**Appendix**

**Figure A1:** Presenteeism at least once vs. No/not sick (left) and the number of presenteeism days (right) by the share of working from home



*Source:* EWCS 2015, weighted results.

**Table A1:** Telework and sickness presenteeism: Results of a linear multilevel model

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (1) | (2) | (3) | (4) | (1) | (2) | (3) | (4) |
| *Dependent: Sickness Presenteeism* | *SP Prev.* | *SP Prev.* | *SP Prev.* | *SP Prev.* | *SP days* | *SP days* | *SP days* | *SP days* | *SP Propensity* | *SP Propensity* | *SP Propensity* | *SP Propensity* |
| Telework: Never | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* |
| Telework: Less often | 0.0721\*\*\* | 0.0629\*\*\* | 0.0620\*\*\* | 0.0612\*\*\* | 0.3266 | 0.5398 | 0.5575 | 0.5302 | 0.0385\*\* | 0.0321\*\* | 0.0324\*\* | 0.0322\*\* |
|  | (0.0108) | (0.0113) | (0.0111) | (0.0110) | (0.2929) | (0.3058) | (0.2967) | (0.2964) | (0.0117) | (0.0123) | (0.0123) | (0.0123) |
| Telework: Several times a month | 0.1288\*\*\* | 0.1144\*\*\* | 0.1089\*\*\* | 0.1051\*\*\* | -0.0555 | 0.1614 | 0.077 | -0.0051 | 0.0833\*\*\* | 0.0785\*\*\* | 0.0787\*\*\* | 0.0775\*\*\* |
|  | (0.0141) | (0.0146) | (0.0144) | (0.0143) | (0.3796) | (0.3952) | (0.3834) | (0.3833) | (0.0148) | (0.0155) | (0.0155) | (0.0154) |
| Telework: Several times a week | 0.1320\*\*\* | 0.1169\*\*\* | 0.1108\*\*\* | 0.1109\*\*\* | 0.8146\* | 0.9731\* | 0.8357\* | 0.8213\* | 0.1106\*\*\* | 0.1034\*\*\* | 0.1030\*\*\* | 0.1016\*\*\* |
|  | (0.0146) | (0.0153) | (0.0150) | (0.0150) | (0.3935) | (0.4136) | (0.4012) | (0.4006) | (0.0156) | (0.0164) | (0.0164) | (0.0164) |
| Telework: Daily | 0.1227\*\*\* | 0.1092\*\*\* | 0.1037\*\*\* | 0.1069\*\*\* | 1.5238\*\*\* | 1.5165\*\*\* | 1.3644\*\* | 1.3781\*\* | 0.1580\*\*\* | 0.1497\*\*\* | 0.1489\*\*\* | 0.1472\*\*\* |
|  | (0.0157) | (0.0162) | (0.0160) | (0.0159) | (0.4235) | (0.4407) | (0.4276) | (0.4274) | (0.0167) | (0.0176) | (0.0176) | (0.0176) |
| (1) Individual characteristics |  | Yes | Yes | Yes |  | Yes | Yes | Yes |  | Yes | Yes | Yes |
| (2) Self-rated health status |  |  | Yes | Yes |  |  | Yes | Yes |  |  | Yes | Yes |
| (3) Job-related characteristics |  |  |  | Yes |  |  |  | Yes |  |  |  | Yes |
| ICC | 0.0789 | 0.0781 | 0.09 | 0.0862 | 0.0175 | 0.0168 | 0.0201 | 0.0187 | 0.0638 | 0.062 | 0.0625 | 0.0612 |
| LL | -16780 | -16621 | -16152 | -16059 | -86574 | -86503 | -85825 | -85786 | -7004 | -6930 | -6928 | -6881 |
| Chi² | 222.1 | 544.9 | 1521.8 | 1719.6 | 17.2 | 158.7 | 1567.6 | 1651.1 | 152.8 | 302.7 | 307.2 | 403.1 |
| N | 25,465 | 25,465 | 25,465 | 25,465 | 22,252 | 22,252 | 22,252 | 22,252 | 14,286 | 14,286 | 14,286 | 14,286 |

*Note*: \* p<0.05, \*\* p<0.01, \*\*\* p<0.001*;* Standard errors in parentheses; For the included sets of covariates (1) (2) and (3), see Table 1; ICC: Intraclass-correlations for the country-level; Chi²: Testing the model with vs. Model without random intercepts; LL: Log-Likelihood; *Source: EWCS 2015, unweighted results.*

