

Does economic skills obsolescence increase older workers' absenteeism?¹

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1. Supplementary material
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Table S1. *Differences in key variables at T1 of those included and excluded in the final panel*

Variables	Final sample	Excluded participants	sign
	Mean	Mean	
Economic skill Obsolescence	2.56	2.57	.
Average absence duration	4.82	4.80	.
Absence frequency	1.56	1.47	.
Work engagement	4.24	4.36	.
Burnout	2.10	2.12	.

Table S2. *Age, sex and educational composition of sample*

Variables	n	%
Sex		
Male	2398	53.4
Female	2095	46.6
Age 2015		
45-49 years	1506	33.5
50-54 years	1060	23.6
55-59 years	1204	26.8
60-64 years	722	16.1
Age 2017		
45-49 years	884	19.7
50-54 years	1262	28.1
55-59 years	1150	25.6
60-64 years	1197	26.6
Education		
Lower	1144	25.5
Middle	1826	40.6
Higher	1523	33.9

Table S3. *Items from the STREAM Questionnaire*

Variable	Statements
Average absence duration	Quotient All in all, how many working days do you estimate you have been absent in the last 12 months? / How many times have you been absent in the last 12 months?
Absence frequency	How many times have you been absent in the last 12 months?
Economic skills obsolescence	I lack 'new' knowledge and skills that have become important because of changes in my work
Burnout	At the end of the working day, I feel worn out I feel completely exhausted by my work I feel emotionally drained by my work I feel exhausted when I get up in the morning and face my work It takes a lot out of me to work with people all day long
Work engagement	At my work, I feel bursting with energy At my job, I feel strong and vigorous I am enthusiastic about my job My job inspires me When I get up in the morning, I feel like going to work I am proud of the work that I do
Mental workload	Does your work require you to think very hard? Does your work require that you keep your mind on your job? Does your work require a lot of your attention?
Physical workload	Does your work require a lot of force (e.g., lifting, pushing, pulling)? Do your work require tools etc. causing body vibration? Do you work in uncomfortable postures? Do you stand for long periods of time? Do you kneel or squat for longer periods of time?
Health	In general, would you say your health is...