

# Occupational differences in working life expectancy and working years lost in Nordic countries<sup>1</sup>

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1. Supplementary material
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**Supplementary table S1:** Working life expectancy (WLE) and Working years lost (WYL) calculated at age 30, 35, 40, 45, 50 and 55 in the general employed population in Denmark, Finland and Norway

|       |        |         | WLE   | WYL                   |            |       |                                 |              |                            |      |             |                          |       |      |      |       |
|-------|--------|---------|-------|-----------------------|------------|-------|---------------------------------|--------------|----------------------------|------|-------------|--------------------------|-------|------|------|-------|
|       |        |         |       | Sickness absence (SA) |            |       | Time-restricted work disability | Unemployment | Disability retirement (DR) |      |             | Old-age retirement (OAR) |       |      |      | Other |
|       |        |         |       |                       |            |       |                                 |              |                            |      |             |                          |       |      |      |       |
|       |        |         |       | SA                    | Partial SA | total | DR                              | Partial DR   | total                      | OAR  | Partial OAR | VER <sup>a</sup>         | total |      |      |       |
| Men   | Age 30 | Denmark | 26.33 | 0.85                  | NA         | 0.85  | NA                              | 2.24         | 2.34                       | NA   | 2.34        | 0.40                     | NA    | 1.11 | 1.51 | 0.66  |
|       |        | Finland | 30.21 | 0.47                  | 0.02       | 0.50  | 0.15                            | 1.03         | 0.26                       | 0.19 | 0.45        | 0.67                     | 0.27  | NA   | 0.94 | 0.52  |
|       |        | Norway  | 28.85 | 0.98                  | 0.41       | 1.40  | 0.50                            | 0.56         | 0.64                       | 0.17 | 0.82        | 1.25                     | 0.11  | NA   | 1.36 | 1.00  |
|       | Age 35 | Denmark | 22.41 | 0.75                  | NA         | 0.75  | NA                              | 1.80         | 2.21                       | NA   | 2.21        | 0.40                     | NA    | 1.12 | 1.52 | 0.32  |
|       |        | Finland | 25.68 | 0.44                  | 0.02       | 0.46  | 0.13                            | 0.85         | 0.26                       | 0.19 | 0.45        | 0.67                     | 0.27  | NA   | 0.94 | 0.41  |
|       |        | Norway  | 24.47 | 0.87                  | 0.38       | 1.24  | 0.45                            | 0.45         | 0.61                       | 0.17 | 0.79        | 1.25                     | 0.11  | NA   | 1.37 | 0.80  |
|       | Age 40 | Denmark | 18.30 | 0.64                  | NA         | 0.64  | NA                              | 1.44         | 2.03                       | NA   | 2.03        | 0.40                     | NA    | 1.12 | 1.52 | 0.16  |
|       |        | Finland | 21.10 | 0.40                  | 0.02       | 0.41  | 0.12                            | 0.71         | 0.25                       | 0.19 | 0.44        | 0.68                     | 0.27  | NA   | 0.94 | 0.32  |
|       |        | Norway  | 20.05 | 0.74                  | 0.33       | 1.07  | 0.40                            | 0.35         | 0.58                       | 0.17 | 0.75        | 1.26                     | 0.11  | NA   | 1.37 | 0.62  |
|       | Age 45 | Denmark | 14.15 | 0.52                  | NA         | 0.52  | NA                              | 1.12         | 1.80                       | NA   | 1.80        | 0.41                     | NA    | 1.13 | 1.53 | 0.09  |
|       |        | Finland | 16.54 | 0.35                  | 0.02       | 0.36  | 0.10                            | 0.57         | 0.24                       | 0.19 | 0.43        | 0.68                     | 0.27  | NA   | 0.95 | 0.25  |
|       |        | Norway  | 15.65 | 0.61                  | 0.27       | 0.88  | 0.34                            | 0.27         | 0.53                       | 0.16 | 0.69        | 1.26                     | 0.11  | NA   | 1.37 | 0.48  |
|       | Age 50 | Denmark | 10.11 | 0.40                  | NA         | 0.40  | NA                              | 0.80         | 1.50                       | NA   | 1.50        | 0.41                     | NA    | 1.14 | 1.55 | 0.05  |
|       |        | Finland | 12.06 | 0.29                  | 0.01       | 0.30  | 0.08                            | 0.43         | 0.22                       | 0.18 | 0.41        | 0.69                     | 0.27  | NA   | 0.96 | 0.19  |
|       |        | Norway  | 11.31 | 0.46                  | 0.21       | 0.67  | 0.26                            | 0.19         | 0.46                       | 0.14 | 0.60        | 1.27                     | 0.11  | NA   | 1.38 | 0.35  |
|       | Age 55 | Denmark | 6.20  | 0.26                  | NA         | 0.26  | NA                              | 0.48         | 1.10                       | NA   | 1.10        | 0.42                     | NA    | 1.16 | 1.58 | 0.02  |
|       |        | Finland | 7.64  | 0.21                  | 0.01       | 0.22  | 0.05                            | 0.29         | 0.20                       | 0.16 | 0.36        | 0.68                     | 0.28  | NA   | 0.96 | 0.13  |
|       |        | Norway  | 7.02  | 0.31                  | 0.14       | 0.44  | 0.18                            | 0.12         | 0.36                       | 0.11 | 0.47        | 1.28                     | 0.11  | NA   | 1.39 | 0.23  |
| Women | Age 30 | Denmark | 23.70 | 1.35                  | NA         | 1.35  | NA                              | 2.34         | 3.23                       | NA   | 3.23        | 0.42                     | NA    | 1.61 | 2.03 | 1.68  |
|       |        | Finland | 30.02 | 0.59                  | 0.07       | 0.66  | 0.25                            | 1.36         | 0.17                       | 0.39 | 0.56        | 0.61                     | 0.37  | NA   | 0.98 | 0.59  |

|        |         |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|        | Norway  | 27.32 | 1.53 | 1.09 | 2.63 | 1.03 | 0.41 | 0.97 | 0.67 | 1.64 | 0.61 | 0.13 | NA   | 0.74 | 0.93 |
| Age 35 | Denmark | 20.52 | 1.16 | NA   | 1.16 | NA   | 1.83 | 3.09 | NA   | 3.09 | 0.42 | NA   | 1.61 | 2.03 | 0.74 |
|        | Finland | 25.63 | 0.53 | 0.06 | 0.59 | 0.23 | 1.12 | 0.16 | 0.39 | 0.56 | 0.61 | 0.37 | NA   | 0.98 | 0.37 |
|        | Norway  | 23.29 | 1.26 | 0.94 | 2.20 | 0.93 | 0.32 | 0.94 | 0.67 | 1.61 | 0.61 | 0.13 | NA   | 0.74 | 0.65 |
| Age 40 | Denmark | 16.92 | 0.94 | NA   | 0.94 | NA   | 1.40 | 2.86 | NA   | 2.86 | 0.42 | NA   | 1.61 | 2.03 | 0.28 |
|        | Finland | 21.13 | 0.47 | 0.06 | 0.52 | 0.21 | 0.90 | 0.16 | 0.39 | 0.55 | 0.61 | 0.37 | NA   | 0.98 | 0.25 |
|        | Norway  | 19.17 | 1.02 | 0.78 | 1.79 | 0.80 | 0.24 | 0.90 | 0.65 | 1.55 | 0.61 | 0.13 | NA   | 0.74 | 0.46 |
| Age 45 | Denmark | 13.08 | 0.73 | NA   | 0.73 | NA   | 1.03 | 2.52 | NA   | 2.52 | 0.42 | NA   | 1.62 | 2.04 | 0.12 |
|        | Finland | 16.60 | 0.39 | 0.05 | 0.44 | 0.17 | 0.70 | 0.15 | 0.39 | 0.54 | 0.61 | 0.37 | NA   | 0.98 | 0.18 |
|        | Norway  | 15.04 | 0.80 | 0.62 | 1.42 | 0.64 | 0.18 | 0.83 | 0.60 | 1.44 | 0.61 | 0.13 | NA   | 0.75 | 0.34 |
| Age 50 | Denmark | 9.23  | 0.52 | NA   | 0.52 | NA   | 0.70 | 2.06 | NA   | 2.06 | 0.42 | NA   | 1.63 | 2.05 | 0.06 |
|        | Finland | 12.10 | 0.31 | 0.04 | 0.35 | 0.13 | 0.51 | 0.14 | 0.37 | 0.51 | 0.61 | 0.38 | NA   | 0.99 | 0.13 |
|        | Norway  | 10.96 | 0.60 | 0.46 | 1.05 | 0.48 | 0.12 | 0.72 | 0.53 | 1.25 | 0.61 | 0.14 | NA   | 0.75 | 0.24 |
| Age 55 | Denmark | 5.50  | 0.30 | NA   | 0.30 | NA   | 0.40 | 1.48 | NA   | 1.48 | 0.43 | NA   | 1.65 | 2.08 | 0.02 |
|        | Finland | 7.64  | 0.21 | 0.02 | 0.24 | 0.08 | 0.32 | 0.12 | 0.34 | 0.46 | 0.62 | 0.38 | NA   | 1.00 | 0.09 |
|        | Norway  | 6.96  | 0.39 | 0.29 | 0.69 | 0.31 | 0.07 | 0.56 | 0.41 | 0.97 | 0.62 | 0.14 | NA   | 0.75 | 0.16 |

a. VER = Voluntary early retirement

**Supplementary table S2:** Working life expectancy (WLE) and Working years lost (WYL) calculated at age 30, 35, 40, 45, 50 and 55 among men, by major occupational group and country

