

Supplementary Table 2. Proposed reference value of subscales by sex

Sex	Level	EN	DE	CO	SU	SE	JU	RE	BA
Men	Normal	2-6	3-7	2-4	2-4	2-5	4-9	2-5	2-5
	Risk	7-8	8-12	5-8	5-8	6-8	10-16	6-8	6-8
Women	Normal	2-5	3-9	2-6	2-6	2-4	4-10	2-4	2-5
	Risk	6-8	10-12	7-8	7-8	5-8	11-16	5-8	6-8

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.