

Webbtable 4a. Odds ratios (OR) with 95% Confidence Intervals (95% CI) of suboptimal Self-rated Health and Sickness Absence in three groups of Sickness Presenteeism with changes of OR and separate inclusion of one confounder at time and final model (M3) adjusted for all control variables together, n=7445

Predictors 2008	Suboptimal Self-rated Health 2010			Sickness Absence 2010				
	M1- M0 + age + sex + education + income OR, 95 % CI	M2a-j- M1 + one additional confounder at a time OR, 95 % CI	Δ OR, %	M3 fully adjusted OR, 95 % CI	M1- M0 + age + sex + emp + income OR, 95 % CI	M2a-x - M1 + one additional confounder at a time OR, 95 % CI	Δ OR, %	M3 fully adjusted OR, 95 % CI
Sickness presenteeism								
Not at all	Reference		Days 1-7/>7	Reference	Reference		Days 1-7/>7	Reference
1-7 days	1.96** (1.69-2.26)			1.26* (1.06 -1.49)	1.44** (1.23-1.68)			1.10 (0.91-1.29)
> 7 days	5.95 ** (4.98-7.12)			1.64** (1.30-2.06)	3.57** (2.95-4.33)			1.46 * (1.15-1.86)
Age (continuous)	1.00* (1.00-1.01)			0.99 (0.98-1.00)	1.00 (0.99-1.01)			1.00 (0.99-1.01)
Sex								
Women	Reference			Reference	Reference			Reference
Men	1.31** (1.15-1.49)			1.34** (1.14-1.59)	0.73** (0.63-0.84)			0.79* (0.67-0.94)
Education (continuous)	0.93* (0.88-0.98)			1.00 (0.94-1.08)				
Income (x1000 SEK)								
0-245	Reference			Reference	Reference			Reference
246-323	0.87 (0.76-1.03)			0.90 (0.76-1.08)	0.74** (0.63-0.86)			0.74 * (0.62-0.89)
>323	0.77* (0.65-0.91)			0.86 (0.71-1.05)	0.47** (0.39-0.57)			0.58** (0.48-0.71)
Physical work capacity								
Good		Reference	-17/-24	Reference		Reference	±0/-12	Reference
Suboptimal		4.00 (3.50-4.53)		2.02** (1.70-2.39)		1.48 (1.27-1.73)		1.04 (0.86-1.27)
Psychological work capacity								
Good		Reference	-9 /-19	Reference		Reference	±0/±0	Reference
Suboptimal		2.87 (2.48-3.31)		1.17 (0.97-1.40)		1.34 (1.13-1.59)		0.98 (0.79-1.21)
Sleeping quality								
Good		Reference		Reference		Reference	-13/-14	Reference
Suboptimal		2.87 (2.54-3.25)	-27/-35	1.71** (1.47-1.99)		1.31 (1.14-1.50)		1.05 (0.89-1.24)
Musculoskeletal pain								
Low		Reference	-28/-35	Reference		Reference	-23/-22	Reference
Moderate		1.53 (1.29-1.81)		1.33 * (1.11-1.61)		1.31 (1.11-1.56)		1.14 (0.94-1.38)
Severe		2.87 (2.45-3.35)		1.78 ** (1.48-2.13)		1.69 (1.43-1.99)		1.36* (1.13-1.63)
Satisfaction with work tasks								
Satisfied						Reference	-11/±0	Reference
Dissatisfied						1.29 (1.05-1.60)		1.16 (0.91-1.48)
Life satisfaction								
High		Reference	-11/-38	Reference		Reference	±0/±0	Reference
Fair		2.95 (2.48-3.50)		1.66** (1.34-2.06)		1.11 (0.90-1.38)		0.91 (0.70-1.17)
Low		4.06 (3.02-5.45)		1.61* (1.12-2.30)		1.95 (1.39-2.73)		1.41 (0.94-2.11)

SRH					
Good	Reference	-45/-65	Reference	Reference	-23/-32
Suboptimal	9.02 (7.82-10.39)		4.79** (4.06-5.67)	1.98 (1.69-2.32)	Reference
Sickness absence					1.41* (1.15-1.74)
No	Reference	±0 /-17	Reference		
Yes	1.76 (1.53-2.03)		1.26* (1.06-1.49)		
Sickness absence					
Not,at all				Reference	-52/-59
1-7 days				2.57 (2.15-3.08)	Reference
8-30 days				8.75 (7.14-10.72)	2.58** (2.13-3.12)
31-90 days				8.74 (6.30-12.13)	8.21** (6.61-10.18)
91 days or more				9.82 (6.48-14.89)	7.92** (5.58-11.25)
Current smoker					8.54** (5.42-13.45)
No	Reference	±0 /±0	Reference		
Yes	1.23 (1.05-1.45)		1.11 (0.91-1.34)		
Physical activity					
Occasionally/regularly	Reference	±0 /±0	Reference	Reference	±0/±0
Never/very little	2.15 (1.86-2.48)		1.32* (1.11-1.58)	1.21 (1.02-1.44)	Reference
Body mass index (BMI)					1.03 (0.85-1.26)
Normal	Reference	±0 /±0	Reference	Reference	±0/±0
Overweight	1.39 (1.21-1.59)		1.21* (1.02-1.41)	1.17 (1.01-1.35)	Reference
Obesity	2.13 (1.78-2.55)		1.56** (1.25-1.93)	1.89 (1.56-2.29)	1.05 (0.89-1.24)
In total		-73/-87			1.49** (1.19-1.85)
					-77/-82