| AgeCountryOccupational group |         |                                            | WLE   | WYL                   |            |       |                                 |              |                            |      |       |                          |      |                  |       |       |
|------------------------------|---------|--------------------------------------------|-------|-----------------------|------------|-------|---------------------------------|--------------|----------------------------|------|-------|--------------------------|------|------------------|-------|-------|
|                              |         |                                            |       | Sickness absence (SA) |            |       | Time-restricted work disability | Unemployment | Disability retirement (DR) |      |       | Old-age retirement (OAR) |      |                  |       | Other |
|                              |         |                                            |       | SA                    | Partial SA | Total |                                 |              | Partial DR                 | DR   | Total | Partial OAR              | OAR  | VER <sup>a</sup> | Total |       |
| Age 30                       | Denmark | Legislators, senior officials and managers | 32.64 | 0.34                  | NA         | 0.34  | NA                              | 0.11         | 0.15                       | NA   | 0.15  | 0.92                     | NA   | 0.60             | 1.52  | 0.20  |
|                              |         | Professionals                              | 31.91 | 0.44                  | NA         | 0.44  | NA                              | 0.19         | 0.41                       | NA   | 0.41  | 0.84                     | NA   | 0.77             | 1.60  | 0.41  |
|                              |         | Technicians and associate professionals    | 31.37 | 0.47                  | NA         | 0.47  | NA                              | 0.23         | 0.99                       | NA   | 0.99  | 0.79                     | NA   | 0.78             | 1.57  | 0.28  |
|                              |         | Clerks                                     | 31.18 | 0.54                  | NA         | 0.54  | NA                              | 0.36         | 0.90                       | NA   | 0.90  | 0.68                     | NA   | 0.87             | 1.55  | 0.43  |
|                              |         | Service and sales workers                  | 29.80 | 0.72                  | NA         | 0.72  | NA                              | 0.57         | 1.57                       | NA   | 1.57  | 0.50                     | NA   | 1.15             | 1.65  | 0.61  |
|                              |         | Skilled agricultural and fishery workers   | 30.54 | 0.67                  | NA         | 0.67  | NA                              | 0.74         | 0.99                       | NA   | 0.99  | 0.77                     | NA   | 0.99             | 1.76  | 0.30  |
|                              |         | Craft and related trades workers           | 30.91 | 0.82                  | NA         | 0.82  | NA                              | 0.48         | 0.72                       | NA   | 0.72  | 0.57                     | NA   | 1.14             | 1.71  | 0.28  |
|                              |         | Plant and machine operators and assemblers | 31.22 | 0.71                  | NA         | 0.71  | NA                              | 0.38         | 0.65                       | NA   | 0.65  | 0.61                     | NA   | 1.00             | 1.61  | 0.32  |
|                              |         | Elementary occupations                     | 29.09 | 0.75                  | NA         | 0.75  | NA                              | 1.00         | 2.01                       | NA   | 2.01  | 0.53                     | NA   | 1.08             | 1.61  | 0.41  |
|                              | Finland | Legislators, senior officials and managers | 32.73 | 0.31                  | 0.02       | 0.33  | 0.06                            | 0.30         | 0.08                       | 0.08 | 0.15  | 0.62                     | 0.23 | NA               | 0.85  | 0.54  |
|                              |         | Professionals                              | 31.66 | 0.24                  | 0.02       | 0.26  | 0.06                            | 0.75         | 0.12                       | 0.13 | 0.25  | 0.57                     | 0.43 | NA               | 1.00  | 0.47  |
|                              |         | Technicians and associate professionals    | 31.25 | 0.35                  | 0.05       | 0.39  | 0.10                            | 0.72         | 0.18                       | 0.16 | 0.34  | 0.69                     | 0.32 | NA               | 1.01  | 0.46  |
|                              |         | Clerks                                     | 29.76 | 0.49                  | 0.16       | 0.65  | 0.24                            | 1.27         | 0.29                       | 0.40 | 0.69  | 0.68                     | 0.32 | NA               | 1.01  | 0.58  |
|                              |         | Service and sales workers                  | 28.96 | 0.57                  | 0.08       | 0.65  | 0.22                            | 1.57         | 0.50                       | 0.23 | 0.73  | 0.94                     | 0.20 | NA               | 1.14  | 0.63  |
|                              |         | Skilled agricultural and fishery workers   | 30.21 | 0.55                  | 0.14       | 0.70  | 0.19                            | 0.71         | 0.40                       | 0.28 | 0.69  | 0.58                     | 0.13 | NA               | 0.71  | 0.60  |
|                              |         | Craft and related trades workers           | 29.43 | 0.67                  | 0.05       | 0.71  | 0.21                            | 1.42         | 0.29                       | 0.24 | 0.53  | 0.70                     | 0.23 | NA               | 0.93  | 0.59  |
|                              |         | Plant and machine operators and assemblers | 29.93 | 0.68                  | 0.06       | 0.74  | 0.19                            | 1.03         | 0.35                       | 0.21 | 0.56  | 0.77                     | 0.22 | NA               | 1.00  | 0.47  |
|                              |         | Elementary occupations                     | 27.64 | 0.68                  | 0.15       | 0.83  | 0.24                            | 2.36         | 0.59                       | 0.27 | 0.86  | 0.73                     | 0.21 | NA               | 0.93  | 0.58  |
|                              | Norway  | Legislators, senior officials and managers | 30.43 | 0.68                  | 0.36       | 1.04  | 0.27                            | 0.24         | 0.14                       | 0.07 | 0.21  | 1.21                     | 0.11 | NA               | 1.32  | 1.11  |
|                              |         | Professionals                              | 31.28 | 0.49                  | 0.38       | 0.87  | 0.22                            | 0.22         | 0.14                       | 0.11 | 0.26  | 0.97                     | 0.17 | NA               | 1.14  | 0.61  |
|                              |         | Technicians and associate professionals    | 30.15 | 0.75                  | 0.39       | 1.14  | 0.31                            | 0.43         | 0.23                       | 0.15 | 0.37  | 1.34                     | 0.13 | NA               | 1.47  | 0.72  |
|                              |         | Clerks                                     | 28.34 | 1.07                  | 0.52       | 1.59  | 0.56                            | 0.66         | 0.68                       | 0.29 | 0.96  | 1.57                     | 0.11 | NA               | 1.68  | 0.67  |
|                              |         | Service and sales workers                  | 27.62 | 1.29                  | 0.50       | 1.80  | 0.84                            | 0.61         | 0.98                       | 0.38 | 1.35  | 1.20                     | 0.07 | NA               | 1.27  | 0.95  |
|                              |         | Skilled agricultural and fishery workers   | 26.89 | 1.15                  | 0.38       | 1.53  | 0.64                            | 0.60         | 1.26                       | 0.23 | 1.49  | 1.06                     | 0.12 | NA               | 1.18  | 1.82  |
|                              |         | Craft and related trades workers           | 27.77 | 1.42                  | 0.51       | 1.93  | 0.70                            | 0.77         | 0.38                       | 0.20 | 0.58  | 1.54                     | 0.09 | NA               | 1.63  | 1.13  |
|                              |         | Plant and machine operators and assemblers | 27.45 | 1.57                  | 0.41       | 1.98  | 0.66                            | 0.72         | 0.63                       | 0.19 | 0.82  | 1.58                     | 0.07 | NA               | 1.65  | 0.96  |
|                              |         | Elementary occupations                     | 26.96 | 1.53                  | 0.48       | 2.01  | 0.48                            | 1.21         | 1.16                       | 0.31 | 1.47  | 1.27                     | 0.06 | NA               | 1.33  | 1.22  |
| Age 35                       | Denmark | Legislators, senior officials and managers | 27.80 | 0.29                  | NA         | 0.29  | NA                              | 0.09         | 0.14                       | NA   | 0.14  | 0.92                     | NA   | 0.60             | 1.52  | 0.10  |
|                              |         | Professionals                              | 27.21 | 0.40                  | NA         | 0.40  | NA                              | 0.15         | 0.40                       | NA   | 0.40  | 0.84                     | NA   | 0.77             | 1.60  | 0.20  |
|                              |         | Technicians and associate professionals    | 26.67 | 0.42                  | NA         | 0.42  | NA                              | 0.19         | 0.93                       | NA   | 0.93  | 0.80                     | NA   | 0.78             | 1.57  | 0.13  |
|                              |         | Clerks                                     | 26.64 | 0.49                  | NA         | 0.49  | NA                              | 0.28         | 0.85                       | NA   | 0.85  | 0.68                     | NA   | 0.87             | 1.55  | 0.18  |
|                              |         | Service and sales workers                  | 25.42 | 0.64                  | NA         | 0.64  | NA                              | 0.45         | 1.46                       | NA   | 1.46  | 0.50                     | NA   | 1.15             | 1.65  | 0.29  |
|                              |         | Skilled agricultural and fishery workers   | 25.91 | 0.61                  | NA         | 0.61  | NA                              | 0.65         | 0.91                       | NA   | 0.91  | 0.77                     | NA   | 0.99             | 1.76  | 0.16  |
|                              |         | Craft and related trades workers           | 26.29 | 0.71                  | NA         | 0.71  | NA                              | 0.39         | 0.69                       | NA   | 0.69  | 0.57                     | NA   | 1.14             | 1.71  | 0.13  |
|                              |         | Plant and machine operators and assemblers | 26.56 | 0.62                  | NA         | 0.62  | NA                              | 0.30         | 0.61                       | NA   | 0.61  | 0.61                     | NA   | 1.00             | 1.61  | 0.18  |
|                              |         | Elementary occupations                     | 24.71 | 0.67                  | NA         | 0.67  | NA                              | 0.82         | 1.85                       | NA   | 1.85  | 0.53                     | NA   | 1.08             | 1.61  | 0.22  |
|                              | Finland | Legislators, senior officials and managers | 27.93 | 0.27                  | 0.01       | 0.29  | 0.05                            | 0.25         | 0.07                       | 0.08 | 0.15  | 0.62                     | 0.23 | NA               | 0.85  | 0.43  |

|        |         |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|        |         | Professionals                              | 27.00 | 0.22 | 0.02 | 0.24 | 0.06 | 0.61 | 0.12 | 0.13 | 0.25 | 0.57 | 0.43 | NA   | 1.00 | 0.35 |
|        |         | Technicians and associate professionals    | 26.57 | 0.32 | 0.03 | 0.35 | 0.09 | 0.62 | 0.18 | 0.16 | 0.33 | 0.69 | 0.32 | NA   | 1.01 | 0.36 |
|        |         | Clerks                                     | 25.34 | 0.46 | 0.11 | 0.57 | 0.23 | 1.05 | 0.29 | 0.40 | 0.68 | 0.69 | 0.32 | NA   | 1.01 | 0.47 |
|        |         | Service and sales workers                  | 24.45 | 0.53 | 0.04 | 0.57 | 0.21 | 1.32 | 0.49 | 0.23 | 0.72 | 0.95 | 0.20 | NA   | 1.14 | 0.52 |
|        |         | Skilled agricultural and fishery workers   | 25.63 | 0.52 | 0.08 | 0.60 | 0.18 | 0.57 | 0.39 | 0.28 | 0.67 | 0.58 | 0.13 | NA   | 0.71 | 0.52 |
|        |         | Craft and related trades workers           | 24.98 | 0.61 | 0.02 | 0.64 | 0.19 | 1.20 | 0.28 | 0.24 | 0.52 | 0.70 | 0.23 | NA   | 0.93 | 0.50 |
|        |         | Plant and machine operators and assemblers | 25.35 | 0.63 | 0.05 | 0.67 | 0.17 | 0.88 | 0.34 | 0.21 | 0.56 | 0.78 | 0.22 | NA   | 1.00 | 0.39 |
|        |         | Elementary occupations                     | 23.40 | 0.63 | 0.06 | 0.68 | 0.23 | 2.02 | 0.57 | 0.27 | 0.84 | 0.73 | 0.21 | NA   | 0.94 | 0.52 |
|        | Norway  | Legislators, senior officials and managers | 25.91 | 0.59 | 0.32 | 0.91 | 0.25 | 0.19 | 0.14 | 0.07 | 0.21 | 1.21 | 0.11 | NA   | 1.32 | 0.88 |
|        |         | Professionals                              | 26.57 | 0.45 | 0.35 | 0.80 | 0.20 | 0.18 | 0.14 | 0.11 | 0.25 | 0.97 | 0.17 | NA   | 1.15 | 0.48 |
|        |         | Technicians and associate professionals    | 25.53 | 0.68 | 0.36 | 1.04 | 0.29 | 0.35 | 0.22 | 0.14 | 0.37 | 1.35 | 0.13 | NA   | 1.47 | 0.59 |
|        |         | Clerks                                     | 24.02 | 0.95 | 0.47 | 1.42 | 0.50 | 0.52 | 0.66 | 0.28 | 0.94 | 1.58 | 0.11 | NA   | 1.68 | 0.50 |
|        |         | Service and sales workers                  | 23.32 | 1.15 | 0.46 | 1.62 | 0.76 | 0.49 | 0.95 | 0.37 | 1.33 | 1.20 | 0.07 | NA   | 1.28 | 0.72 |
|        |         | Skilled agricultural and fishery workers   | 22.92 | 1.04 | 0.36 | 1.40 | 0.57 | 0.49 | 1.20 | 0.23 | 1.42 | 1.06 | 0.12 | NA   | 1.19 | 1.46 |
|        |         | Craft and related trades workers           | 23.43 | 1.25 | 0.46 | 1.71 | 0.64 | 0.65 | 0.38 | 0.20 | 0.58 | 1.54 | 0.09 | NA   | 1.63 | 0.93 |
|        |         | Plant and machine operators and assemblers | 23.24 | 1.38 | 0.37 | 1.75 | 0.59 | 0.56 | 0.61 | 0.19 | 0.80 | 1.58 | 0.07 | NA   | 1.65 | 0.76 |
|        |         | Elementary occupations                     | 22.91 | 1.32 | 0.44 | 1.76 | 0.44 | 0.95 | 1.10 | 0.31 | 1.41 | 1.27 | 0.06 | NA   | 1.33 | 0.93 |
| Age 40 | Denmark | Legislators, senior officials and managers | 22.92 | 0.25 | NA   | 0.25 | NA   | 0.08 | 0.13 | NA   | 0.13 | 0.92 | NA   | 0.60 | 1.52 | 0.05 |
|        |         | Professionals                              | 22.43 | 0.35 | NA   | 0.35 | NA   | 0.12 | 0.38 | NA   | 0.38 | 0.84 | NA   | 0.77 | 1.60 | 0.09 |
|        |         | Technicians and associate professionals    | 21.92 | 0.36 | NA   | 0.36 | NA   | 0.16 | 0.86 | NA   | 0.86 | 0.80 | NA   | 0.78 | 1.57 | 0.06 |
|        |         | Clerks                                     | 21.93 | 0.41 | NA   | 0.41 | NA   | 0.22 | 0.80 | NA   | 0.80 | 0.68 | NA   | 0.87 | 1.55 | 0.08 |
|        |         | Service and sales workers                  | 20.90 | 0.55 | NA   | 0.55 | NA   | 0.36 | 1.31 | NA   | 1.31 | 0.50 | NA   | 1.15 | 1.65 | 0.15 |
|        |         | Skilled agricultural and fishery workers   | 21.29 | 0.53 | NA   | 0.53 | NA   | 0.53 | 0.78 | NA   | 0.78 | 0.77 | NA   | 0.99 | 1.76 | 0.11 |
|        |         | Craft and related trades workers           | 21.61 | 0.60 | NA   | 0.60 | NA   | 0.33 | 0.64 | NA   | 0.64 | 0.57 | NA   | 1.14 | 1.72 | 0.06 |
|        |         | Plant and machine operators and assemblers | 21.85 | 0.53 | NA   | 0.53 | NA   | 0.23 | 0.56 | NA   | 0.56 | 0.62 | NA   | 1.00 | 1.61 | 0.12 |
|        |         | Elementary occupations                     | 20.31 | 0.56 | NA   | 0.56 | NA   | 0.65 | 1.64 | NA   | 1.64 | 0.53 | NA   | 1.08 | 1.61 | 0.12 |
|        | Finland | Legislators, senior officials and managers | 23.08 | 0.25 | 0.01 | 0.26 | 0.04 | 0.22 | 0.07 | 0.08 | 0.15 | 0.62 | 0.23 | NA   | 0.85 | 0.35 |
|        |         | Professionals                              | 22.26 | 0.20 | 0.02 | 0.22 | 0.06 | 0.51 | 0.12 | 0.13 | 0.24 | 0.57 | 0.43 | NA   | 1.00 | 0.27 |
|        |         | Technicians and associate professionals    | 21.84 | 0.29 | 0.03 | 0.32 | 0.08 | 0.53 | 0.17 | 0.16 | 0.33 | 0.69 | 0.32 | NA   | 1.01 | 0.29 |
|        |         | Clerks                                     | 20.75 | 0.41 | 0.09 | 0.50 | 0.19 | 0.87 | 0.28 | 0.39 | 0.67 | 0.69 | 0.32 | NA   | 1.01 | 0.35 |
|        |         | Service and sales workers                  | 20.07 | 0.48 | 0.04 | 0.51 | 0.19 | 1.09 | 0.47 | 0.23 | 0.70 | 0.95 | 0.20 | NA   | 1.15 | 0.40 |
|        |         | Skilled agricultural and fishery workers   | 21.18 | 0.47 | 0.08 | 0.55 | 0.16 | 0.43 | 0.37 | 0.28 | 0.65 | 0.58 | 0.13 | NA   | 0.72 | 0.39 |
|        |         | Craft and related trades workers           | 20.51 | 0.55 | 0.02 | 0.57 | 0.17 | 1.01 | 0.27 | 0.24 | 0.52 | 0.71 | 0.23 | NA   | 0.94 | 0.39 |
|        |         | Plant and machine operators and assemblers | 20.79 | 0.56 | 0.05 | 0.60 | 0.15 | 0.74 | 0.34 | 0.22 | 0.55 | 0.78 | 0.23 | NA   | 1.01 | 0.30 |
|        |         | Elementary occupations                     | 19.18 | 0.55 | 0.03 | 0.58 | 0.20 | 1.69 | 0.53 | 0.27 | 0.81 | 0.74 | 0.21 | NA   | 0.95 | 0.40 |
|        | Norway  | Legislators, senior officials and managers | 21.30 | 0.50 | 0.28 | 0.78 | 0.23 | 0.15 | 0.14 | 0.07 | 0.20 | 1.21 | 0.11 | NA   | 1.32 | 0.69 |
|        |         | Professionals                              | 21.85 | 0.40 | 0.31 | 0.71 | 0.19 | 0.15 | 0.14 | 0.11 | 0.25 | 0.97 | 0.17 | NA   | 1.15 | 0.37 |
|        |         | Technicians and associate professionals    | 20.93 | 0.59 | 0.31 | 0.90 | 0.26 | 0.29 | 0.22 | 0.14 | 0.36 | 1.35 | 0.13 | NA   | 1.47 | 0.47 |
|        |         | Clerks                                     | 19.66 | 0.81 | 0.40 | 1.21 | 0.43 | 0.39 | 0.63 | 0.27 | 0.90 | 1.58 | 0.11 | NA   | 1.69 | 0.37 |
|        |         | Service and sales workers                  | 19.04 | 0.99 | 0.40 | 1.39 | 0.67 | 0.38 | 0.90 | 0.36 | 1.26 | 1.21 | 0.07 | NA   | 1.28 | 0.56 |
|        |         | Skilled agricultural and fishery workers   | 18.65 | 0.92 | 0.31 | 1.23 | 0.49 | 0.39 | 1.13 | 0.23 | 1.35 | 1.06 | 0.12 | NA   | 1.19 | 1.15 |
|        |         | Craft and related trades workers           | 19.14 | 1.06 | 0.40 | 1.46 | 0.58 | 0.53 | 0.37 | 0.20 | 0.57 | 1.54 | 0.09 | NA   | 1.63 | 0.72 |
|        |         | Plant and machine operators and assemblers | 18.96 | 1.16 | 0.32 | 1.48 | 0.52 | 0.43 | 0.59 | 0.19 | 0.78 | 1.59 | 0.07 | NA   | 1.65 | 0.58 |

