

Table S1: Robustness-check of bivariate and multivariate results (total sample).

	Presenteeism propensity			Sickness presence days			Sickness absence days			Sickness days		
	I	II	III	I	II	III	I	II	III	I	II	III
Observed discrimination	0.24***	0.31* (.13)	0.36* (0.14)	0.34***	0.20* (0.09)	0.17* (0.08)	0.08	0.10 (0.10)	0.01 (0.10)	0.29***	0.21** (.08)	0.16* (0.08)
Experienced discrimination	0.29***	1.68*** (0.39)	1.35*** 0(0.42)	0.29***	0.82*** (0.21)	0.82*** (0.22)	-0.02	0.07 (0.28)	0.30 (0.28)	0.19***	0.54** (0.20)	0.60** (0.21)
sex (male)			-0.54 0(.29)			0.39 (0.27)			0.22 (0.20)			0.18 (0.21)
age			0.00 (0.01)			-0.01 (0.01)			-0.02* (0.01)			-0.01 (0.01)
job satisfaction			0.02 (0.08)			-0.06 (0.05)			-0.07 (0.06)			-.006 (0.05)
Educational level												
obligatory			-0.27 0(.40)			-0.16 (0.20)			0.67 (0.43)			0.55 (0.40)
apprenticeship / vocational school			0.28 (0.19)			0.25 (0.14)			0.19 (0.14)			0.24* (0.12)
high school			0.13 (0.20)			-0.06 (0.05)			-0.05 (.014)			-0.04 (0.12)
university			ref.			ref			ref.			ref.
n	297			330			333			324		

I: Spearman's Rho; II: multivariate regression (binomial regression for presenteeism propensity; zero-inflated negative binomial regression for day-counts; unstandardized coefficients; SE in parentheses), III: multivariate regression adjusted for controls (binomial regression for presenteeism propensity; zero-inflated negative binomial regression for day-counts; unstandardized coefficients; SE in parentheses); * p: ≤ 0.05 ; ** p: ≤ 0.01 ; *** p: ≤ 0.001 .

Table S2: Robustness-check of bivariate and multivariate results separated for childless respondents and respondents with children.

	Presenteeism propensity			Sickness presence days			Sickness absence days			Sickness days		
	I	II	III	I	II	III	I	II	III	I	II	III
with children												
Observed discrimination	0.28***	0.39* (0.20)	0.45* (0.23)	0.37***	0.28* (0.13)	0.25 (0.13)	0.07	0.07 (0.16)	0.09 (0.15)	0.31***	0.22 (0.12)	0.23 (0.12)
Experienced discrimination	0.28***	1.44* (0.70)	1.12 (0.74)	0.36***	0.90* (0.39)	1.06** (0.38)	0.08	0.72 (0.44)	0.75 (0.46)	0.33***	0.92* (0.36)	0.95** (0.36)
n	142			161			164			158		
childless												
Observed discrimination	0.19*	0.27 (0.17)	0.27 (0.19)	0.30***	0.10 (0.12)	0.09 (0.10)	0.09	0.06 (.14)	0.03 (0.12)	0.26***	0.15 (0.10)	0.14 (0.09)
Experienced discrimination	0.27***	1.66*** (0.49)	1.37** (0.52)	0.24**	0.76** (0.27)	0.71* (0.27)	-0.05	-0.09 0(.38)	0.17 (0.35)	0.13	0.39 (0.27)	0.46 (0.28)
n	155			169			169			166		

I: Spearman's Rho; II: multivariate regression (binomial regression for presenteeism propensity; zero-inflated negative binomial regression for day-counts; unstandardized coefficients; SE in parentheses), III: multivariate regression adjusted for controls (binomial regression for presenteeism propensity; zero-inflated negative binomial regression for day-counts; unstandardized coefficients; SE in parentheses); * p: ≤ 0.05 ; ** p: ≤ 0.01 ; *** p: ≤ 0.001 .