

**Supplementary Table 6.** Sex-stratified multivariable analysis of the independent variables with disengagement and exhaustion

| Variable                          | Crude odds ratio (95% CI) | <i>p</i> -value (chi-square) |
|-----------------------------------|---------------------------|------------------------------|
| <b>Disengagement</b>              |                           |                              |
| Professional category             |                           |                              |
| Male clerk                        | Reference                 |                              |
| Female clerk                      | 0.98 (0.39–2.46)          | 0.970                        |
| Male officer                      | 1.69 (0.65–4.40)          | 0.278                        |
| Female officer                    | 2.33 (0.86–6.31)          | 0.097                        |
| Daily average working hours       |                           |                              |
| Males working up to 8 hours       | Reference                 |                              |
| Females working up to 8 hours     | 0.93 (0.37–2.34)          | 0.876                        |
| Males working more than 8 hours   | 1.97 (0.75–5.15)          | 0.166                        |
| Females working more than 8 hours | 3.11 (1.12–8.67)          | 0.030                        |
| <b>Exhaustion</b>                 |                           |                              |
| Professional category             |                           |                              |
| Male clerk                        | Reference                 |                              |
| Female clerk                      | 1.12 (0.47–2.67)          | 0.797                        |
| Male officer                      | 1.73 (0.71–4.21)          | 0.225                        |
| Female officer                    | 2.74 (1.06–7.05)          | 0.036                        |
| Daily average working hours       |                           |                              |
| Males working up to 8 hours       | Reference                 |                              |
| Females working up to 8 hours     | 1.07 (0.44–2.57)          | 0.881                        |
| Males working more than 8 hours   | 2.03 (0.83–4.98)          | 0.121                        |
| Females working more than 8 hours | 3.67 (1.39–9.67)          | 0.009                        |

CI: confidence interval.