

Supplementary Table 2: Distribution (%) of the responses rating the level of agreement with the statements of the Work-Related Stress Questionnaire

RANKING	Strongly agree	Slightly agree	Neutral	Slightly disagree	Strongly disagree
WORKPLACE –RELATED ASPECTS	%	%	%	%	%
My workplace is safe (electrical systems fire and emergency measures....)	61.9	22.4	10.3	3.4	1.9
I received proper information and training about the risks connected with my work activity and the preventive and protective strategies	38.7	28.6	18.2	8.1	6.4
I am satisfied with the physical characteristics of my workplace (available spaces, brightness, noise,...)	37.5	31.4	11.5	15.1	4.5
I suffered from mobbing (demotion, isolation, exclusion from the flow of information, unequal treatment...)	8.1	18.4	20.4	15.1	37.8
I am subject to verbal harassment or in the form of behavior likely to harm my dignity	5.6	12.6	17.6	13.7	50.4
I can benefit from adequate rest breaks during work	27.5	31.0	20.1	14.6	6.7
My work rhythms are sustainable	26.0	34.7	19.3	14.3	5.6
I notice situations of discomfort or disturbances related to my daily work (lack of initiative, nervousness, headache, muscle pain...)	12.3	29.4	21.8	16.8	19.6
My gender identity is an obstacle to my value at work	5.8	11.5	16.2	9.2	57.1
I am treated with respect in relation to my ethnicity	65.2	15.9	13.1	2.2	3.4
I am treated with respect in relation to my age	56.8	19.9	14.0	6.7	2.5
The workload assigned to me is fair	29.4	31.7	19.3	14.3	5.3
The distribution of responsibilities in the workplace is fair	31.4	28.3	20.1	14.6	5.6
My salary is adequate for my workload and responsibilities	22.4	21.8	16.8	21.0	17.9
My chances of making a career are linked to my skills	34.4	32.5	17.0	10.3	5.6
The institution where I work offers me opportunities to develop my professional skills	33.3	28.6	18.2	13.1	6.7
I have the necessary skills to do my job well	52.0	31.0	9.8	5.9	1.1
I have the resources and tools necessary to do my job well	27.1	33.0	19.3	15.1	5.3
I have decision making autonomy in carrying out my work	38.9	35.3	14.8	7.8	3.0
My work gives me a sense of personal accomplishment	45.7	33.6	13.2	5.6	1.9
I feel part of a team	58.5	26.0	10.0	3.9	1.4
I am valued and treated with respect by my colleagues (team members)	58.8	28.8	7.5	4.5	0.3

In my working group the information is shared	46.2	34.5	12.9	5.0	1.4
I have the possibility to reconcile work and private life well	33.6	21.8	17.6	11.8	4.2
I am proud to work for my institution	48.7	28.8	16.2	3.9	2.2
The values and behaviors practiced in my Institution are consistent with my personal values	37.2	33.3	19.9	7.3	2.2
I would change my workplace if I could	15.9	22.9	20.1	19.3	21.6
My family thinks my job is important	57.1	30.2	10.9	1.1	0.6
My patients think the institution I work for is an important body	55.2	32.8	10.4	1.1	0.6
People think my work is important	50.7	32.8	9.8	6.2	0.6
People understand what my job is when I try to explain it to them	35.3	37.8	12.6	10.9	3.3