

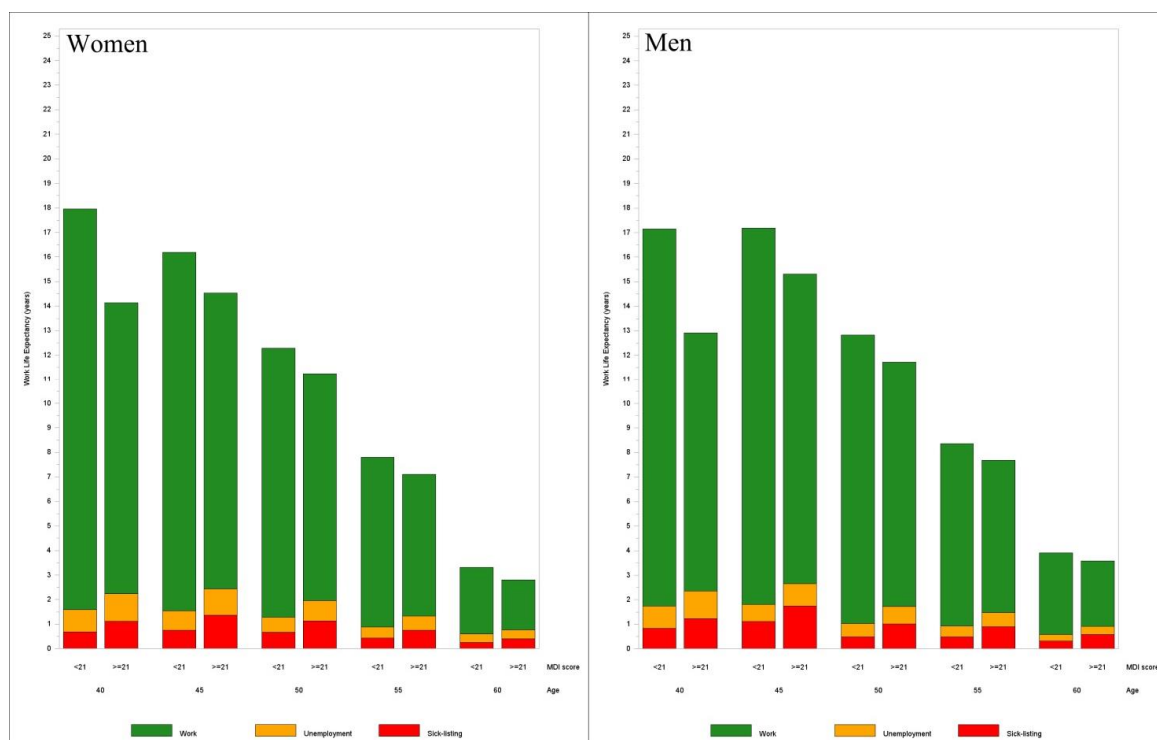
## Supplementary material – Results for employees with the ERP scheme

