

Implemented disability-related policies and practices and sustained employment of partially disabled employees: evidence from linked survey and register data¹

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1. *Supplementary tables*
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Table S1. Firm characteristics among firms that responded or not responded to the employer survey.

	Not responded Percent %	Responded Percent %
Sector (Chi2(4) = 13.1, P=0.011)		
Agriculture, construction and manufacturing	17.2	16.1
Trade, transportation, recreation and support services	24.2	19.8
Financial and professional services	17.4	16.6
Public administration and education	20.0	22.0
Health	21.2	25.5
Firm size (Chi2(5) = 2.2, P=0.818)		
<10	12.0	12.2
11-25	10.1	10.1
26-50	9.1	8.1
51-100	9.3	9.2
101-250	10.9	12.5
250>	48.6	48.0

Table S2. Correlation coefficients of the implemented Disability-related Policies and Practices domains (N=6103).

	Sick leave policy	OHS	Prevention policy	Reintegration policy	Reintegration practices current employer	Reintegration practices another employer
Sick leave policy	1					
OHS	0.26 ^a	1				
Prevention policy	0.54	0.39	1			
Reintegration policy	0.42	0.20	0.54	1		
Reintegration practices current employer	0.46	0.09	0.45	0.45	1	
Reintegration practices another employer	0.28	0.22	0.44	0.46	0.42	1

^a All the correlation coefficients are statistically significant at the 1% level.

Table S3. Implemented Disability-related Policies and Practices domains and monthly hours worked, one and two years after the assessment. OLS Regression estimates (b) and 95% confidence interval (CI) from multilevel logistic regression.

DPP domain	One year (N=6103)				Two years (N=6073)			
	Unadjusted		Adjusted		Unadjusted		Adjusted	
	b	95% CI	b ^a	95% CI	b	95% CI	b ^a	95% CI
Sick leave policy	32.1	-4.2-68.5	27.1	6.8-47.3	27.7	-7.4-62.7	27.0	8.9-45.0
OHS	37.2	5.7-68.7	19.5	0.6-38.5	29.7	-2.6-61.9	16.6	-1.1-34.4
Prevention policy	36.8	-1.3-74.9	33.1	13.8-52.4	29.0	-10.1-68.2	26.3	7.2-45.4
Reintegration policy	13.0	-11.2-37.1	15.6	2.9-28.3	11.8	-11.1-34.7	14.8	3.2-26.4
RTW practices current employer	16.8	-11.0-44.6	16.1	-0.2-32.5	12.6	-13.5-38.7	13.2	-1.6-27.9
RTW practices another employer	15.2	-24.6-55.1	19.7	-0.1-39.5	16.5	-20.4-53.4	17.1	-1.5-35.7

^a Models adjusted for age, gender, educational attainment, primary diagnosis, comorbidity, sector, firm size, and year indicator. Standard errors are clustered on the employer level.

Table S4 Implemented Disability-related Policies and Practices (DPP) domains and sustained employment, one and two years after the assessment. All DPP included in one model. Odds (OR) ratios and 95% confidence interval (CI) from multilevel logistic regression.

DPP domain	One year				Two years			
	Unadjusted		Adjusted		Unadjusted		Adjusted	
	OR	95% CI	OR ^a	95% CI	OR	95% CI	OR ^a	95% CI
Sick leave policy	1.02	0.60-1.75	1.14	0.68-1.93	1.00	0.60-1.67	1.28	0.76-2.18
OHS	2.03	1.14-3.62	1.61	1.02-2.53	1.68	0.94-2.99	1.54	1.0-2.37
Prevention policy	1.50	0.79-2.86	1.65	0.89-3.06	1.24	0.66-2.30	1.28	0.70-2.34
Reintegration policy	0.96	0.70-1.31	1.03	0.75-1.42	0.97	0.74-1.26	1.03	0.77-1.37
RTW practices current employer	1.44	0.84-2.45	1.21	0.8-1.84	1.32	0.81-2.13	1.19	0.82-1.74
RTW practices another employer	0.90	0.55-1.47	0.94	0.6-1.49	1.14	0.69-1.86	1.01	0.64-1.59

^a Models adjusted for age, gender, educational attainment, primary diagnosis, comorbidity, sector, firm size, and year indicator. Standard errors are clustered on the employer level.