

Table S1. Odds ratios and 95% confidence intervals from longitudinal random-intercept logistic regression models assessing the relationship between psychosocial job quality and any sickness absence.

	Model 1 (adjusted for time only)	Model 2 (within- and between-person terms)	Model 3 (adding socio-demographic covariates, childhood adversity and non-work events)	Model 4 (adding health covariates)	Model 5 (adding depression/anxiety)	Model 6 (adding neuroticism)
Original job quality score (0-3) ^a	1.27 (1.17–1.37)***					
Job quality deviation score		1.20 (1.08–1.33)**	1.18 (1.06–1.31)**	1.18 (1.06–1.32)**	1.14 (1.02–1.26)**	1.14 (1.02–1.27)**
Average job quality across waves		1.37 (1.21–1.56)***	1.24 (1.09–1.42)**	1.24 (1.09–1.41)**	1.08 (0.95–1.23)	1.05 (0.91–1.19)
Sex						
Male (ref.)			1.00	1.00	1.00	1.00
Female			1.36 (1.17–1.59)***	1.32 (1.13–1.55)**	1.30 (1.12–1.52)**	1.28 (1.10–1.50)
Partner						
Having a partner			1.00	1.00	1.00	1.00
No partner (ref.)			1.41 (1.19–1.67)***	1.41 (1.18–1.67)***	1.38 (1.17–1.64)***	1.37 (1.16–1.63)
Education completion						
Incomplete high school (ref.)			1.00	1.00	1.00	1.00
Completion of high school			1.00 (0.82–1.22)	0.99 (0.81–1.21)	1.00 (0.82–1.22)	1.00 (0.82–1.22)
Completion of tertiary study			0.97 (0.78–1.20)	0.98 (0.79–1.22)	1.03 (0.83–1.27)	1.02 (0.83–1.27)
Occupational skill level						
High (ref.)			1.00	1.00	1.00	1.00
Medium			1.03 (0.86–1.22)	1.03 (0.87–1.23)	1.03 (0.87–1.22)	1.02 (0.86–1.22)
Low			0.87 (0.71–1.08)	0.87 (0.71–1.08)	0.91 (0.73–1.12)	0.90 (0.73–1.11)
Parental responsibilities						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.06 (0.90–1.24)	1.07 (0.91–1.25)	1.06 (0.91–1.25)	1.06 (0.91–1.24)
Financial hardship						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.28 (1.07–1.53)**	1.26 (1.05–1.51)**	1.17 (0.98–1.41)	1.17 (0.97–1.40)
Childhood adversity (wave 1)						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.41 (1.20–1.65)***	1.40 (1.19–1.64)***	1.31 (1.12–1.54)**	1.29 (1.10–1.52)*
Adverse non-work life events						

0 (ref.)			1.00	1.00	1.00	1.00
1			1.11 (0.96–1.28)	1.09 (0.94–1.26)	1.06 (0.91–1.23)	1.05 (0.91–1.24)
≥2			1.63 (1.36–1.96)***	1.60 (1.34–1.93)***	1.49 (1.24–1.79)***	1.48 (1.23–1.78)***
Smoking status						
Never/past smoker (ref.)				1.00	1.00	1.00
Current smoker				0.97 (0.79–1.20)	0.94 (0.76–1.15)	0.94 (0.76–1.15)
Alcohol consumption						
No (ref.)				1.00	1.00	1.00
Yes				0.94 (0.72–1.22)	0.92 (0.71–1.20)	0.92 (0.71–1.19)
Moderate/vigorous physical exercise						
0 (ref.)				1.00	1.00	1.00
<1-5				1.08 (0.87–1.32)	1.09 (0.88–1.34)	1.10 (0.90–1.36)
1-5-3-0				1.19 (0.96–1.49)	1.20 (0.97–1.50)	1.22 (0.98–1.52)
3-1-5-5				0.94 (0.76–1.15)	0.97 (0.79–1.20)	0.98 (0.80–1.21)
>5-5				0.83 (0.66–1.03)	0.87 (0.70–1.09)	0.89 (0.71–1.10)
Number of chronic physical health conditions						
0 (ref.)				1.00	1.00	1.00
1				1.00 (0.86–1.16)	0.98 (0.84–1.14)	0.98 (0.84–1.14)
≥ 2				1.48 (1.22–1.79)***	1.42 (1.17–1.72)***	1.41 (1.16–1.71)***
Depression/anxiety						
No (ref.)					1.00	1.00
Yes					2.19 (1.87–2.56)***	2.06 (1.75–2.43)***
Neuroticism						
0 (Low) (ref.)						1.00
1						1.13 (0.87–1.46)
2						1.13 (0.82–1.54)
3						1.13 (0.87–1.47)
4 (High)						1.41 (1.06–1.87)**
Survey wave						
1 (ref.)	1.00	1.00	1.00	1.00	1.00	1.00
2	0.89 (0.75–1.04)	0.88 (0.75–1.03)	0.89 (0.75–1.05)	0.87 (0.74–1.03)	0.90 (0.76–1.06)	0.90 (0.76–1.06)
3	1.10 (0.94–1.29)	1.09 (0.93–1.28)	1.08 (0.91–1.29)	1.05 (0.88–1.25)	1.07 (0.90–1.28)	1.07 (0.89–1.27)
4	0.84 (0.70–1.01)	0.84 (0.70–1.00)	0.88 (0.72–1.08)	0.81 (0.66–1.01)	0.84 (0.68–1.05)	0.84 (0.68–1.04)

