Table 1: Descriptive statistics for waves 1 and 18 of BHPS respondents

	wave 1 (N=4691)	%	wave 18 (N=6014)	%
Absent due to sickness/injury				
Sickness/injury	88	1.88	63	1.05
Age				
20 and less	357	7.61	326	5.42
21-29	1067	22.75	1066	17.73
30-39	1248	26.60	1516	25.21
40-49	1253	26.71	1754	29.17
50-59	672	14.33	1176	19.55
60-65	94	2.00	176	2.93
Marital Status				
Married/Couple	3390	72.27	4356	72.44
Widowed/Divorced/Separated	324	6.91	453	7.53
Single	977	20.83	1205	20.04
Number of children				
0	2990	63.74	3698	61.49
1	720	15.35	1098	18.26
2	727	15.5	919	15.28
3 or more	254	5.41	299	4.97
Health-related variables				
Mental illness (binary=1 if GHQ12>=4)	721	15.37	1062	17.66
Physical health conditions (binary=1 for at least one of a range of conditions)	2207	47.05	2945	48.97
Job status				
Full-time	3823	81.5	4826	80.25
Part-time	868	18.5	1188	19.75
Number of employees				
<=24	1709	36.43	2136	35.52
25-99	1184	25.24	1555	25.86
100-499	1062	22.64	1261	20.97
500+	736	15.69	1062	17.66
Occupation				
Higher	1579	33.66	2589	43.05
Intermediate	2228	47.5	2432	40.44
Routine and manual	884	18.84	993	16.51
Employment sector				
Private	3067	65.38	3815	63.44
Public				
Broad vocational	270	5.76	423	7.03
Broad non-vocational	950	20.25	1321	21.97
Health vocational	118	2.52	175	2.91
Non-health non-vocational	1102	23.49	1569	26.09
Nurses and midwives	95	2.03	121	2.01
Not nurses or midwives	1125	23.98	1623	26.99
Self-employed	207	4.41	264	4.39
Non-profit	197	4.20	191	3.18

Table 2: Descriptive statistics of employees using BHPS (wave 1-18): estimation sample

	N	%
Absent due to sickness/injury	1,661	1.61
Age		
20 and less	5,875	5.69
21-29	21,917	21.23
30-39	28,926	28.02
40-49	26,602	25.77
50-59	17,933	17.37
60-65	1,968	1.91
Marital status		
Married	58,784	56.95
Couple	15,550	15.06
Widowed	951	0.92
Divorced/separated	7,052	6.83
Single	20,884	20.23
Number of children		
0	64,195	62.19
1	17,304	16.76
2	16,290	15.78
3 or more	5,432	5.26
Health-related variables		
Mental illness (binary=1 if GHQ12>=4)	18,050	17.49
Physical health conditions (binary=1 for at least one of a range of conditions[†])	50,245	48.68
Job status		
Full-time	83,963	81.34
Part-time	19,258	18.66
Number of employees		
01-24	37,682	36.51
25-99	26,353	25.53
100-499	22,343	21.65
500+	16,843	16.32
Occupation		
Professional & managerial	40,145	38.89
Intermediate	44,948	43.55
Routine and manual	18,128	17.56
Employment sector[‡]		
Private	67,277	65.18
Public:		
Broad vocational	6,472	6.27
Broad non-vocational	20,969	20.31
Health vocational	2,604	2.52
Non-health non-vocational	24,837	24.06
Nurses and midwives	1,894	1.83
Not nurses or midwives	25,547	24.75
Self-employed	4,015	3.89
Non-profit	4,488	4.35
Observations	103,221	100

[†‡] arm/leg, sight, hearing, skin, chest, heart/blood, liver, diabetes, epilepsy, migraine, alcohol/drugs, cancer, stroke and others

[‡] Employment sector sums up to 100% for each sub-category of the public sector respectively

Table 3: Frequency of respondents with mental illness, and raw absenteeism rates by employment sector: estimation sample

	Absenteeism rate (%)	Mental illness (%)
Private sector	1.49	16.70
Public	2.14	19.19
Public: Broad vocational[1]	1.78	20.35
Public: Broad non-vocational	2.25	18.83
Public: Health services	2.27	20.85
Public: Non-health services	2.12	19.01
Public: Nurses	2.69	22.07
Public: Non-nurses	2.09	18.97
Self-employed	0.37	17.26
Non-profit	1.29	19.03
Observations	103,221	103,221