|        |         |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|        |         | Elementary occupations                     | 18.82 | 1.12 | 0.38 | 1.50 | 0.38 | 0.74 | 1.03 | 0.30 | 1.33 | 1.27 | 0.06 | NA   | 1.33 | 0.68 |
| Age 45 | Denmark | Legislators, senior officials and managers | 18.02 | 0.21 | NA   | 0.21 | NA   | 0.06 | 0.13 | NA   | 0.13 | 0.92 | NA   | 0.60 | 1.53 | 0.02 |
|        |         | Professionals                              | 17.60 | 0.29 | NA   | 0.29 | NA   | 0.10 | 0.35 | NA   | 0.35 | 0.84 | NA   | 0.77 | 1.60 | 0.04 |
|        |         | Technicians and associate professionals    | 17.13 | 0.30 | NA   | 0.30 | NA   | 0.13 | 0.77 | NA   | 0.77 | 0.80 | NA   | 0.78 | 1.57 | 0.03 |
|        |         | Clerks                                     | 17.19 | 0.34 | NA   | 0.34 | NA   | 0.17 | 0.69 | NA   | 0.69 | 0.68 | NA   | 0.87 | 1.55 | 0.04 |
|        |         | Service and sales workers                  | 16.32 | 0.45 | NA   | 0.45 | NA   | 0.28 | 1.15 | NA   | 1.15 | 0.50 | NA   | 1.15 | 1.65 | 0.09 |
|        |         | Skilled agricultural and fishery workers   | 16.70 | 0.43 | NA   | 0.43 | NA   | 0.43 | 0.62 | NA   | 0.62 | 0.77 | NA   | 0.99 | 1.76 | 0.06 |
|        |         | Craft and related trades workers           | 16.87 | 0.49 | NA   | 0.49 | NA   | 0.26 | 0.59 | NA   | 0.59 | 0.58 | NA   | 1.14 | 1.72 | 0.03 |
|        |         | Plant and machine operators and assemblers | 17.11 | 0.44 | NA   | 0.44 | NA   | 0.18 | 0.51 | NA   | 0.51 | 0.62 | NA   | 1.00 | 1.61 | 0.07 |
|        |         | Elementary occupations                     | 15.85 | 0.45 | NA   | 0.45 | NA   | 0.50 | 1.43 | NA   | 1.43 | 0.53 | NA   | 1.08 | 1.61 | 0.07 |
|        | Finland | Legislators, senior officials and managers | 18.25 | 0.21 | 0.01 | 0.22 | 0.04 | 0.19 | 0.07 | 0.07 | 0.14 | 0.62 | 0.23 | NA   | 0.85 | 0.27 |
|        |         | Professionals                              | 17.54 | 0.18 | 0.01 | 0.19 | 0.05 | 0.42 | 0.11 | 0.13 | 0.24 | 0.57 | 0.43 | NA   | 1.00 | 0.21 |
|        |         | Technicians and associate professionals    | 17.13 | 0.26 | 0.02 | 0.28 | 0.07 | 0.44 | 0.17 | 0.15 | 0.32 | 0.70 | 0.32 | NA   | 1.02 | 0.23 |
|        |         | Clerks                                     | 16.21 | 0.35 | 0.07 | 0.42 | 0.16 | 0.67 | 0.26 | 0.38 | 0.64 | 0.69 | 0.33 | NA   | 1.01 | 0.27 |
|        |         | Service and sales workers                  | 15.61 | 0.40 | 0.03 | 0.43 | 0.16 | 0.86 | 0.44 | 0.22 | 0.66 | 0.96 | 0.20 | NA   | 1.16 | 0.31 |
|        |         | Skilled agricultural and fishery workers   | 16.74 | 0.41 | 0.07 | 0.49 | 0.14 | 0.34 | 0.35 | 0.28 | 0.63 | 0.59 | 0.13 | NA   | 0.73 | 0.31 |
|        |         | Craft and related trades workers           | 16.08 | 0.48 | 0.02 | 0.50 | 0.14 | 0.81 | 0.26 | 0.24 | 0.50 | 0.71 | 0.23 | NA   | 0.95 | 0.30 |
|        |         | Plant and machine operators and assemblers | 16.23 | 0.49 | 0.05 | 0.53 | 0.13 | 0.60 | 0.33 | 0.21 | 0.54 | 0.79 | 0.23 | NA   | 1.01 | 0.23 |
|        |         | Elementary occupations                     | 14.93 | 0.47 | 0.03 | 0.50 | 0.16 | 1.35 | 0.49 | 0.27 | 0.76 | 0.74 | 0.21 | NA   | 0.95 | 0.29 |
|        | Norway  | Legislators, senior officials and managers | 16.71 | 0.41 | 0.23 | 0.64 | 0.20 | 0.12 | 0.13 | 0.06 | 0.20 | 1.22 | 0.11 | NA   | 1.33 | 0.54 |
|        |         | Professionals                              | 17.18 | 0.34 | 0.26 | 0.60 | 0.16 | 0.12 | 0.13 | 0.11 | 0.23 | 0.98 | 0.17 | NA   | 1.15 | 0.29 |
|        |         | Technicians and associate professionals    | 16.35 | 0.49 | 0.26 | 0.75 | 0.23 | 0.22 | 0.21 | 0.13 | 0.34 | 1.35 | 0.13 | NA   | 1.48 | 0.37 |
|        |         | Clerks                                     | 15.35 | 0.64 | 0.33 | 0.96 | 0.35 | 0.29 | 0.58 | 0.26 | 0.84 | 1.59 | 0.11 | NA   | 1.69 | 0.26 |
|        |         | Service and sales workers                  | 14.77 | 0.81 | 0.34 | 1.14 | 0.56 | 0.29 | 0.81 | 0.34 | 1.15 | 1.21 | 0.07 | NA   | 1.28 | 0.43 |
|        |         | Skilled agricultural and fishery workers   | 14.54 | 0.77 | 0.24 | 1.01 | 0.41 | 0.28 | 1.00 | 0.22 | 1.23 | 1.07 | 0.12 | NA   | 1.19 | 0.91 |
|        |         | Craft and related trades workers           | 14.86 | 0.86 | 0.33 | 1.19 | 0.50 | 0.40 | 0.35 | 0.19 | 0.54 | 1.55 | 0.09 | NA   | 1.64 | 0.54 |
|        |         | Plant and machine operators and assemblers | 14.74 | 0.94 | 0.25 | 1.19 | 0.44 | 0.33 | 0.55 | 0.17 | 0.73 | 1.60 | 0.07 | NA   | 1.66 | 0.43 |
|        |         | Elementary occupations                     | 14.71 | 0.90 | 0.31 | 1.21 | 0.31 | 0.55 | 0.94 | 0.28 | 1.22 | 1.27 | 0.06 | NA   | 1.33 | 0.47 |
| Age 50 | Denmark | Legislators, senior officials and managers | 13.11 | 0.17 | NA   | 0.17 | NA   | 0.04 | 0.12 | NA   | 0.12 | 0.93 | NA   | 0.60 | 1.53 | 0.01 |
|        |         | Professionals                              | 12.75 | 0.23 | NA   | 0.23 | NA   | 0.07 | 0.30 | NA   | 0.30 | 0.84 | NA   | 0.77 | 1.60 | 0.02 |
|        |         | Technicians and associate professionals    | 12.37 | 0.24 | NA   | 0.24 | NA   | 0.09 | 0.64 | NA   | 0.64 | 0.80 | NA   | 0.78 | 1.57 | 0.02 |
|        |         | Clerks                                     | 12.43 | 0.27 | NA   | 0.27 | NA   | 0.13 | 0.59 | NA   | 0.59 | 0.68 | NA   | 0.87 | 1.55 | 0.02 |
|        |         | Service and sales workers                  | 11.75 | 0.35 | NA   | 0.35 | NA   | 0.19 | 0.95 | NA   | 0.95 | 0.50 | NA   | 1.15 | 1.65 | 0.04 |
|        |         | Skilled agricultural and fishery workers   | 12.09 | 0.33 | NA   | 0.33 | NA   | 0.32 | 0.47 | NA   | 0.47 | 0.77 | NA   | 0.99 | 1.76 | 0.03 |
|        |         | Craft and related trades workers           | 12.16 | 0.37 | NA   | 0.37 | NA   | 0.20 | 0.50 | NA   | 0.50 | 0.58 | NA   | 1.14 | 1.72 | 0.01 |
|        |         | Plant and machine operators and assemblers | 12.40 | 0.33 | NA   | 0.33 | NA   | 0.13 | 0.43 | NA   | 0.43 | 0.62 | NA   | 1.00 | 1.62 | 0.04 |
|        |         | Elementary occupations                     | 11.37 | 0.34 | NA   | 0.34 | NA   | 0.35 | 1.19 | NA   | 1.19 | 0.53 | NA   | 1.08 | 1.61 | 0.04 |
|        | Finland | Legislators, senior officials and managers | 13.43 | 0.18 | 0.01 | 0.19 | 0.03 | 0.15 | 0.06 | 0.07 | 0.14 | 0.62 | 0.23 | NA   | 0.85 | 0.20 |
|        |         | Professionals                              | 12.85 | 0.15 | 0.01 | 0.16 | 0.04 | 0.31 | 0.10 | 0.12 | 0.23 | 0.57 | 0.44 | NA   | 1.01 | 0.15 |
|        |         | Technicians and associate professionals    | 12.53 | 0.21 | 0.02 | 0.23 | 0.05 | 0.34 | 0.15 | 0.15 | 0.30 | 0.70 | 0.32 | NA   | 1.02 | 0.17 |
|        |         | Clerks                                     | 11.78 | 0.29 | 0.06 | 0.35 | 0.11 | 0.48 | 0.23 | 0.37 | 0.60 | 0.69 | 0.33 | NA   | 1.01 | 0.19 |
|        |         | Service and sales workers                  | 11.37 | 0.33 | 0.03 | 0.36 | 0.12 | 0.63 | 0.41 | 0.21 | 0.62 | 0.97 | 0.20 | NA   | 1.18 | 0.23 |
|        |         | Skilled agricultural and fishery workers   | 12.23 | 0.34 | 0.08 | 0.42 | 0.11 | 0.25 | 0.32 | 0.26 | 0.58 | 0.60 | 0.14 | NA   | 0.73 | 0.23 |