*p<0.05; **p<0.01; ***p<0.001. a – number of psychosocial job adversities.

Table S2. Odds ratios and 95% confidence intervals from longitudinal random-intercept logistic regression models assessing the relationship between psychosocial job quality and longer sickness absence (≥ 5 days).

	Model 1 (adjusted for time only)	Model 2 (within- and between-person terms)	Model 3 (adding socio-demographic covariates, childhood adversity and non-work events)	Model 4 (adding health covariates)	Model 5 (adding depression/anxiety)	Model 6 (adding neuroticism)
Original job quality score (0-3) ^a	1.53 (1.34–1.76)***					
Job quality deviation score		1.47 (1.22–1.79)***	1.40 (1.15–1.70)***	1.39 (1.14–1.69)***	1.33 (1.09–1.62)**	1.33 (1.09–1.62)**
Average job quality across waves		1.60 (1.31–1.94)***	1.37 (1.12–1.67)***	1.36 (1.12–1.66)**	1.17 (0.96–1.43)	1.18 (0.96–1.45)
Sex						
Male (ref.)			1.00	1.00	1.00	1.00
Female			1.06 (.83–1.36)	1.04 (0.81–1.33)	1.02 (0.79–1.30)	1.02 (0.80–1.32)
Partner						
Having a partner			1.00	1.00	1.00	1.00
No partner (ref.)			1.24 (.94–1.64)	1.22 (.92–1.61)	1.21 (0.79–1.30)	1.21 (0.91–1.59)
Education completion						
Incomplete high school (ref.)			1.00	1.00	1.00	1.00
Completion of high school			0.80 (0.59–1.09)	0.82 (0.61–1.11)	0.82 (0.60–1.11)	0.83 (0.61–1.13)
Completion of tertiary study			0.73 (0.52–1.02)	0.78 (0.56–1.10)	0.81 (0.58–1.14)	0.83 (0.59–1.18)
Occupational skill level						
High (ref.)			1.00	1.00	1.00	1.00
Medium			1.10 (0.81–1.48)	1.08 (0.80–1.46)	1.07 (0.80–1.45)	1.09 (0.92–1.59)
Low			1.02 (0.72–1.45)	0.97 (0.69–1.38)	1.00 (0.70–1.42)	1.02 (0.71–1.45)
Parental responsibilities						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.17 (0.89–1.55)	1.20 (0.91–1.58)	1.21 (0.92–1.60)	1.21 (0.92–1.59)
Financial hardship						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.57 (1.19–2.08)***	1.51 (1.14–1.99)**	1.37 (1.03–1.82)*	1.38 (1.04–1.83)*
Childhood adversity (wave 1)						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.57 (1.23–2.01)***	1.56 (1.22–1.99)***	1.46 (1.14–1.87)**	1.46 (1.14–1.86)**
Adverse non-work life events						