Table 4: Random effects logit models for the relationship between sickness absence, employment sector, health and other demographic and employment characteristics. Odds ratios (OR) reported for 3 alternative definitions of public vocation/non-vocational groups

	Model 1: Vocation (Broad)	Model 2: Vocation (Health Services)	Model 3: Vocation (Nurse and Midwives)
Control variables	Odds ratios (OR)		
Employment sector (base: Public non-vocational group)			
Public vocational	1.159	**1.504****	**1.771****
Private	**0.767*****	**0.769*****	**0.771*****
Self-employed	**0.234*****	**0.234*****	**0.235*****
Non-profit	**0.687****	**0.689****	**0.692****
Mental illness (GHQ12≥4)	**4.130*****	**4.131*****	**4.131*****
Physical health conditions	**2.834*****	**2.833*****	**2.833*****
Age *(base: 16 – 20 years)*			
Age 21 – 29	0.853	0.852	0.855
Age 30 – 39	0.994	0.993	0.993
Age 40 – 49	1.152	1.156	1.159
Age 50 – 59	**1.335***	**1.341***	**1.342***
Age 60 – 65	**1.737****	**1.736****	**1.739****
Marital status *(base: Married)*			
Couple	0.858	0.857	0.857
Widowed	1.272	1.261	1.250
Divorced	0.980	0.981	0.980
Single	**0.730****	**0.730****	**0.731****
Female *(base: Male)*	**1.190****	**1.184****	**1.180****
Number of children *(base: None)*			
1 child	0.978	0.979	0.979
2 children	0.918	0.917	0.917
3 children	1.012	1.012	1.012
Part-time *(base: Full-time employed)*	**0.822****	**0.819****	**0.821****
Size of company *(base: 1 – 24)*			
25 – 99	**1.319*****	**1.324*****	**1.326*****
100 – 499	**1.462*****	**1.459*****	**1.461*****
500+	**1.590*****	**1.555*****	**1.550*****

[1] The broad vocational category includes health workers, namely medical practitioners, pharmacists/pharmacologists, ophthalmic opticians, dental practitioners, psychologists, nurses, midwives, medical radiographers, physiotherapists, occupational and speech therapists, psychotherapists, therapists and other health associate professionals (not elsewhere specified).

Occupation *(base: Routine and manual)*			
Higher occupation	**0.426*****	**0.422*****	**0.421*****
Intermediate occupation	**0.750*****	**0.749*****	**0.749*****
Year (base: 2008)	Yes	Yes	Yes
Constant	**0.003*****	**0.003*****	**0.003****
Rho	0.258	0.257	0.257
Observations	103,221	103,221	103,221

***p<0.01, **p<0.05,*p<0.1

Table 5: Relative effect of mental illness on absenteeism by employment sector (summary results) – Odds ratios (OR) reported

Employment sectors	Vocation: Broad	Vocation: Health Services	Vocation: Nurses and Midwives
Control variables	Odds ratios (OR)		
Public sector			
Broad vocational*mental illness	**5.525*****	-	-
Broad non-vocational*mental illness	**4.385*****	-	-
Health services*mental illness	-	**5.243*****	-
Non-health services*mental illness	-	**4.525*****	-
Nurses*mental illness	-	-	**4.983*****
Non-nurses*mental illness	-	-	**4.554*****
Private sector*mental illness	**3.718*****	**3.721*****	**3.723*****
Self-employed*mental illness	**3.124****	**3.127****	**3.130****
Non-profit*mental illness	**9.154*****	**9.161*****	**9.168*****
Rho	0.257	0.256	0.256
Observations	103,221	103,221	103,221

***p<0.01, **p<0.05, *p<0.1

Table 5: Relative effect of mental illness on absenteeism by employment sector (full result) – Odds ratios (OR) reported

