Supplement Table 1. Exposure Variables in French (n = 367 PCS job codes) and American (n = 239 SOC job codes) Job Exposure Matrices.

French JEM	Description	Mean (SD) [Min-Max]	American JEM	Description	Mean (SD) [Min-Max]
Physical intensity	How would you describe the intensity of the physical efforts of your work during a typical work day (6 - 20 scale)	10.9 (2.3) [6.8 - 15.3]	*Performing general physical activities*	Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials. (0 - 7 scale%)	3.1 (1.3) [0.2 - 6.6]
			Dynamic strength	The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue. (0 - 7 scale%)	1.3 (1.0) [0 - 4.5]
			Static strength	The ability to exert maximum muscle force to lift, push, pull, or carry objects. (0 - 7 scale%)	1.8 (1.3) [0 - 4.9]
			Trunk strength	The ability to use your abdominal and lower back muscles to support part of the body repeatedly or continuously over time without 'giving out' or fatiguing. (0 - 7 scale%)	2.1 (1.1) [0 - 4.8]
Stand	During a typical work day: Are you standing (1 - 4 scale*).	2.9 (0.8) [1.2 – 4.0]	*Spend time standing*	How much does this job require standing? (1 - 5 scale#)	3.3 (1.0) [1.5 – 5.0]
			Spend time walking and running	How much does this job require walking and running? (1 - 5 scale#)	2.7 (0.8) [1.0 - 4.7]
Repetition	Do you repeat the same actions more than 2 to 4 times per minute (1 - 4 scale*)	2.0 (0.6) [1.0 - 3.6]	*Spend time making repetitive motions*	How much does this job require making repetitive motions? (1 - 5 scale#)	3.1 (0.8) [1.4 - 4.8]
			Spend time using your hands	How much does this job require using your hands to handle, control, or feel objects, tools or controls? (1 - 5 scale#)	3.4 (1.0) [1.3 – 5.0]
			Handling and moving objects	Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things. (0 - 7 scale%)	3.7 (1.5) [0.2 - 6.6]
			Wrist finger speed	The ability to make fast, simple, repeated movements of the fingers, hands, and wrists. (0 - 7 scale%)	1.1 (0.9) [0 - 3.9]
Changes tasks	On a typical work day: Can you interrupt your work or change tasks or activities for 10 minutes or more each hour (1 - 4 scale*).	2.9 (0.4) [1.5 - 3.8]	-	-	-
Rest eyes	During a typical work day: Can you rest your eyes for a few seconds outside of work breaks (1 - 4 scale*).	3.1 (0.48) [1.3 - 3.9]	-	-	-

Kneel or squat	During a typical work day: Do you kneel or squat (1 - 4 scale*).	1.8 (0.6) [1.0 - 3.5]	*Spend time kneeling crouching stooping or crawling*	How much does this job require kneeling, crouching, stooping or crawling? (1 - 5 scale#)	1.9 (0.7) [1.0 - 4.3]
Bend trunk	Do you lean forward or sideways regularly or for prolonged periods (1 - 4 scale*)	1.9 (0.6) [1.0 - 3.7]	*Spend time bending or twisting body*	How much does this job require bending or twisting your body? (1 - 5 scale#)	2.46 (0.911) 1.06 - 4.67
			Cramped work space & awkward positions	How often does this job require working in cramped work spaces that requires getting into awkward positions? (1 - 5 scale#)	2.0 (0.8) [1.0 - 4.3]
Drive machinery	Do you have to drive construction machinery, a tractor, a self-propelled forklift or other mobile machinery at your workplace (except car or truck) (1 - 4 scale*).	1.3 (0.4) [1.0 - 3.7]	*Operating vehicles mechanized devices or equipment*	Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft. (0 - 7 scale%)	1.8 (1.2) [0 - 6.6]
Drive car or truck	Do you have to drive a vehicle (automobile, truck, bus, bus, ambulance, motorcycle, etc.) on public roads, excluding commuting (1 - 4 scale*).	1.5 (0.6) [1.0 – 4.0]	*Operating vehicles mechanized devices or equipment*	Running, maneuvering, navigating, or driving vehicles or mechanized equipment, such as forklifts, passenger vehicles, aircraft, or water craft. (0 - 7 scale%)	1.8 (1.2) [0 - 6.6]
Handle object 1-4 kg, >4kg	If yes, how much time do you spend doing the following tasks or activities: Handling or regularly moving a load, a part, or an object:			*Spend time using your hands (Only for handle object 1-4 kg)*	
	• Weighing between 1 and 4 kg (0 - 4 scale^)	1.6 (1.1) [0 - 3.9]		*Dynamic strength (All Handle/Carry Variables)*	
	• Weighing more than 4 kg (0 - 4 scale^).	1.3 (1.0) [0 - 3.8]		*Static strength (All Handle/Carry Variables)*	
Carry loads < 10 kg, 10-25 kg, > 25 kg	If yes, how much time do you spend doing the following tasks or activities. Carrying a load that:			*Handling and moving objects (All Handle/Carry Variables)*	
	• Weighs less than 10 kg (0 - 4 scale^).	1.2 (0.9) [0 - 3.5]			
	• Weighs 10 to 25 kg (0 - 4 scale^).	1.0 (0.8) [0 - 3.3]		*Trunk Strength (Only for Carry Loads 10-25 kg, >25 kg)*	
	• Weighs more than 25 kg (0 - 4 scale^).	0.8 (0.7) [0 - 2.9]			

