

Do gender and psychosocial job stressors modify the relationship between disability and sickness absence: An investigation using 12 waves of a longitudinal cohort¹

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1. *Supplementary tables*
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Supplementary table S1. The relationship between disability and days of sickness absence among those who are employed in all waves, within a 12-month period, marginal effects for gender and control, HILDA, 2005 to 2017.

	Coef.	Lower and upper 95% CI
Male - no disability	0	
Female - no disability	0.24	0.21 to 0.26
Male - disability	0	
Female - disability	0.18	0.14 to 0.22
High control - no disability	0	
High control - disability	0.18	0.15 to 0.21
Low control - no disability	0	
Low control - disability	0.22	0.19 to 0.26

Notes: models adjust for weekly household income, sex, education, occupational skill level, age group, household structure, employment arrangement. Persons=14,001, observations=93,225. Average waves per person 7.4.

Supplementary table S2. The relationship between disability (time invariant measure) and days of sickness absence among those who are employed in all waves, within a 12-month period, negative binomial regression models, HILDA, 2005 to 2017, interaction terms for gender and control

		High control	Low control
Consistent	No	1	1.16 (1.13 to 1.19)
	Yes	1.18 (1.07 to 1.30)	1.65 (1.46 to 1.87)
RR		1.18 (1.07 to 1.30)	1.43 (1.26 to 1.62)
Interaction on the additive scale		0.31 (0.11 to 0.52)	
Interaction on multiplicative scale		1.21 (1.05 to 1.39)	
		High control	Low control
Time varying	No	1	1.16 (1.13 to 1.19)
	Yes	1.17 (1.14 - 1.20)	1.36 (1.32 to 1.40)
RR		1.17 (1.14 - 1.20)	1.17 (1.13 to 1.21)
Interaction on the additive scale		0.03 (-0.01 to 0.07)	
Interaction on multiplicative scale		1.00 (0.96 to 1.04)	

Notes: models adjust for income, sex, education, occupational skill level, age group, household structure, employment arrangement. Persons= 1,766, observations= 8,567. Average waves per person 4.9

Supplementary table S3. The relationship between disability and days of sickness absence among those whose employers provide them with sick leave, within a 12-month period, negative binomial regression models, HILDA, 2005 to 2017.

	Random effects model			Fixed effects model		
	IRR	95% CI	p value	IRR	95% CI	p value
Disability						
No	1			1		
Yes	1.22	1.20 - 1.25	<0.001	1.18	1.15 - 1.21	<0.001
Age group						
15 to 24	1			1		
25 to 29	1.13	1.09 - 1.16	0.000	1.13	1.10 - 1.17	<0.001
30 to 34	1.09	1.05 - 1.12	0.000	1.16	1.11 - 1.21	<0.001
35 to 44	1.01	0.98 - 1.04	0.581	1.22	1.16 - 1.29	<0.001
45 to 54	0.89	0.86 - 0.92	0.000	1.28	1.20 - 1.36	<0.001
55 to 64	0.82	0.79 - 0.85	0.000	1.32	1.23 - 1.41	<0.001
Sex						
Male	1					
Female	1.31	1.28 - 1.34	<0.001			
Household income	1.02	1.02 - 1.02	<0.001	1.03	1.03 - 1.04	<0.001
Household structure						
couple no children	1			1		
Couple with children	0.95	0.93 - 0.97	<0.001	0.92	0.90 - 0.95	<0.001
Lone parent with children	0.96	0.93 - 1.00	0.033	0.94	0.90 - 0.99	0.010
Lone parent	0.98	0.95 - 1.01	0.106	0.98	0.95 - 1.02	0.296
Other	1.01	0.97 - 1.05	0.732	0.97	0.93 - 1.02	0.248
Education						
Bachelor degree	1			1		
Year 12	0.92	0.90 - 0.95	<0.001	0.93	0.87 - 0.99	0.028
Year 11 or below	0.84	0.81 - 0.87	<0.001	0.98	0.90 - 1.07	0.609
Occupational skill level						
Lowest	1			1		
Medium	1.09	1.06 - 1.12	<0.001	1.03	0.99 - 1.06	0.105
Highest	1.02	0.99 - 1.05	0.153	1.02	0.98 - 1.05	0.366
Employment arrangement						
Permanent	1			1		
Casual/labour hire	0.59	0.55 - 0.64	<0.001	1.00	0.95 - 1.05	0.849
Fixed term	0.90	0.88 - 0.92	<0.001	0.94	0.92 - 0.97	0.000

Notes: sex omitted in fixed effects as it was time invariant. Persons= 14,385, observations= 76,946. Average waves per person 7.4.