

Table 2. Relative risks (RR) and 95% confidence intervals (CI) for association between predictors and return to work after depression in each study. Estimates evaluated as being of high quality were included. FPS=Finnish Public Sector Study.

Sociodemographics	RR	95% CI	Relative weight, %	I-squared, % (p-value)	Quality of evidence (GRADE)
Women (ref=men)					
Dewa et al.	1.07	0.98, 1.14	20.9		
Ebrahim et al.	0.92	0.87, 0.97	39.4		
Vemer et al.	0.49	0.30, 0.81	0.5		
FPS	1.10	1.04, 1.16	39.2		
Overall fixed	1.02	0.98, 1.05	100.0	90.3 (<0.001)	+ Very low¹
Overall random	0.98	0.86, 1.12			
Age (per 10 year increase)					
Dewa et al.	0.95	0.93, 1.00	26.5		
Ebrahim et al.	0.90	0.88, 0.97	15.0		
Vemer et al.	0.82	0.66, 1.00	0.9		
FPS	0.80	0.87, 0.82	56.7		
Lammerts et al.	0.82	0.67, 0.97	1.0		
Overall fixed	0.85	0.84, 0.87	100.0	93.9 (<0.001)	+ Very low¹
Overall random	0.86	0.78, 0.95			
High occupational position (ref=low)					
Ebrahim et al.	0.85	0.79, 0.91	34.0		
FPS	1.08	1.03, 1.14	66.0		
Overall fixed	1.00	0.96, 1.04	100.0	96.6 (<0.001)	+ Very low¹
Overall random	0.96	0.76, 1.21			
Clinical and illness-related factors					
Comorbid anxiety (ref=no)					
Hees et al.	0.25	0.08, 0.79	8.2		

Nordenskjöld et al.	0.99	0.70, 1.39	92.2		
Overall fixed	0.88	0.64, 1.23	100.0	80.4 (0.024)	+ Very low ¹
Overall random	0.56	0.15, 2.11			
Any psychiatric comorbidity (ref=no)					
Dewa et al.	1.02	0.94, 1.07	26.2		
Ebrahim et al.	0.90	0.84, 0.97	20.9		
FPS	0.77	0.74, 0.81	52.9		
Overall fixed	0.86	0.83, 0.88	100.0	96.0 (<0.001)	+ Very low ¹
Overall random	0.89	0.75, 1.06			
Somatic comorbidity (ref=no)					
Ebrahim et al.	0.81	0.73, 0.90	14.7		
FPS	0.80	0.77, 0.84	85.3		
Overall fixed	0.80	0.77, 0.83	100.0	0.0 (0.83)	++Moderate ²
Overall random	0.80	0.77, 0.83			
Depression severity (cont.)					
Dewa et al.	0.83	0.78, 0.89	8.3		
Hees et al.	0.95	0.92, 0.98	36.0		
Vemer et al.	0.98	0.96, 1.01	55.7		
Overall fixed	0.96	0.94, 0.98	100.0	90.6 (<0.001)	+ Very low ¹
Overall random	0.93	0.86, 0.99			
Work-related psychosocial factors					
Job control (cont.)					
Vemer et al.	0.99	0.97, 1.01	94.4		
FPS	1.09	1.00, 1.18	5.6		
Overall fixed	1.00	0.98, 1.02	100.0	79.6 (0.03)	+ Very low ¹
Overall random	1.03	0.94, 1.13			
Personality factors					
Conscientiousness (cont.)					
Lammerts et al.	1.09	0.91, 1.26	5.4		
Hees et al.	1.05	1.01, 1.09	94.5		

Overall fixed	1.06	1.02, 1.10	100.0	0.0 (0.69)	++Moderate ²
Overall random	1.06	1.02, 1.10			

1 Downgraded due to unexplained heterogeneity between the studies

2 Upgraded due to low risk of bias, and no heterogeneity between the estimates