

Supplementary Tables

Supplementary Table 1: Cause-specific Cox models for routes of work exit. Hazard ratios with 95% confidence intervals based on robust standard errors. Observations n=45,926. Average relative variance increase (RVI)=0.01.

	Any exit from work (5,629/9,040) HR [95% CI]	Retirement (4,254/9,040) HR [95% CI]	Health-related exit (618/9,040) HR [95% CI]	Unemployment (254/9,040) HR [95% CI]
Gender				
Men	1.0	1.0	1.0	1.0
Women	1.17 [1.10,1.26]	1.17 [1.08,1.27]	1.15 [0.95,1.40]	0.66 [0.48,0.92]
Occupational grade level				
Administrative (high)	1.0	1.0	1.0	1.0
Professional/Executive (middle)	0.91 [0.84,0.97]	0.84 [0.77,0.91]	1.22 [0.94,1.57]	1.54 [1.09,2.18]
Clerical/Support (low)	0.52 [0.47,0.58]	0.42 [0.37,0.48]	1.26 [0.89,1.79]	1.60 [0.97,2.64]
Still in civil service				
No	1.0	1.0	1.0	1.0
Yes	5.01 [4.64,5.41]	5.80 [5.30,6.35]	5.20 [4.00,6.76]	2.39 [1.72,3.33]
Educational level				
Low	1.0	1.0	1.0	1.0
Medium	1.12 [1.04,1.20]	1.14 [1.05,1.24]	0.89 [0.72,1.11]	0.97 [0.69,1.36]
High	0.92 [0.85,0.98]	0.88 [0.81,0.96]	0.86 [0.69,1.06]	0.93 [0.67,1.29]
Spouse employment status				
No partner	1.0	1.0	1.0	1.0
Partner employed	0.85 [0.80,0.91]	0.90 [0.83,0.98]	0.72 [0.59,0.86]	0.66 [0.48,0.89]
Partner unemployed, housework or no work	0.75 [0.68,0.83]	0.80 [0.71,0.90]	0.78 [0.59,1.04]	0.37 [0.22,0.63]
Partner missing employment status	0.87 [0.80,0.94]	0.91 [0.83,1.00]	0.66 [0.51,0.86]	0.75 [0.52,1.08]
Depression score (GHQ score)	1.01 [1.00,1.03]	0.99 [0.98,1.01]	1.11 [1.08,1.15]	1.04 [0.98,1.10]

Note: Results of covariates reported only. Direct effect of chronic disease and psychosocial working conditions included in model, reported in Table 2.

Bold values: p<.05

Supplementary Table 2: Subdistributional hazard models using the Fine & Gray method to estimate risk of work exit through different exit routes. Subhazard ratios with 95% confidence intervals. Observations n=45,926. Results based on 10 imputed datasets, largest average relative variance increase (RVI)=0.016.

	Retirement (4,254/9,040) SHR [95% CI]	Health-related exit (618/9,040) SHR [95% CI]	Unemployment (254/9,040) SHR [95% CI]
Chronic disease			
No	1.0	1.0	1.0
Yes	0.90 [0.82,0.98]	2.57 [2.13,3.09]	1.09 [0.77,1.54]
Low job demands			
No	1.0	1.0	1.0
Yes	1.05 [0.98,1.12]	0.94 [0.78,1.13]	0.87 [0.66,1.14]
High decision authority			
No	1.0	1.0	1.0
Yes	1.07 [1.00,1.15]	0.89 [0.75,1.07]	0.80 [0.61,1.07]
High skill discretion			
No	1.0	1.0	1.0
Yes	0.96 [0.89,1.04]	0.70 [0.57,0.86]	1.13 [0.84,1.53]
High work social support			
No	1.0	1.0	1.0
Yes	1.10 [1.03,1.17]	0.79 [0.67,0.93]	0.71 [0.55,0.92]

Note: Models are adjusted for gender, occupational grade level, still in civil service, educational level, partner's employment status, depressive symptoms.