|                |  |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|----------------|--|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                |  | Craft and related trades workers           | 11.66 | 0.40 | 0.02 | 0.42 | 0.11 | 0.61 | 0.25 | 0.24 | 0.49 | 0.72 | 0.24 | NA   | 0.96 | 0.22 |
|                |  | Plant and machine operators and assemblers | 11.78 | 0.40 | 0.04 | 0.44 | 0.10 | 0.45 | 0.32 | 0.20 | 0.52 | 0.80 | 0.23 | NA   | 1.03 | 0.17 |
|                |  | Elementary occupations                     | 10.92 | 0.39 | 0.02 | 0.40 | 0.12 | 1.00 | 0.43 | 0.27 | 0.70 | 0.76 | 0.22 | NA   | 0.97 | 0.21 |
| Norway         |  | Legislators, senior officials and managers | 12.14 | 0.31 | 0.18 | 0.49 | 0.16 | 0.09 | 0.12 | 0.06 | 0.18 | 1.22 | 0.11 | NA   | 1.33 | 0.40 |
|                |  | Professionals                              | 12.53 | 0.27 | 0.20 | 0.47 | 0.13 | 0.09 | 0.12 | 0.10 | 0.21 | 0.98 | 0.17 | NA   | 1.16 | 0.21 |
|                |  | Technicians and associate professionals    | 11.82 | 0.38 | 0.20 | 0.57 | 0.18 | 0.16 | 0.19 | 0.12 | 0.31 | 1.36 | 0.13 | NA   | 1.48 | 0.28 |
|                |  | Clerks                                     | 10.98 | 0.49 | 0.24 | 0.72 | 0.27 | 0.20 | 0.50 | 0.23 | 0.73 | 1.59 | 0.11 | NA   | 1.70 | 0.17 |
|                |  | Service and sales workers                  | 10.63 | 0.61 | 0.26 | 0.87 | 0.43 | 0.20 | 0.71 | 0.30 | 1.01 | 1.22 | 0.07 | NA   | 1.29 | 0.33 |
|                |  | Skilled agricultural and fishery workers   | 10.44 | 0.59 | 0.19 | 0.79 | 0.30 | 0.19 | 0.89 | 0.19 | 1.07 | 1.08 | 0.12 | NA   | 1.20 | 0.72 |
|                |  | Craft and related trades workers           | 10.65 | 0.66 | 0.25 | 0.91 | 0.40 | 0.29 | 0.32 | 0.17 | 0.49 | 1.55 | 0.09 | NA   | 1.65 | 0.38 |
|                |  | Plant and machine operators and assemblers | 10.57 | 0.69 | 0.19 | 0.88 | 0.34 | 0.23 | 0.49 | 0.15 | 0.64 | 1.61 | 0.07 | NA   | 1.68 | 0.30 |
|                |  | Elementary occupations                     | 10.58 | 0.68 | 0.24 | 0.93 | 0.24 | 0.39 | 0.80 | 0.25 | 1.05 | 1.27 | 0.06 | NA   | 1.33 | 0.33 |
| Age 55 Denmark |  | Legislators, senior officials and managers | 8.20  | 0.12 | NA   | 0.12 | NA   | 0.03 | 0.10 | NA   | 0.10 | 0.93 | NA   | 0.60 | 1.53 | 0.01 |
|                |  | Professionals                              | 7.94  | 0.16 | NA   | 0.16 | NA   | 0.04 | 0.23 | NA   | 0.23 | 0.84 | NA   | 0.77 | 1.61 | 0.01 |
|                |  | Technicians and associate professionals    | 7.67  | 0.17 | NA   | 0.17 | NA   | 0.06 | 0.47 | NA   | 0.47 | 0.80 | NA   | 0.78 | 1.58 | 0.01 |
|                |  | Clerks                                     | 7.70  | 0.19 | NA   | 0.19 | NA   | 0.07 | 0.47 | NA   | 0.47 | 0.68 | NA   | 0.87 | 1.55 | 0.00 |
|                |  | Service and sales workers                  | 7.25  | 0.23 | NA   | 0.23 | NA   | 0.11 | 0.70 | NA   | 0.70 | 0.50 | NA   | 1.15 | 1.66 | 0.02 |
|                |  | Skilled agricultural and fishery workers   | 7.51  | 0.22 | NA   | 0.22 | NA   | 0.20 | 0.29 | NA   | 0.29 | 0.77 | NA   | 0.99 | 1.76 | 0.01 |
|                |  | Craft and related trades workers           | 7.51  | 0.24 | NA   | 0.24 | NA   | 0.12 | 0.39 | NA   | 0.39 | 0.58 | NA   | 1.14 | 1.72 | 0.01 |
|                |  | Plant and machine operators and assemblers | 7.70  | 0.22 | NA   | 0.22 | NA   | 0.08 | 0.34 | NA   | 0.34 | 0.62 | NA   | 1.00 | 1.62 | 0.02 |
|                |  | Elementary occupations                     | 6.98  | 0.22 | NA   | 0.22 | NA   | 0.20 | 0.91 | NA   | 0.91 | 0.53 | NA   | 1.09 | 1.62 | 0.02 |
| Finland        |  | Legislators, senior officials and managers | 8.60  | 0.13 | 0.01 | 0.14 | 0.02 | 0.11 | 0.06 | 0.06 | 0.12 | 0.62 | 0.23 | NA   | 0.85 | 0.14 |
|                |  | Professionals                              | 8.19  | 0.11 | 0.01 | 0.11 | 0.02 | 0.20 | 0.09 | 0.11 | 0.20 | 0.57 | 0.44 | NA   | 1.01 | 0.10 |
|                |  | Technicians and associate professionals    | 7.95  | 0.15 | 0.02 | 0.17 | 0.03 | 0.23 | 0.13 | 0.13 | 0.26 | 0.69 | 0.33 | NA   | 1.02 | 0.12 |
|                |  | Clerks                                     | 7.45  | 0.20 | 0.06 | 0.25 | 0.07 | 0.32 | 0.20 | 0.32 | 0.51 | 0.68 | 0.33 | NA   | 1.02 | 0.14 |
|                |  | Service and sales workers                  | 7.06  | 0.23 | 0.02 | 0.25 | 0.07 | 0.41 | 0.37 | 0.19 | 0.55 | 0.98 | 0.21 | NA   | 1.18 | 0.15 |
|                |  | Skilled agricultural and fishery workers   | 7.81  | 0.24 | 0.07 | 0.31 | 0.06 | 0.16 | 0.29 | 0.21 | 0.50 | 0.61 | 0.14 | NA   | 0.74 | 0.18 |
|                |  | Craft and related trades workers           | 7.31  | 0.29 | 0.02 | 0.31 | 0.07 | 0.41 | 0.23 | 0.21 | 0.44 | 0.73 | 0.24 | NA   | 0.97 | 0.14 |
|                |  | Plant and machine operators and assemblers | 7.36  | 0.28 | 0.04 | 0.32 | 0.06 | 0.31 | 0.29 | 0.19 | 0.48 | 0.80 | 0.23 | NA   | 1.04 | 0.12 |
|                |  | Elementary occupations                     | 6.82  | 0.27 | 0.02 | 0.29 | 0.07 | 0.66 | 0.37 | 0.24 | 0.61 | 0.77 | 0.22 | NA   | 0.99 | 0.13 |
| Norway         |  | Legislators, senior officials and managers | 7.61  | 0.22 | 0.12 | 0.34 | 0.12 | 0.05 | 0.10 | 0.05 | 0.14 | 1.23 | 0.11 | NA   | 1.34 | 0.26 |
|                |  | Professionals                              | 7.94  | 0.19 | 0.14 | 0.33 | 0.09 | 0.06 | 0.10 | 0.08 | 0.18 | 0.99 | 0.17 | NA   | 1.16 | 0.14 |
|                |  | Technicians and associate professionals    | 7.34  | 0.26 | 0.13 | 0.39 | 0.13 | 0.10 | 0.15 | 0.10 | 0.25 | 1.37 | 0.13 | NA   | 1.50 | 0.19 |
|                |  | Clerks                                     | 6.69  | 0.32 | 0.15 | 0.47 | 0.19 | 0.13 | 0.40 | 0.19 | 0.58 | 1.60 | 0.11 | NA   | 1.71 | 0.11 |
|                |  | Service and sales workers                  | 6.55  | 0.40 | 0.17 | 0.58 | 0.29 | 0.12 | 0.55 | 0.23 | 0.77 | 1.23 | 0.08 | NA   | 1.30 | 0.24 |
|                |  | Skilled agricultural and fishery workers   | 6.44  | 0.39 | 0.13 | 0.52 | 0.19 | 0.12 | 0.73 | 0.15 | 0.88 | 1.09 | 0.13 | NA   | 1.22 | 0.47 |
|                |  | Craft and related trades workers           | 6.49  | 0.44 | 0.17 | 0.61 | 0.29 | 0.18 | 0.26 | 0.14 | 0.40 | 1.57 | 0.09 | NA   | 1.66 | 0.23 |
|                |  | Plant and machine operators and assemblers | 6.44  | 0.45 | 0.12 | 0.57 | 0.23 | 0.14 | 0.41 | 0.12 | 0.53 | 1.63 | 0.07 | NA   | 1.70 | 0.19 |
|                |  | Elementary occupations                     | 6.54  | 0.45 | 0.16 | 0.60 | 0.16 | 0.24 | 0.62 | 0.19 | 0.81 | 1.27 | 0.06 | NA   | 1.33 | 0.21 |

a. VER = Voluntary early retirement

**Supplementary table S3:** Working life expectancy (WLE) and Working years lost (WYL) calculated at age 30, 35, 40, 45, 50 and 55 among women, by major occupational group and country