Control variables	Vocation: Broad	Vocation: Health Service	Vocation: Nurses and Midwives
	Odds ratios (OR)		
Public sector			
Broad vocational*mental illness	**5.525***	-	-
Broad non-vocational*mental illness	**4.385***	-	-
Health services*mental illness	-	**5.243***	-
Non-health services*mental illness	-	**4.525***	-
Nurses*mental illness	-	-	**4.983***
Non-nurses*mental illness	-	-	**4.554***
Private sector*mental illness	**3.718***	**3.721***	**3.723***
Self-employed*mental illness	**3.124**	**3.127**	**3.130**
Non-profit*mental illness	**9.154***	**9.161***	**9.168***
Public: Broad vocational *(base: Private)*	1.249	**1.663**	**2.005**
Public: Broad non-vocational	**1.215**	**1.195**	**1.189**
Self-employed	**0.329**	**0.328**	**0.329**
Non-profit	**0.553**	**0.553**	**0.554**
Physical health conditions	**2.830***	**2.830***	**2.830***
Age 21-29 *(base: 20 and less)*	0.852	0.852	0.854
Age 30-39	0.990	0.990	0.990
Age 40-49	1.147	1.152	1.155
Age 50-59	**1.329***	**1.336***	**1.339***
Age 60-65	**1.722**	**1.723**	**1.727**
Couple *(base: Married)*	0.858	0.858	0.858
Widowed	1.273	1.261	1.249
Divorced	0.981	0.981	0.979
Single	**0.728**	**0.729**	**0.730**
Female *(base: Male)*	**1.193**	**1.188***	**1.183**
1 child *(base: No child)*	0.976	0.977	0.977
2 children	0.916	0.915	0.915
3 children	1.010	1.009	1.009
Part-time *(base: Full-time)*	0.823	0.820	**0.822**
Size of company: 25-99 *(base: l – 24)*	**1.319***	**1.324***	**1.325***
Size of company: 100-499	**1.463***	**1.459***	**1.461***
Size of company: 500+	**1.592***	**1.557***	**1.552***
Higher occupation *(base: Routine and manual)*	**0.424***	**0.420***	**0.419***
Intermediate occupation	**0.748***	**0.747***	**0.747***
Year of survey *(base: 2008)*	Yes	Yes	Yes
Constant	**0.002***	**0.002***	**0.002***
Rho	0.257	0.256	0.256
Observations	103,221	103,221	103,221

***p<0.01, **p<0.05, *p<0.1

Table 6: Sensitivity analyses – Conditional fixed effects models on the role of mental illness on absenteeism by employment sector (Odds ratios reported)

Control variables	Vocation: Broad	Vocation: Health Service	Vocation: Nurses and Midwives
	Odds ratios (OR)		
Public vocational	1.220	1.254	1.387
Private	0.832	0.823	0.824
Self-employed	**0.172****	**0.170****	**0.171****
Non-profit	0.745	0.734	0.735
Mental illness	**4.573*****	**4.569*****	**4.570*****
Physical health problems	**2.452*****	**2.450*****	**2.449*****
Log likelihood	-2594.51	-2594.66	-2594.53
LR chi^2(41)	684.66	684.37	684.61
Prob>Chi^2	0.000	0.000	0.000
Observations	11,435	11,435	11,435
***p<0.01, **p<0.05, *p<0.1			

Table 7: Sensitivity analyses – Conditional fixed effects models on the relative role of mental illness on absenteeism across employment sector (Odds ratio reported)

Control variables	Vocation: Broad	Vocation: Health Service	Vocation: Nurses and Midwives
	Odds ratios (OR)		
Public vocational*mental illness	**5.263*****	**5.099*****	**5.902*****
Public non-vocational*mental illness	**4.028*****	**4.178*****	**4.130*****
Private*mental illness	**4.595*****	**4.596*****	**4.595*****
Self-employed*mental illness	**4.258****	**4.522*****	**4.524****
Non-profit*mental illness	**8.243*****	**8.185*****	**8.172*****
Public vocational	1.072	1.122	1.135
Private	0.785	0.787	0.784
Self-employed	**0.159****	**0.160****	**0.160****
Non-profit	**0.509****	**0.510****	**0.508****
Physical health problems	**2.450*****	**2.448*****	**2.447*****
Log likelihood	-2592.6	-2593.1	-2592.7
LR chi^2(45)	688.53	687.56	688.28
Prob>Chi^2	0.000	0.000	0.000
Observations	11,435	11,435	11,435
***p<0.01, **p<0.05, *p<0.1			