**Table S1** Prevalence of psychosocial work factors, other occupational exposures and sickness absence spells and days according to occupational groups

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| % | Professionals, managers | Associate professionals, technicians | Clerks, service workers | Blue collar workers | p-value for the comparison between occupational groups |
| **Men (N)** | 5082 | 6408 | 3574 | 11819 |  |
| Low decision latitude | 20.25 | 37.96 | 62.10 | 56.79 | <0.0001 |
| Low skill discretion | 21.92 | 38.10 | 63.62 | 55.74 | <0.0001 |
| Low decision authority | 41.16 | 54.68 | 70.02 | 68.96 | <0.0001 |
| High psychological demands | 65.55 | 50.53 | 37.74 | 36.66 | <0.0001 |
| Low social support | 38.62 | 40.66 | 43.44 | 44.20 | 0.00024 |
| Low social support (from supervisors) | 40.54 | 40.08 | 42.65 | 44.10 | 0.00490 |
| Low social support (from colleagues) | 64.83 | 66.20 | 65.81 | 66.25 | 0.73983 |
| Job strain | 13.63 | 19.91 | 24.83 | 22.04 | <0.0001 |
| Isostrain | 9.08 | 13.20 | 16.51 | 14.55 | <0.0001 |
| Low reward | 44.91 | 51.39 | 53.37 | 48.81 | <0.0001 |
| Low esteem | 42.83 | 46.91 | 50.06 | 45.97 | 0.00028 |
| Job insecurity | 36.55 | 42.72 | 42.13 | 42.04 | 0.00017 |
| Low job promotion | 36.20 | 43.22 | 47.39 | 40.58 | <0.0001 |
| Long working hours | 25.21 | 8.96 | 5.10 | 4.15 | <0.0001 |
| Night work | 1.21 | 3.42 | 8.81 | 8.03 | <0.0001 |
| Shift work | 3.49 | 11.96 | 23.66 | 22.96 | <0.0001 |
| Unsociable work days | 13.48 | 14.72 | 32.11 | 17.77 | <0.0001 |
| Low predictability | 31.27 | 31.37 | 36.38 | 33.34 | 0.00278 |
| Physical violence | 0.81 | 1.39 | 5.57 | 1.27 | <0.0001 |
| Bullying | 19.79 | 22.64 | 25.11 | 21.70 | 0.00140 |
| Verbal abuse | 16.06 | 22.86 | 34.54 | 14.42 | <0.0001 |
| Demands for responsibility | 49.24 | 52.33 | 44.96 | 61.36 | <0.0001 |
| Biological exposure | 6.74 | 14.22 | 28.74 | 15.24 | <0.0001 |
| Chemical exposure | 6.87 | 24.93 | 26.52 | 60.61 | <0.0001 |
| Physical exposure | 21.11 | 41.65 | 45.42 | 78.28 | <0.0001 |
| Noise | 14.84 | 31.43 | 29.88 | 65.39 | <0.0001 |
| Thermic constraints | 6.12 | 19.74 | 30.19 | 44.51 | <0.0001 |
| Radiations | 3.14 | 5.04 | 2.09 | 5.75 | <0.0001 |
| Controlled air/space | 30.31 | 19.73 | 18.50 | 10.05 | <0.0001 |
| Biomechanical exposure | 27.13 | 36.37 | 44.72 | 74.01 | <0.0001 |
| Manual materials handling | 7.97 | 29.08 | 36.67 | 68.62 | <0.0001 |
| Postural/articular constraints | 49.61 | 63.12 | 76.99 | 90.35 | <0.0001 |
| Vibrations | 1.26 | 8.06 | 7.95 | 39.63 | <0.0001 |
| Driving | 37.61 | 46.18 | 35.65 | 56.74 | <0.0001 |
| Sickness absence spells (%) |  |  |  |  | <0.0001 |
| 0 | 66.17 | 63.12 | 56.07 | 57.25 |  |
| 1 | 29.45 | 28.78 | 33.12 | 32.33 |  |
| 2 | 3.67 | 5.54 | 7.84 | 7.06 |  |
| ≥3 | 0.71 | 2.56 | 2.97 | 3.36 |  |
