

Supplementary table S1 Employment protection for regular contracts, including collective dismissals, summary indicator weights of EPRC_v2

Weight	Weight	Indicator
Regular contracts 5/7	Procedural inconvenience (1/3)	Notification procedures
		Delay involved before notice can start
	Notice and severance pay for no-fault individual dismissal (1/3)	Length of the notice period at 9 months tenure
		Length of the notice period at 4 years tenure
		Length of the notice period at 20 years tenure
		Severance pay at 9 months tenure
		Severance pay at 4 years tenure
		Severance pay at 20 years tenure
	Difficulty of dismissal (1/3)	Definition of justified or unfair dismissal
		Length of trial period
		Compensation following unfair dismissal
		Possibility of reinstatement following unfair dismissal
		Maximum time to make a claim of unfair dismissal
Collective dismissals 2/7		Definition of collective dismissal
		Additional notification requirements in case of collective dismissals
		Additional delays involved in case of collective dismissals
		Other special costs to employers in case of collective dismissals

Supplementary table S2 Employment protection for temporary contracts, summary indicator weights of EPT

Weight	Indicator
Fixed-term contracts (1/2)	Valid cases for use of fixed-term contracts
	Maximum number of successive fixed-term contracts
	Maximum cumulated duration of successive fixed-term contracts
Temporary work agency employment (1/2)	Types of work for which temporary work agency (TWA) employment is legal
	Restrictions on the number of renewals of TWA assignments
	Maximum cumulated duration of TWA assignments
	TWA: authorisation or reporting obligations
	Equal treatment of regular and agency workers at the user firm

Supplementary table S3 Employment protection of permanent workers and employment protection of temporary workers in 23 European countries between 2003 and 2014

Country / Period	EPRC_v2			EPT_v1		
	Mean (sd)	Min-max	Annual change (sd)	Mean (sd)	Min-max	Annual change (sd)
Northern Region						
Denmark 2003-2012	2.41 (0.09)	2.35-2.56	-0.02 (0.000)	1.38 (0.00)	1.38-1.38	0.00
Finland 2004-2013	2.04 (0.03)	2.01-2.08	-0.01 (0.000)	1.56 (0.00)	1.56-1.56	0.00
Iceland 2008-2013	2.24 (0.00)	2.24-2.24	0.00	0.63 (0.00)	0.63-0.63	0.00
Norway 2003-2012	2.38 (0.00)	2.38-2.38	0.00	2.89 (0.12)	2.75-3.00	0.03 (0.000)
Sweden 2004-2013	2.58 (0.00)	2.58-2.58	0.00	1.14 (0.31)	0.81-1.44	-0.09 (0.001)
Continental region						
Austria 2004-2013	2.62 (0.00)	2.62-2.62	0.00	1.31 (0.00)	1.31-1.31	0.00
Belgium 2004-2013	2.84 (0.05)	2.82-2.95	0.01 (0.000)	2.38 (0.00)	2.38-2.38	0.00
France 2004-2013	2.71 (0.03)	2.67-2.73	-0.01 (0.000)	3.63 (0.00)	3.63-3.63	0.00
Luxembourg 2008-2013	2.71 (0.00)	2.71-2.71	0.00	3.75 (0.00)	3.75-3.75	0.00
The Netherlands 2005-2013	2.90 (0.03)	2.87-2.93	-0.01 (0.000)	0.94 (0.00)	0.94-0.94	0.00
Southern region						
Greece 2003-2013	2.82 (0.20)	2.44-2.93	-0.05 (0.000)	2.97 (0.80)	2.25-4.75	-0.18 (0.001)
Italy 2004-2013	3.14 (0.05)	2.98-3.15	-0.01 (0.000)	2.00 (0.00)	2.00-2.00	0.00
Portugal 2004-2013	3.73 (0.31)	2.81-3.98	-0.11 (0.000)	2.24 (0.32)	1.81-2.56	-0.10 (0.001)
Spain 2004-2013	2.72 (0.08)	2.43-2.76	-0.02 (0.000)	2.97 (0.24)	2.56-3.25	-0.08 (0.000)
Anglo-saxon region						
Ireland 2004-2013	1.89 (0.07)	1.81-2.00	0.02 (0.000)	0.63 (0.00)	0.63-0.63	0.00
United Kingdom 2008-2013	1.25 (0.05)	1.10-1.26	-0.01 (0.000)	2.88 (0.00)	2.88-2.88	0.00
Eastern region						
Czech Republic 2008-2013	3.12 (0.14)	2.92-3.31	-0.05 (0.000)	2.13 (0.00)	2.13-2.13	0.00
Estonia 2008-2013	2.23 (0.17)	2.11-2.46	-0.08 (0.001)	2.07 (0.42)	1.88-3.00	0.16 (0.003)
Hungary 2008-2013	2.38 (0.06)	2.17-2.40	-0.01 (0.000)	1.15 (0.05)	1.13-1.25	0.01 (0.000)
Latvia 2012-2013	2.99 (0.00)	2.99-2.99	0.00	0.88 (0.00)	0.88-0.88	0.00
Poland 2005-2013	2.41 (0.00)	2.41-2.41	0.00	1.75 (0.00)	1.75-1.75	0.00
Slovakia 2008-2013	2.19 (0.11)	1.71-2.22	-0.02 (0.000)	3.73 (0.08)	3.38-3.75	-0.02 (0.000)
Slovenia 2008-2013	2.84 (0.02)	2.82-2.86	-0.01 (0.000)	1.81 (0.00)	1.81-1.81	0.00

