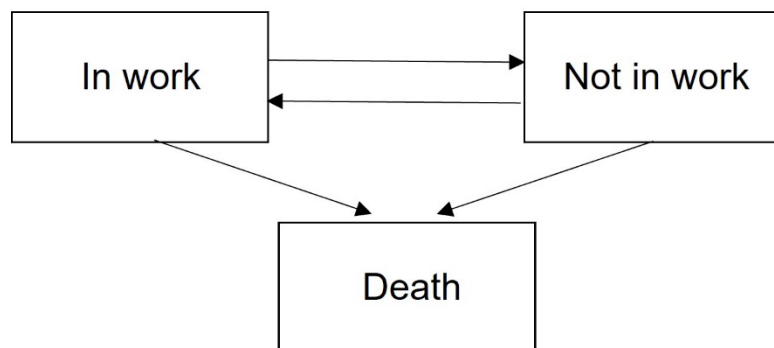


Work-related psychosocial factors and working life expectancy among Finnish public sector employees age 50 years or more¹

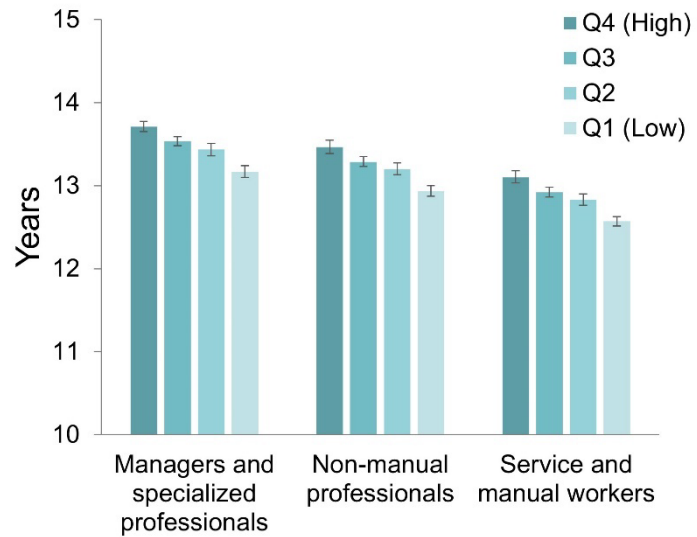
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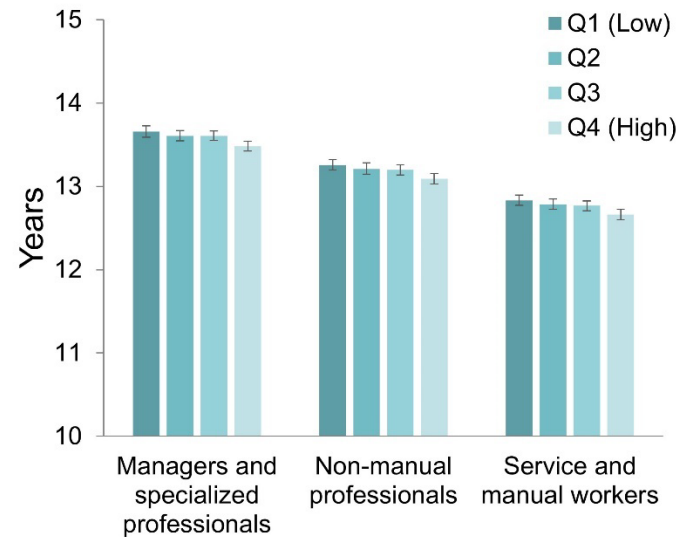


Supplementary Figure S1. The three-state model of working life expectancy (WLE) estimation.

a) Job control



b) Job demands



Supplementary Figure S2. Estimated working life expectancies at age 50 among Finnish public sector employees of age 50 to 68 (n=70, 662), for a) job control and b) job demands by occupational groups. [Q= quartile.]

Supplementary Table S1. Distribution of work-related psychosocial risk factors across all baseline years.