Use vibrating tools	On a typical work day, do you use: Vibrating tools or place your hand (s) on vibrating machines (1 - 4 scale*).	1.3 (0.5) [1.0 - 2.9]	*Exposed to whole body vibration*	How often does this job require exposure to whole body vibration (e.g., operate a jackhammer)? (1 - 5 scale#)	1.3 (0.6) [1.0 - 4.2]
Use computer screen	During a typical work day, do you use: A computer screen or control panel (1 - 4 scale*).	2.8 (0.9) [1.0 – 4.0]	*Interacting with computers*	Using computers and computer systems (including hardware and software) to program, write software, set up functions, enter data, or process information. (0 - 7 scale%)	2.8 (1.1) [0.1 - 6.1]
Use keyboard or scanner	During a typical work day, do you use: A keyboard, a mouse or similar device (optical pen, scanner) to enter data (1 - 4 scale*).	2.7 (0.9) [1.0 – 4.0]	*Interacting with computers*		
			Importance of repeating same tasks	How important is repeating the same physical activities (e.g., key entry) or mental activities (e.g., checking entries in a ledger) over and over, without stopping, to performing this job? (1 - 5 scale*^)	3.2 (0.6) [1.6 - 4.9]
Bend neck	How long do you spend in the following posture during a typical work day: Bending your head forward regularly or for a prolonged period (1 - 4 scale*).	2.5 (0.4) [1.3 - 3.9]	-	-	-
Arms above shoulder	How long do you spend in the following posture during a typical work day: Work with one or both arms in the air above the shoulders) regularly or for a prolonged period (1 - 4 scale*).	1.5 (0.5) [1.0 - 3.4]	-	-	-
Reach behind	How long do you spend in the following posture during a typical work day: Reaching regularly for items behind your back (1 - 4 scale*).	1.3 (0.2) [1.0 - 2.2]	*Cramped work space & awkward positions*		
			Spend time bending or twisting body		
Arms abducted	How long do you spend in the following posture during a typical work day: Working with one or both arms separated away from the body regularly or for a prolonged period (1 - 4 scale*).	1.6 (0.48) [1.0 - 2.9]	-	-	-
Bend elbow	How long do you spend in the following posture during a typical work day: Flex the elbow repeatedly or keep the elbow flexed against resistance (1 - 4 scale*).	1.7 (0.5) [1.0 - 3.2]	*Handling and moving objects*		
Rotate forearm	How long do you spend in the following posture during a typical work day: Twist your forearm as if you are using a screwdriver (1 - 4 scale*).	1.5 (0.6) [1.0 - 3.4]	*Spend time using your hands*		
			Handling and moving objects		
Bend wrist		1.6 (0.5)	*Spend time using your hands*		