EPRC_v2 - employment protection of workers with permanent contracts

EPT_v1 - employment protection of workers with temporary contracts

Supplementary table S4 Interaction of reduced employment protection and health status on different pathways out of paid employment within a follow-up period of one year among employed persons with good or poor health in 23 European countries of a rotating panel (EU-SILC) between 2003 and 2014 (n=334,999)

	Increase in exit from paid employment				
	Unemployment OR (95%CI)	Retirement OR (95%CI)	Disability OR (95%CI)	Economic inactivity OR (95%CI)	All pathways OR (95%CI)
Decrease in employment protection of permanent workers					
Poor health	2.29 (1.64-3.19)	5.62 (2.69-11.74)	18.8 (6.92-51.19)	1.00 (0.64-1.57)	3.41 (2.50-4.65)
Employment protection	0.85 (0.42-1.74)	2.58 (1.30-5.10)	1.15 (0.61-2.16)	1.24 (0.72-2.14)	1.16 (0.88-1.54)
Poor health*employment protection	1.17 (1.02-1.33)	1.73 (1.39-2.15)	1.48 (0.95-2.30)	0.93 (0.79-1.09)	1.31 (1.16-1.48)
Decrease in employment protection of temporary workers					
Poor health	1.60 (1.31-1.94)	1.23 (0.70-2.14)	8.28 (5.25-13.06)	0.98 (0.63-1.52)	1.81 (1.43-2.30)
Employment protection	1.36 (1.06-1.75)	6.15 (3.09-12.22)	1.29 (0.80-2.10)	1.02 (0.58-1.80)	1.56 (1.18-2.06)
Poor health*employment protection	1.02 (0.94-1.11)	1.04 (0.81-1.34)	1.07 (0.90-1.27)	0.90 (0.58-1.80)	1.05 (0.96-1.14)

OLS regression models including age, sex, education, GDP and employment protection*health with fixed effects for country and year.

Supplementary table S5 Interaction of reduced employment protection and education on different pathways out of paid employment within a follow-up period of one year among employed persons with good or poor health in 23 European countries of a rotating panel (EU-SILC) between 2003 and 2014 (n=334,999)

	Increase in exit from paid employment				
	Unemployment OR (95%CI)	Retirement OR (95%CI)	Disability OR (95%CI)	Economic inactivity OR (95%CI)	All pathways OR (95%CI)
Decrease in employment protection of permanent workers					
Education (mid)	3.41 (1.34-8.66)	0.51 (0.30-0.87)	2.93 (1.13-7.64)	0.99 (0.61-1.63)	1.66 (0.95-2.91)
Education (low)	7.31 (2.54-21.07)	0.87 (0.21-3.61)	5.41 (1.39-21.02)	1.28 (0.66-2.48)	3.09 (1.40-6.83)
Employment protection	0.67 (0.34-1.30)	4.04 (1.88-8.66)	1.23 (0.58-2.57)	1.41 (0.80-2.47)	1.22 (0.91-1.63)
Mid educated * employment protection	1.29 (0.92-1.81)	0.74 (0.60-0.92)	1.22 (0.80-1.86)	0.90 (0.73-1.12)	1.04 (0.84-1.28)
Low educated * employment protection	1.45 (1.00-2.12)	0.86 (0.54-1.37)	1.31 (0.74-2.33)	0.82 (0.63-1.05)	1.11 (0.82-1.19)
Decrease in employment protection of temporary workers					
Education (mid)	2.06 (1.38-3.07)	0.96 (0.60-1.52)	1.90 (1.45-2.50)	1.00 (0.64-1.55)	1.46 (1.24-1.72)
Education (low)	4.24 (2.51-7.16)	1.39 (0.67-2.90)	3.20 (2.31-4.43)	1.43 (0.79-2.57)	2.71 (2.14-3.45)
Employment protection	1.21 (0.95-1.54)	6.21 (2.82-13.66)	1.30 (0.81-2.08)	1.14 (0.68-1.94)	1.53 (1.17-2.00)
Mid educated * employment protection	1.07 (0.94-1.22)	0.93 (0.75-1.15)	1.02 (0.90-1.16)	0.89 (0.72-1.09)	0.98 (0.92-1.04)
Low educated * employment protection	1.21 (1.02-1.45)	1.03 (0.72-1.47)	1.07 (0.93-1.22)	0.82 (0.62-1.10)	1.06 (0.97-1.17)

OLS regression models including age, sex, GDP and employment protection*education with fixed effects for country and year.