

Supplementary table 3. Associations between physical work load and psychosocial work-related factors and disability retirement due to a shoulder lesion among men and women by employment sector. Hazard ratios (HR) and their 95% confidence intervals (CI).

| | Private sector | | Public sector | | Other ¹ | |
|--|-----------------|------------------|---------------|------------------|--------------------|------------------|
| | HR ² | 95% CI | HR | 95% CI | HR | 95% CI |
| Men | | | | | | |
| <i>Physical work load factors</i> | | | | | | |
| Physically heavy work | 1.89 | 1.53-2.34 | 2.43 | 1.61-3.66 | 0.83 | 0.45-1.56 |
| Heavy lifting | 1.30 | 1.09-1.54 | 1.52 | 0.97-2.40 | 1.21 | 0.72-2.03 |
| Working in a forward bent posture | 1.19 | 0.96-1.48 | 1.11 | 0.65-1.90 | 1.32 | 0.66-2.66 |
| Working with hands above shoulder level | 1.52 | 1.28-1.82 | 1.14 | 0.74-1.75 | 1.68 | 1.20-2.35 |
| Work demanding high handgrip forces | 0.83 | 0.65-1.05 | 0.91 | 0.55-1.49 | 0.79 | 0.39-1.59 |
| <i>Psychosocial work-related factors</i> | | | | | | |
| High job demands | 1.35 | 1.19-1.54 | 1.20 | 0.88-1.63 | 1.35 | 1.02-1.70 |
| Low job control | 1.29 | 1.09-1.51 | 1.49 | 1.08-2.07 | 0.91 | 0.66-1.24 |
| Monotonous work | 1.06 | 0.92-1.22 | 0.94 | 0.64-1.39 | 1.10 | 0.78-1.56 |
| Women | | | | | | |
| <i>Physical work load factors</i> | | | | | | |
| Physically heavy work | 2.14 | 1.66-2.79 | 2.04 | 1.58-2.64 | 1.30 | 0.74-2.29 |
| Heavy lifting | 1.10 | 0.77-1.57 | 0.69 | 0.50-0.96 | 0.90 | 0.40-2.00 |
| Working in a forward bent posture | 1.23 | 0.96-1.56 | 1.27 | 1.00-1.63 | 1.21 | 0.60-2.44 |
| Working with hands above shoulder level | 1.28 | 0.98-1.69 | 1.01 | 0.60-1.69 | 0.57 | 0.26-1.26 |
| Work demanding high handgrip forces | 0.99 | 0.75-1.31 | 1.45 | 0.85-2.47 | 0.69 | 0.24-2.01 |
| <i>Psychosocial work-related factors</i> | | | | | | |
| High job demands | 1.01 | 0.82-1.22 | 0.88 | 0.69-1.11 | 1.15 | 0.75-1.76 |
| Low job control | 0.75 | 0.60-0.97 | 0.93 | 0.74-1.17 | 1.17 | 0.74-1.83 |
| Monotonous work | 2.32 | 1.83-2.93 | 2.41 | 1.87-3.10 | 1.66 | 0.83-3.31 |

¹Including self-employed; ²HRs are adjusted for age, education and each work-related factor within the group (either physical or psychosocial). The reference category for each work-related factor consists of the non-exposed.