

**Supplementary table S2.** Associations between psychosocial work-related factors and sickness absence due to a shoulder lesion. Adjusted hazard ratios (HR) with 95% confidence intervals (CI) and population attributable fractions (PAF).

|                       | All (n=3637)    |                  |      | Men (n=1776)    |                  |      | Women (n=1861)  |           |     |
|-----------------------|-----------------|------------------|------|-----------------|------------------|------|-----------------|-----------|-----|
|                       | HR <sup>1</sup> | 95% CI           | PAF  | HR <sup>2</sup> | 95% CI           | PAF  | HR <sup>2</sup> | 95% CI    | PAF |
| <b>Job demands</b>    |                 |                  |      |                 |                  |      |                 |           |     |
| Low                   | 1.00            |                  | 0.16 | 1.00            |                  | 0.27 | 1.00            |           |     |
| High                  | <b>1.36</b>     | <b>1.03-1.78</b> |      | <b>1.69</b>     | <b>1.11-2.57</b> |      | 1.17            | 0.82-1.69 |     |
| <b>Job control</b>    |                 |                  |      |                 |                  |      |                 |           |     |
| Low                   | 1.00            |                  |      | 1.00            |                  |      | 1.00            |           |     |
| High                  | 0.80            | 0.61-1.05        |      | 0.84            | 0.56-1.24        |      | 0.77            | 0.54-1.11 |     |
| <b>Social support</b> |                 |                  |      |                 |                  |      |                 |           |     |
| Low                   | 1.00            |                  |      | 1.00            |                  |      | 1.00            |           |     |
| High                  | 1.01            | 0.77-1.34        |      | 1.11            | 0.74-1.68        |      | 0.94            | 0.65-1.38 |     |
| <b>Job strain</b>     |                 |                  |      |                 |                  |      |                 |           |     |
| Low job strain        | 1.00            |                  | 0.29 | 1.00            |                  | 0.41 | 1.00            |           |     |
| Passive work          | 1.40            | 0.91-2.14        |      | 1.48            | 0.73-2.99        |      | 1.41            | 0.82-2.21 |     |
| Active work           | 1.46            | 0.98-2.19        |      | <b>1.92</b>     | <b>1.00-3.70</b> |      | 1.28            | 0.76-2.16 |     |
| High job strain       | <b>1.72</b>     | <b>1.14-2.59</b> |      | <b>2.24</b>     | <b>1.18-4.25</b> |      | 1.43            | 0.82-2.50 |     |

<sup>1</sup> HRs are adjusted for age and gender. <sup>2</sup> HRs are adjusted for age.