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Legislative change enabling use of early part-time sick leave enhanced return to work and work participation in Finland ¹

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1 Appendices 1 and 2

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Appendix 1. Characteristics of the study groups (unmatched) by gender.

	Men (n = 1 877)		Women (n = 3 971)	
	Part-time sick leave (n = 422)	Full-time sick leave (n = 1 455)	Part-time sick leave (n = 1 457)	Full-time sick leave (n = 2 514)
Age (years) (%)				
20-29	37 (8.8)	80 (5.5)	119 (8.2)	148 (5.9)
30-39	114 (27.0)	243 (16.7)	284 (19.5)	361 (14.4)
40-49	108 (25.6)	390 (26.8)	436 (29.9)	753 (30.0)
50-59	146 (34.6)	598 (41.1)	571 (39.2)	976 (39.2)
60-64	17 (14.0)	144 (19.9)	47 (3.2)	276 (11.0)
Mean (SD)	44.6 (10.1)	47.8 (10.0)	45.6 (9.9)	47.9 (10.0)
Diagnostic categories (%)				
Mental disorders	189 (44.8)	361 (24.8)	644 (45.6)	777 (30.9)
Musculoskeletal diseases	233 (55.2)	1 094 (75.2)	793 (54.4)	1 737 (69.1)
Nationality at birth (%)				
Finnish, born in Finland	404 (95.7)	1 414 (97.2)	1 414 (97.0)	2 441 (97.1)
Finnish, born abroad	7 (1.7)	8 (0.5)	21 (1.4)	23 (0.9)
Foreigner	11 (2.6)	33 (2.3)	25 (1.5)	24 (0.9)
Major region (%)				
Southern Finland	164 (38.9)	534 (36.7)	566 (38.8)	919 (36.5)
Western Finland, Åland	98 (23.3)	328 (22.5)	327 (22.4)	620 (24.7)

Eastern Finland	80 (19.0)	294 (20.2)	289 (19.8)	527 (21.0)
Northern Finland	80 (19.0)	299 (20.5)	275 (18.9)	450 (17.9)
Socioeconomic status (%)				
Self-employed persons	3 (0.7)	61 (4.2)	2 (0.1)	70 (2.8)
Upper-level employees	108 (25.7)	217 (14.9)	249 (17.1)	371 (14.8)
Lower-level employees	108 (25.7)	324 (22.2)	861 (59.1)	1 387 (55.4)
Manual workers	189 (44.9)	812 (55.8)	334 (22.9)	635 (25.4)
Other	13 (3.1)	40 (2.7)	11 (0.8)	40 (1.6)
Employment sector (%)				
Private sector	346 (82.0)	1 001 (68.8)	754 (51.8)	926 (36.8)
Public sector	76 (18.0)	454 (31.2)	703 (48.2)	1 588 (63.2)

	Men		Women	
	Part-time sick leave (n = 422)	Full-time sick leave (n = 1 455)	Part-time sick leave (n = 1 457)	Full-time sick leave (n = 2 514)
Gross income (€) (%)				
- 30 000	123 (29.1)	483 (33.2)	770 (52.8)	1 489 (58.9)
30 001- 60 000	255 (60.4)	859 (59.0)	642 (44.1)	957 (38.1)
60 001-	44 (10.4)	113 (7.8)	45 (3.1)	75 (3.0)
Mean (SD)	39 616 (17 400)	38 354 (20 181)	31 863 (11 989)	30 682 (20 079)
Industrial sector (%)				
Agriculture, forestry and fishing; Mining and quarrying	4 (1.0)	40 (2.8)	5 (0.3)	36 (1.4)
Manufacturing	108 (25.7)	339 (23.4)	131 (9.0)	158 (6.3)
Electricity, gas, steam and air conditioning supply	3 (0.7)	14 (1.0)	6 (0.4)	6 (0.2)
Water supply; sewerage, waste management and remediation activities	9 (2.1)	15 (1.0)	1 (0.1)	3 (0.1)
Construction	24 (5.7)	145 (10.0)	12 (0.8)	19 (0.8)
Wholesale and retail trade; repair of motor vehicles and motorcycles	46 (10.9)	112 (7.7)	148 (10.2)	190 (7.6)