|        |         |                                            | WLE   | WYL                   |            |       |                                 |              |                            |            |       |                          |             |                  |       |      |
|--------|---------|--------------------------------------------|-------|-----------------------|------------|-------|---------------------------------|--------------|----------------------------|------------|-------|--------------------------|-------------|------------------|-------|------|
|        |         |                                            |       | Sickness absence (SA) |            |       | Time-restricted work disability | Unemployment | Disability retirement (DR) |            |       | Old-age retirement (OAR) |             |                  | Other |      |
|        |         |                                            |       |                       |            |       |                                 |              |                            |            |       |                          |             |                  |       |      |
| Age    | Country | Occupational group                         |       | SA                    | Partial SA | Total |                                 |              | DR                         | Partial DR | Total | OAR                      | Partial OAR | VER <sup>a</sup> | Total |      |
| Age 30 | Denmark | Legislators, senior officials and managers | 31.23 | 0.73                  | NA         | 0.73  | NA                              | 0.16         | 0.36                       | NA         | 0.36  | 0.87                     | NA          | 0.55             | 1.42  | 1.10 |
|        |         | Professionals                              | 29.78 | 1.05                  | NA         | 1.05  | NA                              | 0.28         | 0.80                       | NA         | 0.80  | 0.61                     | NA          | 1.13             | 1.74  | 1.29 |
|        |         | Technicians and associate professionals    | 30.26 | 0.85                  | NA         | 0.85  | NA                              | 0.22         | 0.72                       | NA         | 0.72  | 0.67                     | NA          | 1.10             | 1.77  | 1.15 |
|        |         | Clerks                                     | 30.00 | 0.88                  | NA         | 0.88  | NA                              | 0.40         | 0.83                       | NA         | 0.83  | 0.63                     | NA          | 1.08             | 1.71  | 1.13 |
|        |         | Service and sales workers                  | 28.05 | 1.20                  | NA         | 1.20  | NA                              | 0.79         | 2.00                       | NA         | 2.00  | 0.55                     | NA          | 1.20             | 1.75  | 1.11 |
|        |         | Skilled agricultural and fishery workers   | 29.11 | 1.26                  | NA         | 1.26  | NA                              | 1.35         | 1.19                       | NA         | 1.19  | 0.53                     | NA          | 0.08             | 0.60  | 1.05 |
|        |         | Craft and related trades workers           | 28.81 | 1.29                  | NA         | 1.29  | NA                              | 0.62         | 1.02                       | NA         | 1.02  | 0.41                     | NA          | 1.66             | 2.07  | 1.18 |
|        |         | Plant and machine operators and assemblers | 29.98 | 1.15                  | NA         | 1.15  | NA                              | 0.59         | 0.98                       | NA         | 0.98  | 0.54                     | NA          | 0.94             | 1.48  | 0.81 |
|        |         | Elementary occupations                     | 26.51 | 1.20                  | NA         | 1.20  | NA                              | 1.24         | 3.08                       | NA         | 3.08  | 0.53                     | NA          | 1.16             | 1.69  | 1.14 |
|        | Finland | Legislators, senior officials and managers | 32.53 | 0.40                  | 0.04       | 0.44  | 0.08                            | 0.39         | 0.06                       | 0.10       | 0.15  | 0.45                     | 0.19        | NA               | 0.65  | 0.62 |
|        |         | Professionals                              | 31.28 | 0.36                  | 0.04       | 0.41  | 0.13                            | 0.94         | 0.10                       | 0.22       | 0.32  | 0.55                     | 0.45        | NA               | 1.00  | 0.59 |
|        |         | Technicians and associate professionals    | 31.05 | 0.52                  | 0.08       | 0.59  | 0.22                            | 0.77         | 0.11                       | 0.38       | 0.49  | 0.61                     | 0.42        | NA               | 1.03  | 0.48 |
|        |         | Clerks                                     | 30.06 | 0.51                  | 0.07       | 0.58  | 0.23                            | 1.48         | 0.14                       | 0.40       | 0.54  | 0.57                     | 0.43        | NA               | 1.00  | 0.52 |
|        |         | Service and sales workers                  | 29.10 | 0.78                  | 0.09       | 0.87  | 0.37                            | 1.79         | 0.21                       | 0.52       | 0.73  | 0.68                     | 0.36        | NA               | 1.03  | 0.64 |
|        |         | Skilled agricultural and fishery workers   | 29.67 | 0.80                  | 0.03       | 0.83  | 0.38                            | 1.18         | 0.33                       | 0.41       | 0.74  | 0.61                     | 0.17        | NA               | 0.79  | 0.83 |
|        |         | Craft and related trades workers           | 28.92 | 0.74                  | 0.06       | 0.80  | 0.27                            | 2.08         | 0.27                       | 0.31       | 0.58  | 0.70                     | 0.24        | NA               | 0.94  | 0.85 |
|        |         | Plant and machine operators and assemblers | 29.63 | 0.79                  | 0.08       | 0.87  | 0.29                            | 1.73         | 0.21                       | 0.38       | 0.59  | 0.71                     | 0.34        | NA               | 1.05  | 0.56 |
|        |         | Elementary occupations                     | 26.96 | 0.91                  | 0.10       | 1.01  | 0.43                            | 3.24         | 0.35                       | 0.61       | 0.97  | 0.62                     | 0.28        | NA               | 0.90  | 0.68 |
|        | Norway  | Legislators, senior officials and managers | 29.73 | 1.23                  | 1.00       | 2.24  | 0.50                            | 0.24         | 0.16                       | 0.17       | 0.16  | 0.77                     | 0.09        | NA               | 0.86  | 0.92 |
|        |         | Professionals                              | 29.53 | 1.15                  | 1.11       | 2.26  | 0.60                            | 0.20         | 0.31                       | 0.43       | 0.74  | 0.66                     | 0.22        | NA               | 0.88  | 0.56 |
|        |         | Technicians and associate professionals    | 28.21 | 1.47                  | 1.25       | 2.73  | 0.80                            | 0.29         | 0.46                       | 0.63       | 1.09  | 0.80                     | 0.16        | NA               | 0.95  | 0.63 |
|        |         | Clerks                                     | 26.93 | 1.32                  | 1.00       | 2.32  | 1.07                            | 0.57         | 0.98                       | 0.84       | 1.82  | 0.82                     | 0.15        | NA               | 0.97  | 0.97 |
|        |         | Service and sales workers                  | 25.97 | 1.99                  | 1.15       | 3.14  | 1.48                            | 0.47         | 1.24                       | 1.03       | 2.26  | 0.41                     | 0.08        | NA               | 0.48  | 0.86 |
|        |         | Skilled agricultural and fishery workers   | 24.73 | 1.66                  | 0.73       | 2.39  | 1.59                            | 0.56         | 1.61                       | 0.55       | 2.17  | 0.38                     | 0.15        | NA               | 0.53  | 2.87 |
|        |         | Craft and related trades workers           | 26.37 | 1.50                  | 0.93       | 2.43  | 1.25                            | 0.86         | 0.65                       | 0.67       | 1.32  | 0.77                     | 0.14        | NA               | 0.91  | 1.20 |
|        |         | Plant and machine operators and assemblers | 25.30 | 2.12                  | 0.97       | 3.09  | 1.39                            | 1.02         | 0.93                       | 0.77       | 1.71  | 0.93                     | 0.16        | NA               | 1.09  | 1.12 |
|        |         | Elementary occupations                     | 25.14 | 2.19                  | 0.90       | 3.09  | 1.42                            | 0.90         | 1.40                       | 0.65       | 2.06  | 0.42                     | 0.10        | NA               | 0.51  | 1.39 |
| Age 35 | Denmark | Legislators, senior officials and managers | 27.13 | 0.62                  | NA         | 0.62  | NA                              | 0.12         | 0.34                       | NA         | 0.34  | 0.87                     | NA          | 0.55             | 1.42  | 0.37 |
|        |         | Professionals                              | 25.80 | 0.92                  | NA         | 0.92  | NA                              | 0.22         | 0.78                       | NA         | 0.78  | 0.61                     | NA          | 1.13             | 1.74  | 0.48 |
|        |         | Technicians and associate professionals    | 26.22 | 0.74                  | NA         | 0.74  | NA                              | 0.16         | 0.69                       | NA         | 0.69  | 0.67                     | NA          | 1.10             | 1.77  | 0.38 |
|        |         | Clerks                                     | 26.01 | 0.76                  | NA         | 0.76  | NA                              | 0.31         | 0.78                       | NA         | 0.78  | 0.63                     | NA          | 1.08             | 1.71  | 0.38 |
|        |         | Service and sales workers                  | 24.22 | 1.03                  | NA         | 1.03  | NA                              | 0.61         | 1.87                       | NA         | 1.87  | 0.55                     | NA          | 1.20             | 1.75  | 0.45 |
|        |         | Skilled agricultural and fishery workers   | 25.17 | 1.07                  | NA         | 1.07  | NA                              | 1.21         | 1.09                       | NA         | 1.09  | 0.53                     | NA          | 0.08             | 0.60  | 0.41 |
|        |         | Craft and related trades workers           | 24.94 | 1.11                  | NA         | 1.11  | NA                              | 0.50         | 0.94                       | NA         | 0.94  | 0.41                     | NA          | 1.66             | 2.07  | 0.44 |
|        |         | Plant and machine operators and assemblers | 25.75 | 0.99                  | NA         | 0.99  | NA                              | 0.49         | 0.93                       | NA         | 0.93  | 0.54                     | NA          | 0.94             | 1.48  | 0.36 |
|        |         | Elementary occupations                     | 22.83 | 1.04                  | NA         | 1.04  | NA                              | 0.99         | 2.87                       | NA         | 2.87  | 0.53                     | NA          | 1.16             | 1.69  | 0.47 |
|        | Finland | Legislators, senior officials and managers | 27.87 | 0.34                  | 0.03       | 0.37  | 0.07                            | 0.34         | 0.06                       | 0.10       | 0.15  | 0.45                     | 0.19        | NA               | 0.65  | 0.41 |
|        |         | Professionals                              | 26.80 | 0.33                  | 0.04       | 0.37  | 0.12                            | 0.73         | 0.10                       | 0.22       | 0.32  | 0.55                     | 0.45        | NA               | 1.00  | 0.35 |