0 (ref.)			1.00	1.00	1.00	1.00
1			1.62 (1.23–2.13)***	1.58 (1.20–2.07)**	1.53 (1.16–2.01)**	1.53 (1.16–2.01)**
≥2			2.51 (1.86–3.39)***	2.44 (1.80–3.30)***	2.23 (1.64–3.02)***	2.24 (1.65–3.04)***
Smoking status						
Never/past smoker (ref.)				1.00	1.00	1.00
Current smoker				1.17 (0.85–1.61)	1.14 (0.83–1.57)	1.15 (0.84–1.58)
Alcohol consumption						
No (ref.)				1.00	1.00	1.00
Yes				1.22 (0.81–1.85)	1.21 (0.80–1.83)	1.20 (0.79–1.82)
Moderate/vigorous physical exercise						
0 (ref.)				1.00	1.00	1.00
<1.5				0.96 (0.67–1.36)	0.97 (0.68–1.38)	0.97 (0.68–1.38)
1.5–3.0				0.84 (0.57–1.24)	0.84 (0.57–1.24)	0.83 (0.56–1.23)
3.1–5.5				0.79 (0.56–1.14)	0.83 (0.58–1.19)	0.83 (0.58–1.19)
>5.5				0.81 (0.56–1.17)	0.86 (0.59–1.25)	0.85 (0.59–1.24)
Number of chronic physical health conditions						
0 (ref.)				1.00	1.00	1.00
1				1.04 (0.79–1.36)	1.01 (0.77–1.33)	1.01 (0.76–1.32)
≥ 2				1.37 (1.00–1.87)*	1.29 (0.94–1.77)	1.28 (0.93–1.76)
Depression/anxiety						
No (ref.)					1.00	1.00
Yes					2.21 (1.71–2.86)***	2.22 (1.69–2.93)***
Neuroticism						
0 (Low) (ref.)						1.00
1						0.67 (0.43–1.05)
2						1.04 (0.64–1.69)
3						0.77 (0.50–1.19)
4 (High)						0.81 (0.83–1.83)
Survey wave						
1 (ref.)	1.00	1.00	1.00	1.00	1.00	1.00
2	0.91 (0.66–1.25)	0.90 (0.66–1.24)	0.94 (0.68–1.31)	0.93 (0.67–1.30)	0.97 (0.70–1.35)	0.97 (0.70–1.35)
3	1.23 (0.91–1.66)	1.22 (0.90–1.65)	1.28 (0.92–1.77)	1.23 (0.88–1.71)	1.28 (0.92–1.78)	1.27 (0.91–1.77)
4	1.06 (0.75–1.49)	1.05 (0.75–1.48)	1.24 (0.85–1.82)	1.17 (0.79–1.73)	1.23 (0.83–1.83)	1.24 (0.83–1.83)

*p<0.05; **p<0.01; ***p<0.001. a – number of psychosocial job adversities.

Table S3. Odds ratios and 95% confidence intervals from longitudinal random-intercept negative binomial regression models assessing the relationship between psychosocial job quality categories 0-3 and the number of days of sickness absence

	Model 1 (adjusted for time only)	Model 2 (within- and between-person terms)	Model 3 (adding socio-demographic covariates, childhood adversity and non-work events)	Model 4 (adding health covariates)	Model 5 (adding depression/anxiety)	Model 6 (adding neuroticism)
Original job quality score						
0	1.00	1.00	1.00	1.00	1.00	1.00
1	1.14 (0.98-1.32)	1.07 (0.91-1.27)	1.08 (0.92-1.27)	1.08 (0.92-1.28)	1.06 (0.90-1.25)	1.06 (0.90-1.25)
2	1.58 (1.31-1.91)**	1.42 (1.13-1.78)**	1.39 (1.20-1.75)**	1.39 (1.10-1.75)**	1.28 (1.02-1.62)*	1.29 (1.02-1.62)**
3	2.16 (1.53-3.06)**	1.84 (1.23-2.74)**	1.68 (1.12-2.51)**	1.73 (1.15-2.59)**	1.52 (1.01-2.28)*	1.54 (1.02-2.31)**
Average job quality across waves		1.15 (0.97-1.36)	1.06 (0.90-1.25)	1.05 (0.89-1.24)	0.95 (0.81-1.12)	0.92 (0.78-1.09)
Sex						
Male (ref.)			1.00	1.00	1.00	1.00
Female			1.37 (1.17-1.59)***	1.32 (1.13-1.55)***	1.31 (1.12-1.52)**	1.28 (1.10-1.50)**
Partner						
Having a partner			1.00	1.00	1.00	1.00
No partner (ref)			1.41 (1.19-1.68)***	1.41 (1.19-1.67)***	1.38 (1.17-1.64)***	1.37 (1.16-1.63)***
Education completion						
Incomplete high school (ref.)			1.00	1.00	1.00	1.00
Completion of high school			1.00 (0.82-1.22)	0.99 (0.81-1.21)	1.00 (0.82-1.22)	1.00 (0.82-1.22)
Completion of tertiary study			0.97 (0.79-1.21)	0.99 (0.79-1.22)	1.03 (0.83-1.27)	1.03 (0.83-1.27)
Occupational skill level						
High (ref.)			1.00	1.00	1.00	1.00
Medium			1.03 (0.87-1.22)	1.03 (0.87-1.23)	1.03 (0.87-1.22)	1.02 (0.86-1.22)
Low			0.87 (0.72-1.45)	0.87 (0.71-1.08)	0.91 (0.73-1.12)	0.90 (0.73-1.11)
Parental responsibilities						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.06 (0.91-1.24)	1.07 (0.91-1.25)	1.07 (0.91-1.25)	1.06 (0.91-1.24)
Financial hardship						
No (ref.)			1.00	1.00	1.00	1.00
Yes			1.28 (1.06-1.53)**	1.26 (1.05-1.51)**	1.17 (0.97-1.40)	1.17 (0.97-1.40)
Childhood adversity (wave 1)						

