

Appendix 1

Survey 1 – Unique Gather

Code: ____ (First and second letters of your first name plus the first letter of your surname)

Age: __ ; Gender: M/F

How many years are you working in the company?

During the past 6 months:

- How many days I missed work due to personal illness? (open answer)
- How many days I missed work due to care for ill family members? (open answer)
- How many days I went to work despite being ill? Why? (open answer)
- Have you felt pressure from your manager/organization to go work despite ill? Yes/No
- Have you felt pressure from your colleagues to go to work when being ill? Yes/No

From the health risks below, select the ones that in the past 6 months (1= you never had, 2 = you had, 3= you have currently):

- Obesity, Smoker, Cholesterol, High blood pressure, Alcohol use

From the following health conditions select the ones that, in the past 6 months (1= you never had, 2 = you had, 3= you have currently):

- Allergies; Asthma; Back Pain; Bronchitis; Cancer; Depression; Heart Disease; Migraine; Myopia; Osteoporosis; Pain; Back Pain; Stress; Anxiety; Other.

Did you were under medical care or taking medication for the HC you mentioned? Yes/No

Due to your health condition, today, you felt you were not as productive as in a day without your health problem? Yes/No

Survey 2 – Answer every day at the end of the day only if any illness reported above.

Code: ____

How much productivity (in %, or hours/hours worked) did I lose during this day because of my health problem?

Today I felt work pressure? Yes/No; Today I controlled my own job? Yes/No; Today my colleagues supported me? Yes/No

Select how much you agree with the sentences regarding “**Today**” (1=Strongly Disagree, 2=Disagree, 3=Uncertain, 4=Agree, 5=Strongly Agree)

1. Because of my health problem, the stresses of my job were much harder to handle.
2. Despite having my health problem, I was able to finish hard tasks in my work.
3. My health problem distracted me from taking pleasure in my work
4. I felt hopeless about finishing certain work tasks, due to my health problem
5. At work, I was able to focus on achieving my goals despite my health problem
6. Despite having my health problem, I felt energetic enough to complete all my work

Select how much you agree with the sentences regarding “**Today**” (Scale: 0=Never, 1= Almost never, 2= Rarely, 3= Sometimes, 4= Often, 5= Very Often, 6=All the day)

1. At my work, I felt bursting with energy
2. At my job, I felt strong and vigorous
3. I was enthusiastic about my job
4. My job inspired me
5. I felt happy when I am working intensely
6. I was immersed in my work