|        |         |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|        |         | Technicians and associate professionals    | 26.49 | 0.46 | 0.07 | 0.53 | 0.21 | 0.64 | 0.11 | 0.38 | 0.49 | 0.61 | 0.42 | NA   | 1.03 | 0.31 |
|        |         | Clerks                                     | 25.62 | 0.46 | 0.06 | 0.53 | 0.21 | 1.24 | 0.14 | 0.40 | 0.54 | 0.57 | 0.43 | NA   | 1.00 | 0.34 |
|        |         | Service and sales workers                  | 24.81 | 0.69 | 0.08 | 0.77 | 0.34 | 1.50 | 0.21 | 0.52 | 0.73 | 0.68 | 0.36 | NA   | 1.04 | 0.40 |
|        |         | Skilled agricultural and fishery workers   | 25.30 | 0.72 | 0.03 | 0.75 | 0.35 | 0.93 | 0.32 | 0.41 | 0.73 | 0.61 | 0.17 | NA   | 0.79 | 0.63 |
|        |         | Craft and related trades workers           | 24.71 | 0.66 | 0.05 | 0.71 | 0.24 | 1.67 | 0.26 | 0.31 | 0.57 | 0.70 | 0.24 | NA   | 0.94 | 0.60 |
|        |         | Plant and machine operators and assemblers | 25.21 | 0.71 | 0.07 | 0.78 | 0.26 | 1.44 | 0.21 | 0.38 | 0.59 | 0.71 | 0.34 | NA   | 1.05 | 0.39 |
|        |         | Elementary occupations                     | 23.01 | 0.82 | 0.09 | 0.91 | 0.39 | 2.70 | 0.34 | 0.61 | 0.95 | 0.62 | 0.28 | NA   | 0.90 | 0.44 |
|        | Norway  | Legislators, senior officials and managers | 25.59 | 0.96 | 0.84 | 1.79 | 0.45 | 0.18 | 0.16 | 0.16 | 0.16 | 0.77 | 0.09 | NA   | 0.86 | 0.63 |
|        |         | Professionals                              | 25.17 | 0.95 | 0.94 | 1.90 | 0.56 | 0.15 | 0.31 | 0.43 | 0.73 | 0.66 | 0.22 | NA   | 0.88 | 0.37 |
|        |         | Technicians and associate professionals    | 24.04 | 1.21 | 1.07 | 2.28 | 0.73 | 0.24 | 0.46 | 0.62 | 1.08 | 0.80 | 0.16 | NA   | 0.95 | 0.43 |
|        |         | Clerks                                     | 23.01 | 1.06 | 0.86 | 1.92 | 0.95 | 0.43 | 0.95 | 0.83 | 1.79 | 0.82 | 0.15 | NA   | 0.98 | 0.63 |
|        |         | Service and sales workers                  | 22.11 | 1.66 | 1.00 | 2.66 | 1.32 | 0.35 | 1.21 | 1.01 | 2.23 | 0.41 | 0.08 | NA   | 0.49 | 0.57 |
|        |         | Skilled agricultural and fishery workers   | 21.19 | 1.30 | 0.64 | 1.94 | 1.42 | 0.46 | 1.53 | 0.54 | 2.07 | 0.38 | 0.15 | NA   | 0.53 | 2.23 |
|        |         | Craft and related trades workers           | 22.50 | 1.21 | 0.79 | 2.00 | 1.08 | 0.67 | 0.63 | 0.66 | 1.29 | 0.77 | 0.14 | NA   | 0.91 | 0.89 |
|        |         | Plant and machine operators and assemblers | 21.48 | 1.78 | 0.83 | 2.60 | 1.27 | 0.82 | 0.91 | 0.77 | 1.68 | 0.93 | 0.16 | NA   | 1.09 | 0.78 |
|        |         | Elementary occupations                     | 21.49 | 1.83 | 0.80 | 2.62 | 1.30 | 0.71 | 1.37 | 0.65 | 2.02 | 0.42 | 0.10 | NA   | 0.51 | 0.91 |
| Age 40 | Denmark | Legislators, senior officials and managers | 22.59 | 0.51 | NA   | 0.51 | NA   | 0.09 | 0.32 | NA   | 0.32 | 0.87 | NA   | 0.55 | 1.42 | 0.07 |
|        |         | Professionals                              | 21.42 | 0.76 | NA   | 0.76 | NA   | 0.17 | 0.73 | NA   | 0.73 | 0.61 | NA   | 1.13 | 1.74 | 0.13 |
|        |         | Technicians and associate professionals    | 21.77 | 0.61 | NA   | 0.61 | NA   | 0.12 | 0.62 | NA   | 0.62 | 0.67 | NA   | 1.10 | 1.77 | 0.08 |
|        |         | Clerks                                     | 21.60 | 0.63 | NA   | 0.63 | NA   | 0.24 | 0.69 | NA   | 0.69 | 0.63 | NA   | 1.08 | 1.71 | 0.09 |
|        |         | Service and sales workers                  | 20.01 | 0.84 | NA   | 0.84 | NA   | 0.46 | 1.68 | NA   | 1.68 | 0.55 | NA   | 1.20 | 1.75 | 0.19 |
|        |         | Skilled agricultural and fishery workers   | 21.31 | 0.87 | NA   | 0.87 | NA   | 1.02 | 0.98 | NA   | 0.98 | 0.54 | NA   | 0.08 | 0.61 | 0.20 |
|        |         | Craft and related trades workers           | 20.64 | 0.89 | NA   | 0.89 | NA   | 0.40 | 0.85 | NA   | 0.85 | 0.41 | NA   | 1.66 | 2.07 | 0.15 |
|        |         | Plant and machine operators and assemblers | 21.35 | 0.80 | NA   | 0.80 | NA   | 0.39 | 0.83 | NA   | 0.83 | 0.54 | NA   | 0.94 | 1.48 | 0.14 |
|        |         | Elementary occupations                     | 18.80 | 0.86 | NA   | 0.86 | NA   | 0.76 | 2.58 | NA   | 2.58 | 0.53 | NA   | 1.16 | 1.69 | 0.20 |
|        | Finland | Legislators, senior officials and managers | 23.13 | 0.30 | 0.02 | 0.32 | 0.07 | 0.26 | 0.05 | 0.09 | 0.15 | 0.45 | 0.19 | NA   | 0.64 | 0.29 |
|        |         | Professionals                              | 22.21 | 0.30 | 0.03 | 0.33 | 0.11 | 0.57 | 0.10 | 0.22 | 0.32 | 0.55 | 0.45 | NA   | 1.00 | 0.21 |
|        |         | Technicians and associate professionals    | 21.82 | 0.41 | 0.06 | 0.46 | 0.18 | 0.52 | 0.11 | 0.37 | 0.48 | 0.61 | 0.42 | NA   | 1.03 | 0.22 |
|        |         | Clerks                                     | 21.17 | 0.41 | 0.06 | 0.46 | 0.18 | 1.00 | 0.13 | 0.40 | 0.53 | 0.58 | 0.43 | NA   | 1.00 | 0.23 |
|        |         | Service and sales workers                  | 20.42 | 0.61 | 0.07 | 0.68 | 0.30 | 1.19 | 0.20 | 0.51 | 0.72 | 0.68 | 0.36 | NA   | 1.04 | 0.26 |
|        |         | Skilled agricultural and fishery workers   | 20.84 | 0.64 | 0.02 | 0.66 | 0.32 | 0.72 | 0.31 | 0.40 | 0.71 | 0.62 | 0.17 | NA   | 0.79 | 0.51 |
|        |         | Craft and related trades workers           | 20.35 | 0.57 | 0.05 | 0.61 | 0.18 | 1.34 | 0.26 | 0.31 | 0.56 | 0.70 | 0.24 | NA   | 0.94 | 0.45 |
|        |         | Plant and machine operators and assemblers | 20.72 | 0.62 | 0.06 | 0.68 | 0.22 | 1.19 | 0.20 | 0.38 | 0.58 | 0.71 | 0.34 | NA   | 1.05 | 0.29 |
|        |         | Elementary occupations                     | 19.04 | 0.71 | 0.08 | 0.79 | 0.34 | 2.13 | 0.30 | 0.62 | 0.92 | 0.62 | 0.28 | NA   | 0.90 | 0.30 |
|        | Norway  | Legislators, senior officials and managers | 21.27 | 0.74 | 0.68 | 1.43 | 0.39 | 0.13 | 0.15 | 0.16 | 0.15 | 0.77 | 0.09 | NA   | 0.86 | 0.44 |
|        |         | Professionals                              | 20.76 | 0.77 | 0.79 | 1.56 | 0.50 | 0.12 | 0.30 | 0.42 | 0.72 | 0.66 | 0.22 | NA   | 0.88 | 0.25 |
|        |         | Technicians and associate professionals    | 19.82 | 0.96 | 0.87 | 1.84 | 0.63 | 0.18 | 0.45 | 0.60 | 1.05 | 0.80 | 0.16 | NA   | 0.95 | 0.29 |
|        |         | Clerks                                     | 18.99 | 0.82 | 0.70 | 1.52 | 0.78 | 0.32 | 0.91 | 0.80 | 1.72 | 0.82 | 0.15 | NA   | 0.98 | 0.42 |
|        |         | Service and sales workers                  | 18.17 | 1.35 | 0.84 | 2.19 | 1.12 | 0.25 | 1.16 | 0.98 | 2.14 | 0.41 | 0.08 | NA   | 0.49 | 0.38 |
|        |         | Skilled agricultural and fishery workers   | 17.59 | 1.01 | 0.52 | 1.53 | 1.19 | 0.33 | 1.38 | 0.51 | 1.89 | 0.38 | 0.15 | NA   | 0.53 | 1.77 |
|        |         | Craft and related trades workers           | 18.65 | 0.97 | 0.68 | 1.65 | 0.97 | 0.55 | 0.62 | 0.64 | 1.26 | 0.78 | 0.14 | NA   | 0.92 | 0.66 |
|        |         | Plant and machine operators and assemblers | 17.54 | 1.44 | 0.71 | 2.15 | 1.10 | 0.66 | 0.88 | 0.76 | 1.64 | 0.93 | 0.16 | NA   | 1.09 | 0.55 |
|        |         | Elementary occupations                     | 17.73 | 1.51 | 0.69 | 2.20 | 1.14 | 0.51 | 1.31 | 0.64 | 1.96 | 0.42 | 0.10 | NA   | 0.51 | 0.60 |

|        |         |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| Age 45 | Denmark | Legislators, senior officials and managers | 17.80 | 0.40 | NA   | 0.40 | NA   | 0.06 | 0.30 | NA   | 0.30 | 0.87 | NA   | 0.55 | 1.42 | 0.02 |
|        |         | Professionals                              | 16.79 | 0.61 | NA   | 0.61 | NA   | 0.13 | 0.65 | NA   | 0.65 | 0.61 | NA   | 1.13 | 1.74 | 0.05 |
|        |         | Technicians and associate professionals    | 17.08 | 0.48 | NA   | 0.48 | NA   | 0.09 | 0.52 | NA   | 0.52 | 0.67 | NA   | 1.10 | 1.77 | 0.02 |
|        |         | Clerks                                     | 16.96 | 0.49 | NA   | 0.49 | NA   | 0.19 | 0.58 | NA   | 0.58 | 0.63 | NA   | 1.08 | 1.71 | 0.03 |
|        |         | Service and sales workers                  | 15.68 | 0.66 | NA   | 0.66 | NA   | 0.33 | 1.43 | NA   | 1.43 | 0.55 | NA   | 1.20 | 1.75 | 0.09 |
|        |         | Skilled agricultural and fishery workers   | 16.91 | 0.74 | NA   | 0.74 | NA   | 0.84 | 0.81 | NA   | 0.81 | 0.54 | NA   | 0.08 | 0.61 | 0.09 |
|        |         | Craft and related trades workers           | 16.15 | 0.67 | NA   | 0.67 | NA   | 0.29 | 0.74 | NA   | 0.74 | 0.41 | NA   | 1.66 | 2.07 | 0.08 |
|        |         | Plant and machine operators and assemblers | 16.79 | 0.62 | NA   | 0.62 | NA   | 0.29 | 0.73 | NA   | 0.73 | 0.54 | NA   | 0.94 | 1.48 | 0.09 |
|        |         | Elementary occupations                     | 14.65 | 0.67 | NA   | 0.67 | NA   | 0.55 | 2.22 | NA   | 2.22 | 0.53 | NA   | 1.16 | 1.69 | 0.11 |
|        | Finland | Legislators, senior officials and managers | 18.37 | 0.25 | 0.02 | 0.26 | 0.05 | 0.20 | 0.05 | 0.09 | 0.14 | 0.45 | 0.19 | NA   | 0.64 | 0.22 |
|        |         | Professionals                              | 17.52 | 0.25 | 0.03 | 0.28 | 0.09 | 0.42 | 0.09 | 0.22 | 0.31 | 0.55 | 0.45 | NA   | 1.00 | 0.15 |
|        |         | Technicians and associate professionals    | 17.16 | 0.34 | 0.05 | 0.38 | 0.15 | 0.41 | 0.11 | 0.36 | 0.47 | 0.61 | 0.42 | NA   | 1.03 | 0.16 |
|        |         | Clerks                                     | 16.73 | 0.34 | 0.05 | 0.39 | 0.15 | 0.74 | 0.12 | 0.39 | 0.51 | 0.58 | 0.43 | NA   | 1.01 | 0.17 |
|        |         | Service and sales workers                  | 16.04 | 0.51 | 0.06 | 0.57 | 0.25 | 0.91 | 0.19 | 0.51 | 0.70 | 0.68 | 0.36 | NA   | 1.04 | 0.18 |
|        |         | Skilled agricultural and fishery workers   | 16.37 | 0.53 | 0.02 | 0.55 | 0.25 | 0.53 | 0.30 | 0.39 | 0.68 | 0.62 | 0.17 | NA   | 0.79 | 0.44 |
|        |         | Craft and related trades workers           | 16.37 | 0.50 | 0.04 | 0.54 | 0.14 | 1.02 | 0.24 | 0.31 | 0.55 | 0.71 | 0.25 | NA   | 0.96 | 0.32 |
|        |         | Plant and machine operators and assemblers | 16.19 | 0.53 | 0.05 | 0.58 | 0.19 | 0.95 | 0.19 | 0.37 | 0.56 | 0.71 | 0.34 | NA   | 1.05 | 0.22 |
|        |         | Elementary occupations                     | 14.88 | 0.58 | 0.07 | 0.65 | 0.28 | 1.62 | 0.27 | 0.61 | 0.88 | 0.62 | 0.28 | NA   | 0.90 | 0.21 |
|        | Norway  | Legislators, senior officials and managers | 16.85 | 0.58 | 0.54 | 1.12 | 0.32 | 0.10 | 0.15 | 0.15 | 0.15 | 0.78 | 0.09 | NA   | 0.87 | 0.32 |
|        |         | Professionals                              | 16.34 | 0.61 | 0.64 | 1.25 | 0.40 | 0.09 | 0.29 | 0.39 | 0.68 | 0.66 | 0.22 | NA   | 0.88 | 0.18 |
|        |         | Technicians and associate professionals    | 15.59 | 0.75 | 0.69 | 1.44 | 0.51 | 0.14 | 0.42 | 0.57 | 0.99 | 0.80 | 0.16 | NA   | 0.96 | 0.21 |
|        |         | Clerks                                     | 14.93 | 0.63 | 0.55 | 1.17 | 0.61 | 0.24 | 0.82 | 0.73 | 1.55 | 0.83 | 0.15 | NA   | 0.98 | 0.31 |
|        |         | Service and sales workers                  | 14.26 | 1.06 | 0.67 | 1.74 | 0.88 | 0.17 | 1.06 | 0.91 | 1.97 | 0.41 | 0.08 | NA   | 0.49 | 0.27 |
|        |         | Skilled agricultural and fishery workers   | 13.86 | 0.81 | 0.41 | 1.22 | 0.89 | 0.18 | 1.27 | 0.47 | 1.74 | 0.38 | 0.15 | NA   | 0.53 | 1.42 |
|        |         | Craft and related trades workers           | 14.68 | 0.75 | 0.52 | 1.27 | 0.78 | 0.41 | 0.56 | 0.59 | 1.16 | 0.78 | 0.14 | NA   | 0.92 | 0.45 |
|        |         | Plant and machine operators and assemblers | 13.66 | 1.12 | 0.56 | 1.67 | 0.87 | 0.52 | 0.81 | 0.74 | 1.55 | 0.93 | 0.16 | NA   | 1.09 | 0.42 |
|        |         | Elementary occupations                     | 13.92 | 1.20 | 0.56 | 1.77 | 0.94 | 0.34 | 1.20 | 0.60 | 1.81 | 0.42 | 0.10 | NA   | 0.51 | 0.41 |
| Age 50 | Denmark | Legislators, senior officials and managers | 12.96 | 0.30 | NA   | 0.30 | NA   | 0.04 | 0.26 | NA   | 0.26 | 0.87 | NA   | 0.55 | 1.42 | 0.01 |
|        |         | Professionals                              | 12.14 | 0.44 | NA   | 0.44 | NA   | 0.09 | 0.53 | NA   | 0.53 | 0.61 | NA   | 1.13 | 1.74 | 0.02 |
|        |         | Technicians and associate professionals    | 12.38 | 0.34 | NA   | 0.34 | NA   | 0.06 | 0.41 | NA   | 0.41 | 0.67 | NA   | 1.10 | 1.77 | 0.01 |
|        |         | Clerks                                     | 12.29 | 0.36 | NA   | 0.36 | NA   | 0.13 | 0.46 | NA   | 0.46 | 0.63 | NA   | 1.08 | 1.71 | 0.02 |
|        |         | Service and sales workers                  | 11.32 | 0.47 | NA   | 0.47 | NA   | 0.22 | 1.14 | NA   | 1.14 | 0.55 | NA   | 1.20 | 1.76 | 0.04 |
|        |         | Skilled agricultural and fishery workers   | 12.51 | 0.53 | NA   | 0.53 | NA   | 0.59 | 0.69 | NA   | 0.69 | 0.54 | NA   | 0.08 | 0.61 | 0.07 |
|        |         | Craft and related trades workers           | 11.61 | 0.50 | NA   | 0.50 | NA   | 0.22 | 0.57 | NA   | 0.57 | 0.41 | NA   | 1.66 | 2.07 | 0.04 |
|        |         | Plant and machine operators and assemblers | 12.22 | 0.43 | NA   | 0.43 | NA   | 0.21 | 0.60 | NA   | 0.60 | 0.54 | NA   | 0.94 | 1.48 | 0.05 |
|        |         | Elementary occupations                     | 10.52 | 0.49 | NA   | 0.49 | NA   | 0.37 | 1.79 | NA   | 1.79 | 0.53 | NA   | 1.16 | 1.69 | 0.06 |
|        | Finland | Legislators, senior officials and managers | 13.57 | 0.19 | 0.01 | 0.20 | 0.04 | 0.15 | 0.05 | 0.08 | 0.13 | 0.45 | 0.19 | NA   | 0.64 | 0.17 |
|        |         | Professionals                              | 12.82 | 0.20 | 0.02 | 0.22 | 0.07 | 0.30 | 0.08 | 0.21 | 0.29 | 0.55 | 0.45 | NA   | 1.00 | 0.11 |
|        |         | Technicians and associate professionals    | 12.52 | 0.26 | 0.04 | 0.30 | 0.11 | 0.30 | 0.09 | 0.34 | 0.44 | 0.61 | 0.42 | NA   | 1.03 | 0.12 |
|        |         | Clerks                                     | 12.23 | 0.27 | 0.04 | 0.31 | 0.11 | 0.54 | 0.11 | 0.37 | 0.48 | 0.58 | 0.43 | NA   | 1.02 | 0.13 |
|        |         | Service and sales workers                  | 11.64 | 0.40 | 0.05 | 0.45 | 0.19 | 0.64 | 0.18 | 0.49 | 0.67 | 0.68 | 0.36 | NA   | 1.04 | 0.13 |
|        |         | Skilled agricultural and fishery workers   | 11.90 | 0.42 | 0.01 | 0.43 | 0.16 | 0.39 | 0.28 | 0.36 | 0.64 | 0.62 | 0.18 | NA   | 0.80 | 0.39 |
|        |         | Craft and related trades workers           | 11.94 | 0.38 | 0.03 | 0.41 | 0.11 | 0.75 | 0.22 | 0.29 | 0.51 | 0.71 | 0.25 | NA   | 0.96 | 0.23 |

