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Kari Batt-Rawden, Gunnar Tellnes ABSTRACT The mental ill-health diagnoses seem to be increasing in Europe and there are global trends towards increasing stress and ill-health at work. In order to understand the social situation for the sickness absentees it is important to consider how identities and relationships are formed in interaction with other people. Aims: 1) To reveal the absentees own perceptions and experiences of being on sick leave; 2) To understand and uncover the absentees' own views of the causes of their illnesses. Methods: This study takes an exploratory approach, examining an area where there has been little data and building upon work that has focused on sickness absence as a phenomenon. It attempted to do so through a pragmatic					Frequently Asked Questions	
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synthesis of eleme	ents of ethnography an	d grounded theory.	The main study concentra	ates on two main	Downloads:	247,364
was selected from	oups of diagnoses: musculoskeletal and mental problems. A sample of 30 persons on sickness absence as selected from the county of Oppland, Norway. 14 were diagnosed with musculoskeletal problems and with mental illnesses. This paper deals with one main mental illnesses. Seven men and piece				Visits:	543,610
16 with mental illnesses. This paper deals with one main group; mental illnesses. Seven men and nine women from the county of Oppland, Norway were diagnosed with mental illnesses in accordance with the ICD-10 medical classification system ($n = 16$). Results: Women experience family burdens and caring					Sponsors >>	
burden from both and its organizatio	work and home. Men ex nal structure. Conclusion	perience stress and n: A holistic approact	ften due to a lack of supp conflicts at work, mostly from In that considers the whole aces in sickness absence.	om the leadership ife situation must		

KEYWORDS

somatic or severe psychological disorders.

Mental Illness; Health; Social Causes; Sickness Absence; Coping, Burden; Stress;

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investigate what can be done to reduce long-term sickness absence that is not caused by traditional

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