**Table A2:** Robustness analyses I and II: SP days

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Subgroup analyses | | | |  | Controlling for… | | | | | |
| *Dependent: SP Days* | A) Main specification | B) Computer users only | C) Without chronically ill | D) Without part-time employed |  | E) Work engagement | F) Work in free time | G) Work intensity | H) Organiz. factors | I) Work-family conflict | J) Autonomy |
| Telework: Never | *Reference* | *Reference* | *Reference* | *Reference* |  | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* |
| Telework: Less often | 0.5302 | 0.536 | 0.3929\* | 0.6300\* |  | 0.5414 | 0.1259 | 0.5206 | 0.6031 | 0.4408 | 0.5434 |
|  | (0.2964) | (0.4397) | (0.1918) | (0.3158) |  | (0.2956) | (0.3029) | (0.2939) | (0.3113) | (0.2973) | (0.2956) |
| Telework: Several times a month | -0.0051 | 0.4939 | 0.373 | -0.0507 |  | -0.0776 | -0.6461 | -0.1130 | -0.0630 | -0.3790 | 0.0213 |
|  | (0.3833) | (0.5389) | (0.2452) | (0.4069) |  | (0.3823) | (0.3934) | (0.3808) | (0.4018) | (0.3842) | (0.3816) |
| Telework: Several times a week | 0.8213\* | 1.1622 | 0.394 | 0.8043 |  | 0.7649 | 0.0954 | 0.6866 | 0.7272 | 0.3528 | 0.8604\* |
|  | (0.4006) | (0.5974) | (0.2656) | (0.4310) |  | (0.4000) | (0.4141) | (0.3986) | (0.4253) | (0.4030) | (0.3992) |
| Telework: Daily | 1.3781\*\* | 2.0085\*\* | 0.8175\*\* | 1.3249\*\* |  | 1.3177\*\* | 0.4677 | 1.3319\*\* | 1.2126\* | 0.4709 | 1.3984\*\* |
|  | (0.4274) | (0.7003) | (0.2829) | (0.4579) |  | (0.4262) | (0.4476) | (0.4243) | (0.4724) | (0.4312) | (0.4251) |
| ICC | 0.0187 | 0.0102 | 0.0304 | 0.0204 |  | 0.0185 | 0.0176 | 0.0177 | 0.019 | 0.0158 | 0.0192 |
| LL | -85786 | -31352 | -59357 | -69308 |  | -85493 | -85158 | -85070 | -73389 | -83348 | -85047 |
| Chi² | 1651.1 | 696.7 | 623.5 | 1311.0 |  | 1873.2 | 1736.1 | 1793.2 | 1631.7 | 2093.0 | 1632.8 |
| N | 22,252 | 7,966 | 17,979 | 18,074 |  | 22,200 | 22,084 | 22,130 | 19,082 | 21,672 | 22,104 |

*Note*: \* p<0.05, \*\* p<0.01, \*\*\* p<0.001*;* Standard errors in parentheses; All models include the full set of covariates cf. Table 1; ICC: Intraclass-correlations for the country-level; Chi²: Testing the model with vs. Model without random intercepts; LL: Log-Likelihood; *Source: EWCS 2015, unweighted results.*

**Table A3:** Robustness analyses I and II: SP propensity

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Subgroup analyses | | | | |  | | Controling for … | | | | |
| *Dependent: SP Propensity* | A) Main specification | B) Computer users only | C) Without the chronically ill | D) Without part-time employed | E) Work engagement | |  | F) Work in free time | G) Work intensity | H) Organiz. factors | I) Work-family conflict | J) Autonomy |
| Telework: Never | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* | |  | *Reference* | *Reference* | *Reference* | *Reference* | *Reference* |
| Telework: Less often | 0.0322\*\* | 0.0507\*\* | 0.0373\*\* | 0.0376\*\* | 0.0334\*\* | |  | 0.0055 | 0.0311\* | 0.0345\*\* | 0.0279\* | 0.0300\* |
|  | (0.0123) | (0.0160) | (0.0143) | (0.0133) | (0.0123) | |  | (0.0124) | (0.0122) | (0.0129) | (0.0123) | (0.0123) |
| Telework: Several times a month | 0.0775\*\*\* | 0.0947\*\*\* | 0.0875\*\*\* | 0.0743\*\*\* | 0.0762\*\*\* | |  | 0.0340\* | 0.0726\*\*\* | 0.0846\*\*\* | 0.0630\*\*\* | 0.0756\*\*\* |
|  | (0.0154) | (0.0192) | (0.0177) | (0.0167) | (0.0154) | |  | (0.0158) | (0.0154) | (0.0161) | (0.0155) | (0.0155) |
| Telework: Several times a week | 0.1016\*\*\* | 0.1164\*\*\* | 0.1159\*\*\* | 0.1011\*\*\* | 0.0991\*\*\* | |  | 0.0513\*\* | 0.0965\*\*\* | 0.1100\*\*\* | 0.0842\*\*\* | 0.1018\*\*\* |
|  | (0.0164) | (0.0218) | (0.0196) | (0.0178) | (0.0164) | |  | (0.0169) | (0.0164) | (0.0174) | (0.0165) | (0.0165) |
| Telework: Daily | 0.1472\*\*\* | 0.1725\*\*\* | 0.1972\*\*\* | 0.1506\*\*\* | 0.1438\*\*\* | |  | 0.0866\*\*\* | 0.1455\*\*\* | 0.1402\*\*\* | 0.1177\*\*\* | 0.1451\*\*\* |
|  | (0.0176) | (0.0256) | (0.0212) | (0.0188) | (0.0175) | |  | (0.0183) | (0.0176) | (0.0192) | (0.0177) | (0.0176) |
| ICC | 0.0612 | 0.065 | 0.071 | 0.0645 | 0.0608 | |  | 0.0597 | 0.0568 | 0.059 | 0.0537 | 0.0607 |
| LL | -6881 | -2579 | -5282 | -5557 | -6840 | |  | -6735 | -6783 | -5900 | -6594 | -6833 |
| Chi² | 403.1 | 213.4 | 325.2 | 348.2 | 458.5 | |  | 582.5 | 540.2 | 478.1 | 634.7 | 409.8 |
| N | 14,286 | 5,548 | 10,781 | 11,644 | 14,253 | |  | 14,187 | 14,213 | 12,454 | 13,933 | 14,201 |

*Note*: \* p<0.05, \*\* p<0.01, \*\*\* p<0.001*;* Standard errors in parentheses; All models include the full set of covariates cf. Table 1; ICC: Intraclass-correlations for the country-level; Chi²: Testing the model with vs. Model without random intercepts; LL: Log-Likelihood; *Source:* EWCS 2015, unweighted results*.*