|        |         |                                            |       |      |      |      |      |      |      |      |      |      |      |      |      |      |
|--------|---------|--------------------------------------------|-------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|        | Norway  | Plant and machine operators and assemblers | 11.69 | 0.41 | 0.04 | 0.45 | 0.15 | 0.70 | 0.17 | 0.36 | 0.53 | 0.71 | 0.34 | NA   | 1.05 | 0.16 |
|        |         | Elementary occupations                     | 10.80 | 0.45 | 0.06 | 0.51 | 0.21 | 1.15 | 0.24 | 0.60 | 0.84 | 0.63 | 0.29 | NA   | 0.91 | 0.15 |
|        |         | Legislators, senior officials and managers | 12.39 | 0.43 | 0.40 | 0.83 | 0.24 | 0.07 | 0.13 | 0.13 | 0.27 | 0.78 | 0.09 | NA   | 0.87 | 0.23 |
|        |         | Professionals                              | 12.39 | 0.43 | 0.40 | 0.83 | 0.24 | 0.07 | 0.13 | 0.13 | 0.13 | 0.78 | 0.09 | NA   | 0.87 | 0.23 |
|        |         | Technicians and associate professionals    | 11.95 | 0.46 | 0.48 | 0.94 | 0.30 | 0.06 | 0.25 | 0.35 | 0.60 | 0.66 | 0.22 | NA   | 0.88 | 0.12 |
|        |         | Clerks                                     | 11.38 | 0.55 | 0.50 | 1.05 | 0.38 | 0.10 | 0.36 | 0.50 | 0.87 | 0.80 | 0.16 | NA   | 0.96 | 0.15 |
|        |         | Service and sales workers                  | 10.85 | 0.45 | 0.40 | 0.85 | 0.45 | 0.17 | 0.71 | 0.62 | 1.33 | 0.83 | 0.15 | NA   | 0.98 | 0.22 |
|        |         | Skilled agricultural and fishery workers   | 10.42 | 0.79 | 0.50 | 1.29 | 0.65 | 0.11 | 0.91 | 0.78 | 1.69 | 0.41 | 0.08 | NA   | 0.49 | 0.19 |
|        |         | Craft and related trades workers           | 10.02 | 0.61 | 0.27 | 0.89 | 0.68 | 0.14 | 1.07 | 0.43 | 1.50 | 0.38 | 0.15 | NA   | 0.53 | 1.08 |
| Age 55 | Denmark | Plant and machine operators and assemblers | 10.67 | 0.55 | 0.41 | 0.96 | 0.59 | 0.33 | 0.50 | 0.55 | 1.05 | 0.78 | 0.14 | NA   | 0.93 | 0.32 |
|        |         | Elementary occupations                     | 9.75  | 0.84 | 0.40 | 1.24 | 0.65 | 0.38 | 0.73 | 0.67 | 1.40 | 0.93 | 0.16 | NA   | 1.09 | 0.29 |
|        |         | Legislators, senior officials and managers | 8.14  | 0.19 | NA   | 0.19 | NA   | 0.02 | 0.24 | NA   | 0.24 | 0.87 | NA   | 0.55 | 1.42 | 0.00 |
|        |         | Professionals                              | 7.53  | 0.27 | NA   | 0.27 | NA   | 0.05 | 0.38 | NA   | 0.38 | 0.61 | NA   | 1.13 | 1.74 | 0.01 |
|        |         | Technicians and associate professionals    | 7.69  | 0.21 | NA   | 0.21 | NA   | 0.04 | 0.27 | NA   | 0.27 | 0.67 | NA   | 1.10 | 1.77 | 0.00 |
|        |         | Clerks                                     | 7.65  | 0.22 | NA   | 0.22 | NA   | 0.07 | 0.32 | NA   | 0.32 | 0.63 | NA   | 1.08 | 1.72 | 0.01 |
|        |         | Service and sales workers                  | 6.97  | 0.29 | NA   | 0.29 | NA   | 0.13 | 0.80 | NA   | 0.80 | 0.55 | NA   | 1.20 | 1.76 | 0.01 |
|        |         | Skilled agricultural and fishery workers   | 8.25  | 0.41 | NA   | 0.41 | NA   | 0.33 | 0.40 | NA   | 0.40 | 0.54 | NA   | 0.08 | 0.61 | 0.01 |
|        |         | Craft and related trades workers           | 7.16  | 0.33 | NA   | 0.33 | NA   | 0.10 | 0.33 | NA   | 0.33 | 0.41 | NA   | 1.66 | 2.07 | 0.02 |
|        | Finland | Plant and machine operators and assemblers | 7.63  | 0.26 | NA   | 0.26 | NA   | 0.13 | 0.45 | NA   | 0.45 | 0.54 | NA   | 0.94 | 1.48 | 0.03 |
|        |         | Elementary occupations                     | 6.45  | 0.29 | NA   | 0.29 | NA   | 0.19 | 1.29 | NA   | 1.29 | 0.53 | NA   | 1.17 | 1.70 | 0.02 |
|        |         | Legislators, senior officials and managers | 8.82  | 0.13 | 0.01 | 0.14 | 0.02 | 0.10 | 0.04 | 0.07 | 0.11 | 0.44 | 0.19 | NA   | 0.63 | 0.11 |
|        |         | Professionals                              | 8.18  | 0.14 | 0.01 | 0.16 | 0.04 | 0.19 | 0.07 | 0.19 | 0.26 | 0.55 | 0.46 | NA   | 1.01 | 0.07 |
|        |         | Technicians and associate professionals    | 7.91  | 0.18 | 0.02 | 0.21 | 0.07 | 0.19 | 0.08 | 0.31 | 0.39 | 0.61 | 0.43 | NA   | 1.04 | 0.08 |
|        |         | Clerks                                     | 7.74  | 0.19 | 0.02 | 0.22 | 0.06 | 0.33 | 0.09 | 0.31 | 0.41 | 0.59 | 0.44 | NA   | 1.02 | 0.10 |
|        |         | Service and sales workers                  | 7.30  | 0.27 | 0.03 | 0.30 | 0.12 | 0.40 | 0.16 | 0.45 | 0.61 | 0.69 | 0.36 | NA   | 1.05 | 0.09 |
|        |         | Skilled agricultural and fishery workers   | 7.54  | 0.28 | 0.01 | 0.29 | 0.09 | 0.25 | 0.25 | 0.31 | 0.55 | 0.63 | 0.18 | NA   | 0.80 | 0.31 |
|        |         | Craft and related trades workers           | 7.55  | 0.25 | 0.01 | 0.26 | 0.07 | 0.46 | 0.21 | 0.25 | 0.46 | 0.71 | 0.25 | NA   | 0.96 | 0.15 |
|        | Norway  | Plant and machine operators and assemblers | 7.26  | 0.28 | 0.03 | 0.30 | 0.08 | 0.45 | 0.16 | 0.32 | 0.48 | 0.71 | 0.34 | NA   | 1.05 | 0.11 |
|        |         | Elementary occupations                     | 6.81  | 0.30 | 0.04 | 0.34 | 0.12 | 0.74 | 0.20 | 0.54 | 0.74 | 0.64 | 0.29 | NA   | 0.93 | 0.10 |
|        |         | Legislators, senior officials and managers | 7.97  | 0.28 | 0.27 | 0.54 | 0.17 | 0.04 | 0.10 | 0.11 | 0.10 | 0.78 | 0.09 | NA   | 0.87 | 0.15 |
|        |         | Professionals                              | 7.64  | 0.31 | 0.31 | 0.62 | 0.20 | 0.04 | 0.20 | 0.27 | 0.47 | 0.67 | 0.22 | NA   | 0.89 | 0.08 |
|        |         | Technicians and associate professionals    | 7.19  | 0.36 | 0.32 | 0.68 | 0.24 | 0.06 | 0.29 | 0.39 | 0.68 | 0.80 | 0.16 | NA   | 0.96 | 0.09 |
|        |         | Clerks                                     | 6.83  | 0.29 | 0.25 | 0.54 | 0.29 | 0.11 | 0.54 | 0.45 | 1.00 | 0.83 | 0.15 | NA   | 0.99 | 0.15 |
|        |         | Service and sales workers                  | 6.66  | 0.51 | 0.32 | 0.84 | 0.43 | 0.07 | 0.69 | 0.60 | 1.29 | 0.41 | 0.08 | NA   | 0.49 | 0.13 |
|        |         | Skilled agricultural and fishery workers   | 6.30  | 0.40 | 0.17 | 0.56 | 0.42 | 0.08 | 0.87 | 0.34 | 1.21 | 0.38 | 0.15 | NA   | 0.53 | 0.73 |
|        |         | Craft and related trades workers           | 6.71  | 0.33 | 0.27 | 0.60 | 0.37 | 0.21 | 0.43 | 0.47 | 0.90 | 0.79 | 0.14 | NA   | 0.93 | 0.18 |
|        |         | Plant and machine operators and assemblers | 6.05  | 0.55 | 0.23 | 0.78 | 0.42 | 0.25 | 0.56 | 0.53 | 1.09 | 0.94 | 0.16 | NA   | 1.10 | 0.18 |
|        |         | Elementary occupations                     | 6.46  | 0.59 | 0.28 | 0.86 | 0.46 | 0.13 | 0.82 | 0.43 | 1.25 | 0.42 | 0.10 | NA   | 0.52 | 0.18 |

a. VER = Voluntary early retirement

**Supplementary table S4:** Reasons for working years lost (WYL) as a percentage of total WYL from age 30 to 65, among employed men and women in Denmark, Finland and Norway, by major occupational group

