

**Supplementary Table 1.** ROC analysis and cut-off value of subscales based on depression by sex

| Sex   | ROC         | EN           | DE           | CO          | SU       | SE    | JU    | RE    | BA    |
|-------|-------------|--------------|--------------|-------------|----------|-------|-------|-------|-------|
| Men   | AUC         | <b>0.584</b> | 0.712        | 0.635       | 0.568    | 0.549 | 0.657 | 0.649 | 0.711 |
|       | Sensitivity | <b>20.6</b>  | 87.9         | 73.5        | 26.5     | 26.5  | 67.6  | 47.1  | 67.6  |
|       | Specificity | 93.5         | <b>52.5</b>  | 50.6        | 84.4     | 89.5  | 53.2  | 77.9  | 70.3  |
|       | Cut-off     | 6            | <b>7</b>     | 4           | 4        | 5     | 9     | 5     | 5     |
| Women | AUC         | 0.691        | <b>0.725</b> | 0.553       | 0.505    | 0.628 | 0.723 | 0.698 | 0.723 |
|       | Sensitivity | 51.2         | 44.3         | <b>16.5</b> | 93.8     | 46.8  | 58.4  | 77.9  | 55.7  |
|       | Specificity | 76.0         | 90.5         | <b>94.1</b> | 10.1     | 73.5  | 77.1  | 53.8  | 80.0  |
|       | Cut-off     | 5            | 9            | 6           | <b>6</b> | 4     | 10    | 4     | 5     |

ROC: receiver operating characteristic; EN: hazardous physical environment; DE: high job demand; CO: insufficient control; SU: low social support; SE: job insecurity; JU: organizational injustice; RE: lack of reward; BA: work-life imbalance; AUC: area under curve.