**Supplementary Table 1 - Characteristics of the N=4205 employees with the ERP scheme.**

	<b>Women N (%)</b>	<b>Men N (%)</b>
Total N:	2397	1808
Age group (years):		
18-29	56 (2.3%)	30 (1.7%)
30-39	210 (8.8%)	107 (5.9%)
40-49	651 (27.2%)	388 (21.5%)
50-59	1304 (54.4%)	1041 (57.6%)
60-64	176 (7.3%)	242 (13.4%)
Highest educational level:		
Basic school	384 (16%)	275 (15.2%)
High school	72 (3%)	63 (3.5%)
Vocational School	865 (36.1%)	953 (52.7%)
Short and medium higher education	870 (36.3%)	352 (19.5%)
Bachelor and long higher education	197 (8.2%)	154 (8.5%)
Not available	9 (0.4%)	11 (0.6%)
Sector:		
Manufacturing	174 (7.3%)	303 (16.8%)
Constructions	17 (0.7%)	127 (7%)
Graphic	12 (0.5%)	17 (0.9%)
Transport and wholesale	96 (4%)	205 (11.3%)
Trade	44 (1.8%)	17 (0.9%)
Service Trade	86 (3.6%)	76 (4.2%)
Agriculture	5 (0.2%)	22 (1.2%)
Social security and health	935 (39%)	105 (5.8%)
Education and research	214 (8.9%)	137 (7.6%)
Finance, public offices and administration	212 (8.8%)	84 (4.6%)
Private offices and administration	94 (3.9%)	88 (4.9%)
Not available	508 (21.2%)	627 (34.7%)
Body Mass Index (BMI):		
Obesity (BMI: > 29.9)	310 (12.9%)	277 (15.3%)
Overweight (BMI: between 25.0 and 29.9)	686 (28.6%)	831 (46.0%)
Normal (BMI: between 18.5 and 24.9)	1312 (54.7%)	672 (37.1%)
Underweight (BMI: < 18.5)	43 (1.8%)	4 (0.2%)
Not available	46 (1.9%)	24 (1.3%)
Smoking:		
Smoker	478 (19.9%)	382 (21.1%)
Non smoker	1901 (79.3%)	1411 (78%)
Not available	18 (0.8%)	15 (0.8%)
Depression by MDI score:		
Depression (MDI $\geq$ 21)	397 (16.6%)	194 (10.7%)
No depression (MDI < 21)	2000 (83.4%)	1614 (89.3%)

MDI: Major Depression Inventory. ERP: Early Retirement Pension.

**Supplementary Figure 1 - Working Life Expectancy of employees with ERP scheme by depressive symptom level (MDI  $\geq$  21), sex and age.**



MDI: Major Depression Inventory. ERP: Early Retirement Pension.

**Supplementary Table 2 - Working Life Expectancy in years of employees with the ERP scheme, by depressive symptom level (MDI  $\geq$  21), sex and age. Percent difference (Diff.) in WLE between MDI scores by sex and age.**

Sex	Age	MDI score	Work (95% CL)	Diff.	Unemployment (95% CL)	Diff.	Sick (95% CL)	Diff.
Woman	40	< 21	16.9 (15.9-18.0)		0.9 (0.2-1.7)	22,2%	0.7 (0.2-1.2)	57,1%
		$\geq$ 21	12.2 (11.0-13.4)	-27,8%	1.1 (0.3-2.0)		1.1 (0.4-1.9)	
	45	< 21	15.3 (14.5-16.1)		0.8 (0.3-1.3)	37,5%	0.8 (0.3-1.2)	75%
		$\geq$ 21	12.5 (11.6-13.5)	-18,3%	1.1 (0.4-1.8)		1.4 (0.6-2.2)	
	50	< 21	11.7 (11.1-12.3)		0.6 (0.3-1.0)	33,3%	0.7 (0.3-1.1)	71,4%
		$\geq$ 21	9.8 (9.0-10.5)	-16,2%	0.8 (0.4-1.3)		1.2 (0.6-1.8)	
55	< 21	7.6 (7.2-8.1)		0.5 (0.2-0.8)	20%	0.5 (0.2-0.7)	60%	
	$\geq$ 21	6.3 (5.8-6.8)	-17,1%	0.6 (0.2-1.0)		0.8 (0.4-1.2)		
60	< 21	3.4 (3.1-3.7)		0.4 (0.1-0.7)	0%	0.3 (0.1-0.5)	33,3%	
	$\geq$ 21	2.5 (2.2-2.8)	-26,5%	0.4 (0.1-0.7)		0.4 (0.1-0.7)		
Men	40	< 21	15.7 (14.7-16.7)		0.9 (-0.1-1.9)	22,2%	0.8 (0.8-0.8)	50%
		$\geq$ 21	10.7 (9.6-11.7)	-31,8%	1.1 (-0.1-2.3)		1.2 (0.5-1.9)	
	45	< 21	15.7 (15.0-16.5)		0.7 (0.2-1.2)	28,6%	1.1 (0.5-1.8)	63,6%
		$\geq$ 21	12.8 (11.9-13.8)	-18,5%	0.9 (0.3-1.5)		1.8 (0.8-2.7)	
	50	< 21	12.2 (11.6-12.7)		0.6 (0.1-1.0)	16,7%	0.5 (0.2-0.8)	100%
		$\geq$ 21		-16,4%				