No (ref)			1.00	1.00	1.00	1.00
Yes			1.40 (1.19–1.65)***	1.39 (1.18–1.63)***	1.31 (1.12–1.54)**	1.29 (1.10–1.51)**
Adverse non-work life events						
0 (ref.)			1.00	1.00	1.00	1.00
1			1.11 (0.96–1.28)	1.09 (0.94–1.26)	1.06 (0.91–1.23)**	1.05 (0.91–1.22)
≥2			1.63 (1.36–1.96)***	1.60 (1.34–1.92)***	1.49 (1.24–1.79)***	1.48 (1.23–1.77)***
Smoking status						
Never/past smoker (ref.)				1.00	1.00	1.00
Current smoker				0.97 (0.79–1.19)	0.94 (0.76–1.15)	0.94 (0.76–1.15)
Alcohol consumption						
No (ref.)				1.00	1.00	1.00
Yes				0.94 (0.73–1.22)	0.93 (0.71–1.20)	0.92 (0.71–1.20)
Moderate/vigorous physical exercise						
0 (ref.)				1.00	1.00	1.00
<1.5				1.08 (0.88–1.33)	1.09 (0.89–1.34)	1.11 (0.90–1.36)
1.5–3.0				1.19 (0.96–1.49)	1.20 (0.97–1.50)	1.22 (0.98–1.52)
3.1–5.5				0.94 (0.76–1.15)	0.97 (0.79–1.19)	0.98 (0.80–1.21)
>5.5				0.83 (0.66–1.03)	0.87 (0.70–1.09)	0.88 (0.71–1.10)
Number of chronic physical health conditions						
0 (ref.)				1.00	1.00	1.00
1				1.00 (0.86–1.16)	0.98 (0.84–1.14)	0.98 (0.84–1.14)
≥2				1.48 (1.22–1.79)***	1.42 (1.17–1.72)***	1.41 (0.16–1.71)***
Depression/anxiety						
No (ref.)					1.00	1.00
Yes					2.18 (1.86–2.55)***	2.05 (1.74–2.42)***
Neuroticism						
0 (Low) (ref.)						1.00
1						1.13 (0.87–1.47)
2						1.13 (0.83–1.55)
3						1.14 (0.87–1.48)
4 (High)						1.42 (1.07–1.88)*
Survey wave						
1 (ref)	1.00	1.00	1.00	1.00	1.00	1.00

2	0.89 (0.75–1.04)	0.88 (0.75–1.03)	0.89 (0.75–1.05)	0.87 (0.74–1.03)	0.90 (0.76–1.06)	0.90 (0.76–1.06)
3	1.10 (0.94–1.29)	1.09 (0.93–1.28)	1.09 (0.91–1.29)	1.05 (0.88–1.25)	1.07 (0.90–1.28)	1.07 (0.89–1.27)
4	0.84 (0.70–1.01)	0.84 (0.70–1.00)	0.88 (0.72–1.08)	0.81 (0.66–1.01)	0.84 (0.68–1.05)	0.84 (0.68–1.04)

*p<0.05; **p<0.01; ***p<0.001. a – number of psychosocial job adversities.