Bold values: p<.05

Supplementary Table 3: Cause-specific parametric mixture model using the Weibull distribution to estimate risk of work exit through different exit routes. Hazard ratios with 95% confidence intervals based on robust standard errors. Observations n=45,926. Average relative variance increase (RVI)=0.01.

	Any exit from work (5,629/9,040) HR [95% CI]	Retirement (4,254/9,040) HR [95% CI]	Health-related exit (618/9,040) HR [95% CI]	Unemployment (254/9,040) HR [95% CI]
Chronic disease				
No	1.0	1.0	1.0	1.0
Yes	1.24 [1.15,1.33]	0.95 [0.86,1.04]	2.42 [2.00,2.91]	1.02 [0.71,1.45]
Low job demands				
No	1.0	1.0	1.0	1.0
Yes	0.96 [0.91,1.02]	0.99 [0.92,1.07]	0.90 [0.75,1.08]	0.84 [0.64,1.10]
High decision authority				
No	1.0	1.0	1.0	1.0
Yes	0.94 [0.89,1.00]	0.97 [0.90,1.05]	0.87 [0.73,1.05]	0.78 [0.59,1.03]
High skill discretion				
No	1.0	1.0	1.0	1.0
Yes	0.89 [0.84,0.96]	0.90 [0.83,0.98]	0.68 [0.56,0.83]	1.08 [0.79,1.46]
High work social support				
No	1.0	1.0	1.0	1.0
Yes	0.99 [0.94,1.05]	1.05 [0.98,1.13]	0.79 [0.67,0.93]	0.71 [0.55,0.91]
Shape parameter (log(p))	2.63 [2.60, 2.66]	2.80 [2.76,2.83]	2.06 [1.95,2.17]	2.08 [1.94,2.22]

Note: Models are adjusted for gender, occupational grade level, still in civil service, educational level, partner's employment status, depressive symptoms.

Bold values: p<.05

Supplementary Table 4: Work exit through unemployment and other exit. Hazard ratios with 95% confidence intervals based on robust standard errors. Observations n=45,926. Average relative variance increase (RVI)=0.01.

	Unemployment (254/9,040) HR [95% CI]	Other exit (296/9,040) HR [95% CI]
Chronic disease		
No	1.0	1.0
Yes	1.08 [0.75,1.53]	1.03 [0.73,1.45]
Low job demands		
No	1.0	1.0
Yes	0.84 [0.64,1.10]	0.84 [0.65,1.09]
High decision authority		
No	1.0	1.0
Yes	0.78 [0.59,1.03]	0.77 [0.60,0.99]
High skill discretion		
No	1.0	1.0
Yes	1.09 [0.80,1.47]	0.77 [0.59,1.00]
High work social support		
No	1.0	1.0
Yes	0.71 [0.55,0.91]	0.86 [0.68,1.08]
Gender		
Men	1.0	1.0
Women	0.66 [0.48,0.92]	2.52 [1.91,3.32]
Occupational grade level		
Administrative (high)	1.0	1.0
Professional/Executive (middle)	1.54 [1.09,2.18]	0.95 [0.71,1.28]
Clerical/Support (low)	1.60 [0.97,2.64]	0.27 [0.16,0.45]
Still in civil service		
No	1.0	1.0
Yes	2.39 [1.72,3.33]	1.58 [1.19,2.11]
Educational level		
Low	1.0	1.0
Medium	0.97 [0.69,1.36]	1.18 [0.84,1.65]
High	0.93 [0.67,1.29]	1.30 [0.95,1.79]
Spouse employment status		
No partner	1.0	1.0
Partner employed	0.66 [0.48,0.89]	0.90 [0.66,1.22]
Partner unemployed, housework or no work	0.37 [0.22,0.63]	0.74 [0.47,1.17]
Partner missing employment status	0.75 [0.52,1.08]	1.04 [0.73,1.48]
Depression score (GHQ score)	1.04 [0.98,1.10]	0.96 [0.89,1.02]

Note: Bold values: p<.05