	ħ 21	10.2 (9.5-10.9)		0.7 (0.2-1.3)		1.0 (0.4-1.6)	
55	< 21	7.8 (7.4-8.2)	-17,9%	0.5 (0.2-0.7)	20%	0.5 (0.2-0.8)	80%
	ħ 21	6.4 (5.9-6.9)		0.6 (0.3-0.9)		0.9 (0.4-1.4)	
60	< 21	3.6 (3.4-3.9)	-22,2%	0.3 (0.1-0.4)	0%	0.3 (0.1-0.6)	100%
	ħ 21	2.8 (2.6-3.1)		0.3 (0.2-0.5)		0.6 (0.2-1.0)	

MDI: Major Depression Inventory. CL: Confidence Limits, Diff.: Percent difference in WLE between MDI scores by sex and age. ERP: Early Retirement Pension.

**Supplementary Table 3 - The estimates of the Cox proportional hazard model for employees with the ERP scheme.**

Transition	MDI score	Women HR(95% CL)	Men HR(95% CL)
Work to Sick	< 21	2.02 (1.32-3.08)*	1.64 (0.81-3.32)
	ħ 21	1.00 (-)	1.00 (-)
Work to Unemployment	< 21	1.92 (1.30-2.84)*	1.11 (0.68-1.80)
	ħ 21	1.00 (-)	1.00 (-)
Work to TO	< 21	1.33 (1.09-1.64)*	1.18 (0.85-1.64)
	ħ 21	1.00 (-)	1.00 (-)
Work/Sick/Unemployment/TO to Disability	< 21	2.62 (1.02-6.73)*	4.69 (1.79-12.29)*
	ħ 21	1.00 (-)	1.00 (-)
Work/Sick/Unemployment/TO to ERP	< 21	1.93 (1.35-2.78)*	1.85 (1.10-3.09)*
	ħ 21	1.00 (-)	1.00 (-)
Work/Sick/Unemployment/TO to PO	< 21	1.12 (0.70-1.78)	0.89 (0.38-2.04)
	ħ 21	1.00 (-)	1.00 (-)
Sick to Work	< 21	0.76 (0.54-1.07)	0.55 (0.32-0.94)*
	ħ 21	1.00 (-)	1.00 (-)
Sick to Unemployment	< 21	1.34 (0.78-2.30)	1.32 (0.66-2.61)
	ħ 21	1.00 (-)	1.00 (-)
Sick to TO	< 21	1.19 (0.71-1.98)	0.86 (0.35-2.11)
	ħ 21	1.00 (-)	1.00 (-)
Unemployment to Work	< 21	1.18 (0.86-1.62)	0.68 (0.47-0.98)*
	ħ 21	1.00 (-)	1.00 (-)
Unemployment to Sick	< 21	1.64 (1.03-2.60)*	1.68 (0.77-3.64)
	ħ 21	1.00 (-)	1.00 (-)
Unemployment to TO	< 21	0.73 (0.57-0.94)*	1.20 (0.91-1.58)
	ħ 21	1.00 (-)	1.00 (-)
TO to Work	< 21	0.93 (0.72-1.21)	1.09 (0.69-1.73)
	ħ 21	1.00 (-)	1.00 (-)
TO to Sick	< 21	1.45 (0.75-2.81)	1.58 (0.52-4.76)
	ħ 21	1.00 (-)	1.00 (-)
TO to Unemployment	< 21	1.03 (0.69-1.54)	1.23 (0.64-2.39)
	ħ 21	1.00 (-)	1.00 (-)

\*: 5% significant. MDI: Major Depression Inventory. HR: Hazard Ratio. CL: Confidence Limits. ERP: Early Retirement Scheme. TO: Temporary Out. PO: Permanently Out.