|       |         |                                            | Sickness absence (SA) |            |       | Time-restricted<br>work disability | Unemployment | Disability retirement<br>(DR) |            |       | Old-age retirement (OAR) |             |                  |       | Other | Sum   |
|-------|---------|--------------------------------------------|-----------------------|------------|-------|------------------------------------|--------------|-------------------------------|------------|-------|--------------------------|-------------|------------------|-------|-------|-------|
| Age   | Country | Occupational group                         | SA                    | Partial SA | Total |                                    |              | DR                            | Partial DR | Total | OAR                      | Partial OAR | VER <sup>a</sup> | Total |       |       |
| Men   | Denmark | Legislators, senior officials and managers | 15 %                  | NA         | 15 %  | NA                                 | 5 %          | 6 %                           | NA         | 6 %   | 40 %                     | NA          | 26 %             | 66 %  | 9 %   | 100 % |
|       |         | Professionals                              | 14 %                  | NA         | 14 %  | NA                                 | 6 %          | 13 %                          | NA         | 13 %  | 27 %                     | NA          | 25 %             | 52 %  | 13 %  | 100 % |
|       |         | Technicians and associate professionals    | 13 %                  | NA         | 13 %  | NA                                 | 6 %          | 28 %                          | NA         | 28 %  | 22 %                     | NA          | 22 %             | 44 %  | 8 %   | 100 % |
|       |         | Clerks                                     | 14 %                  | NA         | 14 %  | NA                                 | 10 %         | 24 %                          | NA         | 24 %  | 18 %                     | NA          | 23 %             | 41 %  | 11 %  | 100 % |
|       |         | Service and sales workers                  | 14 %                  | NA         | 14 %  | NA                                 | 11 %         | 31 %                          | NA         | 31 %  | 10 %                     | NA          | 22 %             | 32 %  | 12 %  | 100 % |
|       |         | Skilled agricultural and fishery workers   | 15 %                  | NA         | 15 %  | NA                                 | 17 %         | 22 %                          | NA         | 22 %  | 17 %                     | NA          | 22 %             | 39 %  | 7 %   | 100 % |
|       |         | Craft and related trades workers           | 20 %                  | NA         | 20 %  | NA                                 | 12 %         | 18 %                          | NA         | 18 %  | 14 %                     | NA          | 28 %             | 43 %  | 7 %   | 100 % |
|       |         | Plant and machine operators and assemblers | 19 %                  | NA         | 19 %  | NA                                 | 10 %         | 18 %                          | NA         | 18 %  | 17 %                     | NA          | 27 %             | 44 %  | 9 %   | 100 % |
|       |         | Elementary occupations                     | 13 %                  | NA         | 13 %  | NA                                 | 17 %         | 35 %                          | NA         | 35 %  | 9 %                      | NA          | 19 %             | 28 %  | 7 %   | 100 % |
|       | Finland | Legislators, senior officials and managers | 14 %                  | 1 %        | 15 %  | 3 %                                | 13 %         | 4 %                           | 4 %        | 7 %   | 28 %                     | 10 %        | NA               | 38 %  | 24 %  | 100 % |
|       |         | Professionals                              | 9 %                   | 1 %        | 9 %   | 2 %                                | 27 %         | 4 %                           | 5 %        | 9 %   | 20 %                     | 15 %        | NA               | 36 %  | 17 %  | 100 % |
|       |         | Technicians and associate professionals    | 12 %                  | 2 %        | 13 %  | 3 %                                | 24 %         | 6 %                           | 5 %        | 11 %  | 23 %                     | 11 %        | NA               | 33 %  | 15 %  | 100 % |
|       |         | Clerks                                     | 11 %                  | 4 %        | 15 %  | 5 %                                | 29 %         | 7 %                           | 9 %        | 16 %  | 15 %                     | 7 %         | NA               | 23 %  | 13 %  | 100 % |
|       |         | Service and sales workers                  | 12 %                  | 2 %        | 13 %  | 4 %                                | 32 %         | 10 %                          | 5 %        | 15 %  | 19 %                     | 4 %         | NA               | 23 %  | 13 %  | 100 % |
|       |         | Skilled agricultural and fishery workers   | 15 %                  | 4 %        | 20 %  | 5 %                                | 20 %         | 11 %                          | 8 %        | 19 %  | 16 %                     | 4 %         | NA               | 20 %  | 17 %  | 100 % |
|       |         | Craft and related trades workers           | 15 %                  | 1 %        | 16 %  | 5 %                                | 32 %         | 7 %                           | 5 %        | 12 %  | 16 %                     | 5 %         | NA               | 21 %  | 13 %  | 100 % |
|       |         | Plant and machine operators and assemblers | 17 %                  | 2 %        | 19 %  | 5 %                                | 26 %         | 9 %                           | 5 %        | 14 %  | 19 %                     | 6 %         | NA               | 25 %  | 12 %  | 100 % |
|       |         | Elementary occupations                     | 12 %                  | 3 %        | 14 %  | 4 %                                | 41 %         | 10 %                          | 5 %        | 15 %  | 13 %                     | 4 %         | NA               | 16 %  | 10 %  | 100 % |
|       | Norway  | Legislators, senior officials and managers | 16 %                  | 9 %        | 25 %  | 6 %                                | 6 %          | 3 %                           | 2 %        | 5 %   | 29 %                     | 3 %         | NA               | 32 %  | 26 %  | 100 % |
|       |         | Professionals                              | 15 %                  | 11 %       | 26 %  | 7 %                                | 7 %          | 4 %                           | 3 %        | 8 %   | 29 %                     | 5 %         | NA               | 34 %  | 18 %  | 100 % |
|       |         | Technicians and associate professionals    | 17 %                  | 9 %        | 26 %  | 7 %                                | 10 %         | 5 %                           | 3 %        | 8 %   | 30 %                     | 3 %         | NA               | 33 %  | 16 %  | 100 % |
|       |         | Clerks                                     | 17 %                  | 8 %        | 26 %  | 9 %                                | 11 %         | 11 %                          | 5 %        | 16 %  | 26 %                     | 2 %         | NA               | 27 %  | 11 %  | 100 % |
|       |         | Service and sales workers                  | 19 %                  | 7 %        | 26 %  | 12 %                               | 9 %          | 14 %                          | 6 %        | 20 %  | 18 %                     | 1 %         | NA               | 19 %  | 14 %  | 100 % |
|       |         | Skilled agricultural and fishery workers   | 16 %                  | 5 %        | 21 %  | 9 %                                | 8 %          | 17 %                          | 3 %        | 21 %  | 15 %                     | 2 %         | NA               | 16 %  | 25 %  | 100 % |
|       |         | Craft and related trades workers           | 21 %                  | 8 %        | 29 %  | 10 %                               | 11 %         | 6 %                           | 3 %        | 9 %   | 23 %                     | 1 %         | NA               | 24 %  | 17 %  | 100 % |
|       |         | Plant and machine operators and assemblers | 23 %                  | 6 %        | 29 %  | 10 %                               | 11 %         | 9 %                           | 3 %        | 12 %  | 23 %                     | 1 %         | NA               | 24 %  | 14 %  | 100 % |
|       |         | Elementary occupations                     | 20 %                  | 6 %        | 26 %  | 6 %                                | 16 %         | 15 %                          | 4 %        | 19 %  | 16 %                     | 1 %         | NA               | 17 %  | 16 %  | 100 % |
| Women | Denmark | Legislators, senior officials and managers | 19 %                  | NA         | 19 %  | NA                                 | 4 %          | 10 %                          | NA         | 10 %  | 23 %                     | NA          | 15 %             | 38 %  | 29 %  | 100 % |
|       |         | Professionals                              | 20 %                  | NA         | 20 %  | NA                                 | 5 %          | 16 %                          | NA         | 16 %  | 12 %                     | NA          | 22 %             | 34 %  | 25 %  | 100 % |
|       |         | Technicians and associate professionals    | 18 %                  | NA         | 18 %  | NA                                 | 5 %          | 15 %                          | NA         | 15 %  | 14 %                     | NA          | 23 %             | 38 %  | 24 %  | 100 % |
|       |         | Clerks                                     | 18 %                  | NA         | 18 %  | NA                                 | 8 %          | 17 %                          | NA         | 17 %  | 13 %                     | NA          | 22 %             | 35 %  | 23 %  | 100 % |
|       |         | Service and sales workers                  | 18 %                  | NA         | 18 %  | NA                                 | 12 %         | 29 %                          | NA         | 29 %  | 8 %                      | NA          | 18 %             | 26 %  | 16 %  | 100 % |
|       |         | Skilled agricultural and fishery workers   | 23 %                  | NA         | 23 %  | NA                                 | 25 %         | 22 %                          | NA         | 22 %  | 10 %                     | NA          | 1 %              | 11 %  | 19 %  | 100 % |
|       |         | Craft and related trades workers           | 21 %                  | NA         | 21 %  | NA                                 | 10 %         | 17 %                          | NA         | 17 %  | 7 %                      | NA          | 27 %             | 33 %  | 19 %  | 100 % |
|       |         | Plant and machine operators and assemblers | 23 %                  | NA         | 23 %  | NA                                 | 12 %         | 20 %                          | NA         | 20 %  | 11 %                     | NA          | 19 %             | 30 %  | 16 %  | 100 % |
|       |         | Elementary occupations                     | 14 %                  | NA         | 14 %  | NA                                 | 15 %         | 37 %                          | NA         | 37 %  | 6 %                      | NA          | 14 %             | 20 %  | 14 %  | 100 % |
|       | Finland | Legislators, senior officials and managers | 17 %                  | 2 %        | 19 %  | 3 %                                | 17 %         | 3 %                           | 4 %        | 6 %   | 19 %                     | 8 %         | NA               | 28 %  | 27 %  | 100 % |
|       |         | Professionals                              | 11 %                  | 1 %        | 12 %  | 4 %                                | 28 %         | 3 %                           | 7 %        | 9 %   | 16 %                     | 13 %        | NA               | 30 %  | 17 %  | 100 % |
|       |         | Technicians and associate professionals    | 14 %                  | 2 %        | 16 %  | 6 %                                | 21 %         | 3 %                           | 11 %       | 14 %  | 17 %                     | 12 %        | NA               | 29 %  | 13 %  | 100 % |

|        |                                            |      |      |      |      |      |      |      |      |      |      |    |      |      |       |
|--------|--------------------------------------------|------|------|------|------|------|------|------|------|------|------|----|------|------|-------|
|        | Clerks                                     | 12 % | 2 %  | 13 % | 5 %  | 34 % | 3 %  | 9 %  | 12 % | 13 % | 10 % | NA | 23 % | 12 % | 100 % |
|        | Service and sales workers                  | 14 % | 2 %  | 16 % | 7 %  | 33 % | 4 %  | 10 % | 13 % | 13 % | 7 %  | NA | 19 % | 12 % | 100 % |
|        | Skilled agricultural and fishery workers   | 17 % | 1 %  | 18 % | 8 %  | 25 % | 7 %  | 9 %  | 16 % | 13 % | 4 %  | NA | 17 % | 18 % | 100 % |
|        | Craft and related trades workers           | 13 % | 1 %  | 14 % | 5 %  | 38 % | 5 %  | 6 %  | 11 % | 13 % | 4 %  | NA | 17 % | 15 % | 100 % |
|        | Plant and machine operators and assemblers | 16 % | 2 %  | 17 % | 6 %  | 34 % | 4 %  | 7 %  | 12 % | 14 % | 7 %  | NA | 21 % | 11 % | 100 % |
|        | Elementary occupations                     | 13 % | 1 %  | 14 % | 6 %  | 45 % | 5 %  | 8 %  | 13 % | 9 %  | 4 %  | NA | 12 % | 9 %  | 100 % |
| Norway | Legislators, senior officials and managers | 24 % | 20 % | 44 % | 10 % | 5 %  | 3 %  | 3 %  | 3 %  | 15 % | 2 %  | NA | 17 % | 18 % | 100 % |
|        | Professionals                              | 22 % | 21 % | 43 % | 11 % | 4 %  | 6 %  | 8 %  | 14 % | 13 % | 4 %  | NA | 17 % | 11 % | 100 % |
|        | Technicians and associate professionals    | 23 % | 19 % | 42 % | 12 % | 4 %  | 7 %  | 10 % | 17 % | 12 % | 2 %  | NA | 15 % | 10 % | 100 % |
|        | Clerks                                     | 17 % | 13 % | 30 % | 14 % | 7 %  | 13 % | 11 % | 24 % | 11 % | 2 %  | NA | 13 % | 13 % | 100 % |
|        | Service and sales workers                  | 23 % | 13 % | 36 % | 17 % | 5 %  | 14 % | 12 % | 26 % | 5 %  | 1 %  | NA | 6 %  | 10 % | 100 % |
|        | Skilled agricultural and fishery workers   | 16 % | 7 %  | 24 % | 16 % | 6 %  | 16 % | 5 %  | 21 % | 4 %  | 1 %  | NA | 5 %  | 28 % | 100 % |
|        | Craft and related trades workers           | 19 % | 12 % | 30 % | 16 % | 11 % | 8 %  | 8 %  | 17 % | 10 % | 2 %  | NA | 11 % | 15 % | 100 % |
|        | Plant and machine operators and assemblers | 23 % | 10 % | 33 % | 15 % | 11 % | 10 % | 8 %  | 18 % | 10 % | 2 %  | NA | 12 % | 12 % | 100 % |
|        | Elementary occupations                     | 23 % | 10 % | 33 % | 15 % | 10 % | 15 % | 7 %  | 22 % | 4 %  | 1 %  | NA | 5 %  | 15 % | 100 % |