	How long do you spend in the following posture during a typical work day: Bending the wrist (1 - 4 scale*).	[1.0 - 3.1]	*Handling and moving objects*		
			Wrist finger speed		
Press base of hand	How long do you spend in the following posture during a typical work day: Press or tap with the base of the hand on a hard surface or on a tool (1 - 4 scale*).	1.3 (0.4) [1 - 2.7]	-	-	-
Finger pinch	How long do you spend in the following posture during a typical work day: Pinch objects with your thumb and forefinger (1 - 4 scale*).	1.6 (0.5) [1.0 - 3.6]	*Finger dexterity*	The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects. (0 - 7 scale%).	2.6 (0.7) [0.3 - 4.9]
			Manual Dexterity	The ability to quickly move your hand, your hand together with your arm, or your two hands to grasp, manipulate, or assemble objects.(0 - 7 scale%)	2.1 (1.2) [0 - 4.6]
			Wrist finger speed	The ability to make fast, simple, repeated movements of the fingers, hands, and wrists. (0 - 7 scale%)	1.1 (0.9) [0 - 3.9]
Work outdoors	Work Outdoors (1 - 4 scale*).	1.7 (0.7) [1.0 – 4.0]	*Outdoors exposed to weather*	How often does this job require working outdoors, exposed to all weather conditions? (1 - 5 scale#)	2.3 (1.2) [1.0 – 5.0]
			Outdoors under cover	How often does this job require working outdoors, under cover (e.g., structure with roof but no walls)? (1 - 5 scale#)	1.8 (0.7) [1.0 - 4.1]

* CONSTANCES – 4-point ordinal scale formatted with anchor points: 1 = Never or Nearly Never, 2 = Rarely (< 2 hrs per day), 3 = Often (2-4 hrs per day), 4 = Always or Nearly Always.

^ CONSTANCES – 5-point ordinal scale formatted with anchor points: 0 = No, 1 = Never or Nearly Never, 2 = Rarely (< 2 hrs per day), 3 = Often (2-4 hrs per day), 4 = Always or Nearly Always

% O*NET – 8-point ordinal scale measuring the degree to which a particular descriptor is required or needed to perform the occupation. Example: *Performing General Physical Activities* 1 = Walk between workstations in small office, 4 = Paint outside of a house, 6 = Climb up and down poles to install electricity. *Dynamic Strength* 2 = Using pruning shears to trim a bush, 5 = Climb a 48-foot long ladder, 6 = Perform a gymnastics routine using the rings.

O*NET – 5-point ordinal scale measuring how often a particular descriptor is required to be performed in an occupation. 1 = Never, 2 = Once a year, 3 = Once a month, 4 = Once a week, 5 = Every day

*^ O*NET – 5-point ordinal scale measuring the importance of performing a particular descriptor over and over, without stopping. 1 = Not important at all, 2 = Fairly important, 3 = Important, 4 = Very important, 5 = Extremely important