| Weighted mean number of sickness absence days | 10.85 | 16.75 | 17.46 | 19.50 | <0.0001 |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| % | Professionals, managers | Associate professionals, technicians | Clerks, service workers | Blue collar workers | p-value for the comparison between occupational groups |
| **Women (N)** | 2811 | 5666 | 9311 | 2291 |  |
| Low decision latitude | 24.64 | 46.00 | 66.90 | 79.33 | <0.0001 |
| Low skill discretion | 27.32 | 47.06 | 68.69 | 78.32 | <0.0001 |
| Low decision authority | 42.38 | 62.75 | 74.12 | 80.27 | <0.0001 |
| High psychological demands | 65.68 | 50.45 | 41.48 | 36.59 | <0.0001 |
| Low social support | 37.61 | 39.92 | 39.97 | 49.44 | <0.0001 |
| Low social support (from supervisors) | 38.81 | 41.87 | 39.25 | 46.39 | 0.00024 |
| Low social support (from colleagues) | 61.57 | 63.65 | 63.37 | 70.64 | 0.00031 |
| Job strain | 16.67 | 24.73 | 28.67 | 30.04 | <0.0001 |
| Isostrain | 10.60 | 15.57 | 17.67 | 21.67 | <0.0001 |
| Low reward | 46.64 | 51.08 | 49.12 | 50.36 | 0.12239 |
| Low esteem | 43.20 | 45.21 | 42.88 | 44.76 | 0.28270 |
| Job insecurity | 39.52 | 41.55 | 40.94 | 42.99 | 0.49713 |
| Low job promotion | 35.92 | 44.58 | 42.51 | 43.46 | 0.00014 |
| Long working hours | 11.83 | 2.52 | 1.56 | 1.69 | <0.0001 |
| Night work | 0.65 | 2.09 | 2.32 | 3.50 | <0.0001 |
| Shift work | 3.12 | 14.74 | 14.82 | 27.63 | <0.0001 |
| Unsociable work days | 8.30 | 15.91 | 19.24 | 18.96 | <0.0001 |
| Low predictability | 24.38 | 28.52 | 33.60 | 30.37 | <0.0001 |
| Physical violence | 0.74 | 3.57 | 1.73 | 0.88 | <0.0001 |
| Bullying | 22.72 | 22.07 | 22.47 | 23.68 | 0.76794 |
| Verbal abuse | 25.74 | 31.03 | 26.24 | 13.26 | <0.0001 |
| Demands for responsibility | 35.09 | 38.13 | 29.16 | 32.29 | <0.0001 |
| Biological exposure | 12.09 | 30.60 | 34.52 | 25.66 | <0.0001 |
| Chemical exposure | 5.63 | 20.08 | 31.31 | 51.97 | <0.0001 |
| Physical exposure | 16.61 | 23.19 | 25.58 | 48.60 | <0.0001 |
| Noise | 10.84 | 17.65 | 19.98 | 36.96 | <0.0001 |
| Thermic constraints | 4.72 | 4.73 | 7.78 | 22.19 | <0.0001 |
| Radiations | 1.39 | 3.21 | 1.15 | 1.34 | <0.0001 |
| Controlled air/space | 28.68 | 21.35 | 15.96 | 14.41 | <0.0001 |
| Biomechanical exposure | 27.14 | 32.62 | 42.63 | 51.82 | <0.0001 |
| Manual materials handling | 5.80 | 22.62 | 32.80 | 47.43 | <0.0001 |
| Postural/articular constraints | 55.34 | 64.30 | 78.57 | 92.67 | <0.0001 |
| Vibrations | 0.43 | 0.57 | 1.34 | 7.99 | <0.0001 |
| Driving | 20.06 | 19.74 | 11.88 | 15.22 | <0.0001 |
| Sickness absence spells (%) |  |  |  |  | 0.0047 |
| 0 | 61.61 | 58.30 | 57.53 | 58.24 |  |
| 1 | 29.34 | 29.56 | 29.46 | 29.79 |  |
| 2 | 7.31 | 8.83 | 8.63 | 7.81 |  |
| ≥3 | 1.74 | 3.30 | 4.38 | 4.15 |  |
| Weighted mean number of sickness absence days | 10.12 | 14.85 | 17.54 | 22.00 | <0.0001 |

Rao-Scott chi-square test or weighted negative binomial regression analysis for sickness absence days

%: weighted %