

Appendix 1: Work's factor questionnaire

1) Work intensity

- I receive contradictory orders or indication ("Yes"/"No")
- I am asked excessive amounts of work ("Always"/"Often"/"Sometimes"/"Never")
- I have too much to think about at work ("Always"/"Often"/"Sometimes"/"Never")
- I have difficulties in balancing work and family life ("Always"/"Often"/"Sometimes"/"Never")
- I have the time needed to do my work ("Always"/"Often"/"Sometimes"/"Never")

2) Emotional demands

- I work in contact with customers/beneficiaries ("Yes"/"No")
- I am in contact with people in distress ("Yes"/"No")
- I have conflicts with customers/beneficiaries ("Always"/"Often"/"Sometimes"/"Never")
- I have to hide my emotions and pretend to be in a good mood
("Always"/"Often"/"Sometimes"/"Never")
- I sometimes experience fear during my work ("Always"/"Often"/"Sometimes"/"Never")
- During my work, I am exposed to physical, verbal, psychological aggressions
("Always"/"Often"/"Sometimes"/"Never")

3) Autonomy

- I have very little freedom to decide how I do my job ("Always"/"Often"/"Sometimes"/"Never")
- I can fully employ my skills ("Always"/"Often"/"Sometimes"/"Never")

4) Conflict in values

- I have the possibility to make a work of quality ("Always"/"Often"/"Sometimes"/"Never")
- In my work, I have to do disapproved things ("Always"/"Often"/"Sometimes"/"Never")

5) Social relations at work

- My work is fully recognized ("Always"/"Often"/"Sometimes"/"Never")
- I have support from colleagues ("Always"/"Often"/"Sometimes"/"Never")
- I have support from superior ("Always"/"Often"/"Sometimes"/"Never")

6) Insecurity of work

- I feel able to do my current job until retirement ("Yes"/"No")
- I work with fear of losing my job ("Always"/"Often"/"Sometimes"/"Never")