

Supplementary Table 1. General and occupational characteristics of the participants according to presenteeism by gender

Variable	Men			p-value ^b	Women			p-value ^b
	Total ^a	No presenteeism ^a	Presenteeism ^a		Total ^a	No presenteeism ^a	Presenteeism ^a	
Total	18,810 (100)	16,988 (90.3)	1,822 (9.7)		14,285 (100)	12,417 (86.9)	1,868 (13.1)	<0.001 ^c
Age (years)				<0.001				0.416
20–39	7,328 (100)	6,731 (91.8)	597 (8.2)		5,865 (100)	5,121 (87.3)	744 (12.7)	
40–49	4,980 (26.5)	4,402 (88.4)	578 (11.6)		3,341 (23.4)	2,896 (86.7)	446 (13.3)	
50–59	4,158 (22.1)	3,699 (89.0)	459 (11.0)		3,203 (22.4)	2,771 (86.5)	432 (13.5)	
≥60	2,344 (12.6)	2,157 (92.0)	188 (8.0)		1,877 (13.1)	1,630 (86.9)	247 (13.1)	
Health condition				<0.001				<0.001
Bad	582 (100)	315 (54.1)	267 (45.9)		507 (100)	251 (86.9)	256 (13.1)	
Good	18,228 (100)	16,673 (91.5)	1,555 (8.5)		13,778 (100)	12,166 (88.3)	1,612 (11.7)	
Education				0.052				0.438
Middle school or below	1,047 (100)	946 (90.3)	102 (9.7)		1,420 (100)	1,239 (87.2)	181 (12.8)	
High school	6,123 (100)	5,479 (89.5)	644 (10.5)		4,632 (100)	4,056 (87.6)	575 (12.4)	
College or above	11,640 (100)	10,563 (90.7)	1,077 (9.3)		8,233 (100)	7,122 (86.5)	1,111 (13.5)	
Income (10,000/month)				0.030				<0.001
<100	629 (100)	600 (95.4)	29 (4.6)		1,609 (100)	1,476 (91.7)	133 (8.3)	
100–199	2,102 (100)	1,923 (91.5)	179 (8.5)		4,533 (100)	3,986 (87.9)	548 (12.1)	
200–299	5,258 (100)	4,770 (90.7)	488 (9.3)		5,576 (100)	4,774 (85.6)	803 (14.4)	
≥300	10,822 (100)	9,695 (89.6)	1,126 (10.4)		2,566 (100)	2,183 (85.0)	384 (15.0)	
Occupational type				<0.001				<0.001
Management/professional	7,041 (100)	6,321 (89.8)	719 (10.2)		4,134 (100)	3,478 (84.1)	656 (15.9)	
White collar	4,017 (100)	3,681 (91.6)	336 (8.4)		3,529 (100)	3,113 (88.2)	416 (11.8)	
Service/sales	2,007 (100)	1,877 (93.5)	130 (6.5)		3,751 (100)	3,305 (88.1)	446 (11.9)	
Blue collar	3,098 (100)	2,720 (87.8)	378 (12.2)		627 (100)	540 (86.0)	88 (14.0)	
Laborer	2,648 (100)	2,389 (90.2)	259 (9.8)		2,243 (100)	1,981 (88.3)	262 (11.7)	
Company size				0.007				<0.001
<50	11,693 (100)	10,624 (90.9)	1,069 (9.1)		10,869 (100)	9,548 (87.8)	1,322 (12.2)	
50–299	4,334 (100)	3,840 (88.6)	494 (11.4)		2,582 (100)	2,159 (83.6)	423 (16.4)	
≥300	2,783 (100)	2,523 (90.7)	260 (9.3)		834 (100)	711 (85.3)	123 (14.7)	
Employment status				0.001				<0.001
Regular worker	15,791 (100)	14,230 (90.1)	1,561 (9.9)		11,164 (100)	9,591 (85.9)	1,573 (14.1)	
Temporary worker	1,895 (100)	1,770 (93.4)	126 (6.6)		2,588 (100)	2,329 (90.0)	259 (10.0)	
Day laborer	1,124 (100)	988 (87.9)	136 (12.1)		533 (100)	497 (93.3)	36 (6.7)	
Shiftwork				0.001				<0.001

No	16,641 (100)	15,078 (90.6)	1,563 (9.4)		13,143 (100)	11,495 (87.5)	1,647 (12.5)	
Yes	2,169 (100)	1,910 (88.0)	260 (12.0)		1,142 (100)	922 (80.7)	220 (19.3)	
Night work				<0.001				<0.001
No	16,422 (100)	14,981 (91.2)	1,440 (8.8)		13,593 (100)	11,896 (87.5)	1,697 (12.5)	
Yes	2,389 (100)	2,007 (84.0)	382 (16.0)		691 (100)	521 (75.3)	171 (24.7)	
≥10 working hours/day (/month)				<0.001				<0.001
0	16,111 (100)	14,899 (92.5)	1,212 (7.5)		13,506 (100)	11,933 (88.3)	1,574 (11.7)	
1–10	1,778 (100)	1,347 (75.8)	431 (24.2)		601 (100)	356 (59.3)	245 (40.7)	
≥11	921 (100)	742 (80.5)	180 (19.5)		177 (100)	128 (72.3)	49 (27.7)	
Stress from work				<0.001				<0.001
No	3,885 (100)	3,646 (93.9)	238 (6.1)		3,354 (100)	3,062 (91.3)	291 (8.7)	
Yes	14,926 (100)	13,342 (89.4)	1,584 (10.6)		10,931 (100)	9,354 (85.6)	1,577 (14.4)	
Working hours (/week)				<0.001				<0.001
≤40	12,525 (100)	11,619 (92.8)	906 (7.2)		11,195 (100)	9,900 (88.4)	1,294 (11.6)	
>40	6,286 (100)	5,369 (85.4)	916 (14.6)		3,090 (100)	2,517 (81.4)	573 (18.6)	
WLB				<0.001				<0.001
Balanced	15,476 (100)	14,210 (91.8)	1,266 (8.2)		12,252 (100)	10,799 (88.1)	1,453 (11.9)	
Imbalanced	3,334 (100)	2,777 (83.3)	557 (16.7)		2,033 (100)	1,618 (79.6)	415 (20.4)	
ERI				<0.001				<0.001
Balanced	9,310 (100)	8,687 (93.3)	624 (6.7)		6,792 (100)	6,136 (90.3)	655 (9.7)	
Imbalanced	9,500 (100)	8,301 (87.4)	1,199 (12.6)		7,493 (100)	6,281 (83.8)	1,212 (16.2)	

Values are presented as number (%).

WLB: work-life balance; ERI: effort-reward imbalance.

^aWeighted numbers of wageworkers; ^b χ^2 test for binomial variables; ^cThe value presents differences in proportions according to gender.