sick	0.3 (0.1 - 0.5)	7.2 %	0.3 (0.1 - 0.5)	6.5 %
	Unemployment	0.3 (0.1 - 0.6)	7.4 %	0.3 (0.1 - 0.5)	6.7 %

Yes versus no for all ages	Women	Men
	Mean diff. (95 % CL)	Mean diff. (95 % CL)
Work	-3.0 % (-5.7 % - -1.9 %)	-2.6 % (-5.2 % - -1.5 %)
Sick	9.5 % (-4.0 % - 24.5 %)	8.8 % (2.3 % - 22.5 %)
Unemployment	10.6 % (-1.6 % - 17.5 %)	12.4 % (-0.1 % - 19.5 %)