Transportation and storage	43 (10.2)	194 (13.4)	37 (2.5)	68 (2.7)
Accommodation and food service activities	5 (1.2)	18 (1.2)	51 (3.5)	111 (4.4)
Technical and scientific work etc.	97 (23.0)	305 (21.0)	418 (28.7)	510 (20.3)
Education	24 (5.7)	73 (5.0)	79 (5.4)	189 (7.5)
Human health and social work activities	34 (8.1)	103 (7.1)	509 (34.9)	1 040 (41.5)
Other	12 (2.9)	52 (3.6)	49 (3.4)	123 (4.9)
Missing	12 (2.9)	41 (2.8)	11 (0.8)	55 (2.2)
Number of days employed during the preceding two years (%)				
181 – 365 days	4 (0.9)	10 (0.7)	11 (0.8)	38 (1.5)
366 – 730 days	418 (99.1)	1 445 (99.3)	1 446 (99.2)	2 476 (98.5)
Mean (SD)	718 (57)	720 (51)	720 (51)	713 (70)
	Men		Women	
	Part-time sick leave (n = 422)	Full-time sick leave (n = 1 455)	Part-time sick leave (n =1 457)	Full-time sick leave (n = 2 514)
Number of days unemployed during the preceding two years (%)				
0 days	372 (88.2)	1 220 (88.0)	1 355 (93.0)	2 324 (92.4)
1 -30 days	9 (2.1)	38 (2.6)	25 (1.7)	46 (1.8)
31-180 days	27 (6.4)	87 (6.0)	63 (4.3)	98 (3.8)
181-730 days	14 (3.3)	50 (3.4)	14 (1.0)	48 (1.6)
Mean (SD)	16 (63)	15 (55)	7 (35)	10 (48)
Number of compensated full sick leave days during the preceding 2 years (%)				
0 days	244 (57.8)	811 (55.7)	703 (48.2)	1 280 (50.9)
1-30 days	103 (24.4)	368 (25.3)	409 (28.1)	703 (28.0)
31-90 days	59 (14.0)	224 (15.4)	281 (19.3)	414 (16.5)
91- 150 days	16 (3.8)	52 (3.6)	64 (4.4)	117 (4.7)
Mean (SD)	15.0 (28.3)	15.5 (27.8)	19.0 (30.0)	17.8 (30.0)
Number of compensated partial sick leave days during the preceding 2 years (%)				
0 days	408 (96.7)	1 455 (100.0)	1 385 (95.3)	2 514 (100.0)
1-12 days	4 (0.9)	0	14 (1.0)	0
13-24 days	8 (1.9)	0	38 (2.6)	0

25- 36 days	2 (0.5)	0	16 (1.1)	0
Mean (SD)	0.7 (3.9)	0.0 (0.0)	1.0 (4.8)	0.0 (0.0)
Number of compensated days for immediately preceding full sick leave (%)				
1-6 days	37 (8.8)	163 (11.2)	201 (13.8)	269 (10.7)
7-12 days	42 (10.0)	188 (12.9)	131 (9.0)	395 (15.7)
13- 18 days	42 (10.0)	191 (13.1)	159 (10.9)	315 (12.5)
19-24 days	42 (10.0)	215 (14.8)	160 (11.0)	329 (13.1)
25-30 days	58 (13.7)	138 (9.5)	153 (10.5)	261 (10.4)
31- 36 days	41 (9.7)	140 (9.6)	135 (9.3)	222 (8.8)
36-42 days	49 (11.6)	128 (8.8)	154 (10.6)	231 (9.2)
43-48 days	44 (10.4)	133 (9.1)	126 (8.6)	215 (8.6)
49- 59 days	67 (15.9)	158 (10.9)	238 (16.3)	277 (11.0)
Mean (SD)	29.8 (16.4)	26.2 (16.1)	28.1 (17.0)	26.0 (16.0)

Appendix 2. Absolute standardized differences between the part-time and full-time sick leave group for 9 baseline covariates in full (unmatched) and propensity score matched samples. A: among men; B: among women. The dashed horizontal line denotes a standardized difference of 10%. The standardized differences below this threshold indicate negligible imbalance.