	Baseline year					
	2000-02	2004	2008	2011-12	2013-14	2015-16
	N=16170	N=8557	N=10513	N=10506	N=16369	N=8547
	%	%	%	%	%	%
Total	22.9	12.1	14.9	14.9	23.2	12.1
Effort-reward imbalance						
Q1 (Low)	19.1	19.4	22.7	21.2	N/A	N/A
Q2	28.5	29.1	29.5	29.8	N/A	N/A
Q3	28.2	29.0	27.1	26.3	N/A	N/A
Q4 (High)	24.2	22.5	20.8	22.7	N/A	N/A
Job strain						
No	75.4	75.4	77.0	78.0	75.3	76.9
Yes	24.6	24.6	23.0	22.0	24.7	23.2
Relational justice						
Q4 (High)	18.4	21.2	22.4	24.3	25.3	27.4
Q3	25.1	24.9	25.9	25.4	25.7	25.3
Q2	29.9	28.9	27.2	26.6	26.0	25.2
Q1 (Low)	26.6	25.0	24.6	23.9	23.0	22.2
Procedural justice						
Q4 (High)	22.4	22.5	25.7	24.4	24.0	25.1
Q3	26.6	27.0	25.6	25.6	25.1	25.8
Q2	25.2	25.5	26.1	25.4	24.7	24.2
Q1 (Low)	25.8	25.1	22.6	24.6	26.1	24.9

Supplementary Table S2. Comparison of working life expectancies (WLE, months) at age 50 among Finnish public sector employees of age 50 to 68 (n=70, 662), by work-related psychosocial factors, sex and occupational group. [CI= confidence interval.]

Comparison	Occupational group					
	Managers and specialized professionals		Non-manual professionals		Service and manual workers	
	WLE	95% CI	WLE	95% CI	WLE	95% CI
Men						
Effort-reward imbalance: Low vs. high	4.6	2.9-6.2	4.2	2.3-6.1	4.3	2.5-6.0
Job strain: No vs. yes	3.7	2.2-5.1	3.6	2.1-5.1	3.6	2.3-4.9
Relational justice: High vs. low	2.2	0.9-3.6	2.0	0.3-3.7	2.0	0.5-3.6
Procedural justice: High vs. low	1.2	-0.1-2.6	1.2	-0.5-3.0	1.2	-0.3-2.8
Women						
Effort-reward imbalance: Low vs. high	5.1	3.8-6.3	4.8	3.6-6.1	4.9	3.8-6.1
Job strain: No vs. yes	3.8	2.8-4.8	3.7	2.8-4.7	3.8	2.9-4.6
Relational justice: High vs. low	2.4	1.3-3.5	2.2	1.1-3.4	2.2	1.1-3.4
Procedural justice: High vs. low	1.2	0.2-2.3	1.2	0.0-2.4	1.2	0.2-2.3

Supplementary Table S3. Estimated working life expectancies (WLE) at age 50 among Finnish public sector employees of age 50 to 68 (n=70, 662), for job control and job demands by sex and occupational group. [CI= confidence interval; Q=quartile.)

	Men						Women					
	Managers and specialized professionals		Non-manual professionals		Service and manual workers		Managers and specialized professionals		Non-manual professionals		Service and manual workers	
	WLE	95% CI	WLE	95% CI	WLE	95% CI	WLE	95% CI	WLE	95% CI	WLE	95% CI
Job control												
Q1 (High)	13.7	13.6-13.8	13.5	13.4-13.6	13.1	13.0-13.2	13.7	13.6-13.8	13.5	13.4-13.5	13.1	13.0-13.2
Q2	13.5	13.5-13.6	13.3	13.2-13.4	12.9	12.8-13.0	13.5	13.5-13.6	13.3	13.2-13.4	12.9	12.9-13.0
Q3	13.4	13.3-13.5	13.2	13.1-13.3	12.8	12.7-12.9	13.4	13.4-13.5	13.2	13.1-13.3	12.8	12.8-12.9
Q4 (Low)	13.2	13.1-13.3	12.9	12.9-13.0	12.6	12.5-12.7	13.2	13.1-13.2	12.9	12.9-13.0	12.6	12.5-12.6
Job demands												
Q1 (Low)	13.7	13.6-13.7	13.3	13.2-13.3	12.8	12.7-12.9	13.7	13.6-13.7	13.3	13.2-13.3	12.8	12.8-12.9
Q2	13.6	13.5-13.7	13.2	13.1-13.3	12.8	12.7-12.9	13.6	13.5-13.7	13.2	13.2-13.3	12.8	12.7-12.9
Q3	13.6	13.5-13.7	13.2	13.1-13.3	12.8	12.7-12.9	13.6	13.5-13.7	13.2	13.1-13.3	12.8	12.7-12.8
Q4 (High)	13.5	13.4-13.6	13.1	13.0-13.2	12.7	12.6-12.8	13.5	13.4-13.5	13.1	13.0-13.2	12.7	12.6-12.7