French CONSTANCES JEM Exposure Variables	American O*NET JEM Exposure Variables																				
	Performing General Physical Activities	Dynamic Strength	Static Strength	Trunk Strength	Spend Time Standing	Spend Time Walking and Running	Spend Time Making Repetitive Motions	Spend Time Using Your Hands	Handling and Moving Objects	Wrist Finger Speed	Spend Time Kneeling Crouching Stooping or Crawling	Spend Time Bending or Twisting the Body	Cramped Work Space & Awkward Positions	Operating Vehicles Mechanized Devices or Equipment	Exposed to Whole Body Vibration	Interacting With Computers	Importance of Repeating Same Tasks	Finger Dexterity	Manual Dexterity	Outdoors Exposed to Weather	Outdoors Under Cover
Physical intensity	**0.74**	**0.81**	**0.82**	**0.83**	0.70	0.68	0.44	0.65	0.76	0.55	0.72	0.79	0.59	0.54	0.42	-0.71	-0.24	0.48	0.72	0.35	0.25
Stand	0.63	0.68	0.68	0.76	**0.76**	**0.71**	0.33	0.55	0.67	0.44	0.67	0.71	0.48	0.40	0.33	-0.57	-0.21	0.42	0.61	0.26	0.17
Repetition	0.51	0.61	0.58	0.60	0.49	0.44	**0.64**	**0.62**	**0.60**	**0.48**	0.44	0.60	0.34	0.36	0.29	-0.62	-0.02	0.32	0.55	0.13	0.05
Change tasks	-0.35	-0.43	-0.42	-0.45	-0.36	-0.28	-0.45	-0.42	-0.36	-0.32	-0.31	-0.45	-0.20	-0.21	-0.12	0.49	-0.03	-0.22	-0.39	0.00	0.09
Rest eyes	-0.40	-0.47	-0.47	-0.52	-0.43	-0.37	-0.39	-0.39	-0.42	-0.32	-0.38	-0.52	-0.21	-0.21	-0.08	0.51	0.11	-0.21	-0.40	-0.02	0.08
Kneel or squat	0.67	0.71	0.75	0.77	0.69	0.70	0.32	0.54	0.68	0.44	**0.76**	0.74	0.57	0.44	0.37	-0.61	-0.26	0.41	0.61	0.36	0.27
Bend trunk	0.67	0.73	0.74	0.78	0.71	0.65	0.45	0.64	0.72	0.51	0.70	**0.79**	**0.51**	0.40	0.32	-0.66	-0.22	0.49	0.70	0.21	0.11
Drive machinery	0.64	0.64	0.66	0.61	0.45	0.47	0.32	0.53	0.67	0.53	0.56	0.56	0.53	**0.65**	0.52	-0.49	-0.14	0.40	0.56	0.46	0.39
Drive car or truck	0.31	0.26	0.29	0.21	-0.02	0.05	-0.08	0.08	0.18	0.14	0.27	0.17	0.36	**0.46**	0.43	-0.15	-0.18	0.13	0.20	0.50	0.43
Handle objects 1-4 kg	0.68	**0.72**	**0.75**	0.76	0.69	0.67	0.39	**0.61**	**0.75**	0.52	0.70	0.73	0.58	0.53	0.42	-0.63	-0.21	0.45	0.65	0.34	0.24
Handle objects >4 kg	0.71	**0.75**	**0.78**	0.77	0.68	0.66	0.40	0.62	**0.76**	0.52	0.71	0.74	0.59	0.55	0.43	-0.64	-0.20	0.46	0.67	0.36	0.26
Carry loads <10 kg	0.71	**0.74**	**0.77**	0.76	0.67	0.65	0.38	0.61	**0.75**	0.51	0.70	0.72	0.59	0.56	0.44	-0.62	-0.21	0.46	0.66	0.38	0.29
Carry loads 10-25 kg	0.72	**0.75**	**0.79**	**0.76**	0.65	0.64	0.38	0.62	**0.76**	0.53	0.70	0.73	0.60	0.57	0.45	-0.62	-0.21	0.47	0.68	0.38	0.29
Carry loads > 25 kg	0.72	**0.76**	**0.80**	**0.77**	0.65	0.64	0.37	0.62	**0.76**	0.53	0.70	0.73	0.61	0.58	0.45	-0.61	-0.21	0.49	0.70	0.37	0.27
Use vibrating tools	0.66	0.64	0.65	0.63	0.51	0.44	0.43	0.71	0.70	0.64	0.57	0.64	0.57	0.59	**0.53**	-0.56	-0.12	0.60	0.72	0.30	0.26
Use computer screen	-0.71	-0.76	-0.74	-0.78	-0.63	-0.58	-0.38	-0.58	-0.67	-0.49	-0.69	-0.75	-0.51	-0.49	-0.39	**0.76**	0.33	-0.39	-0.65	-0.36	-0.26
Use keyboard or scanner	-0.72	-0.76	-0.75	-0.79	-0.63	-0.58	-0.38	-0.58	-0.67	-0.49	-0.68	-0.75	-0.52	-0.51	-0.40	**0.76**	**0.33**	-0.39	-0.65	-0.37	-0.27
Bend neck	0.22	0.29	0.27	0.33	0.40	0.27	0.48	0.51	0.37	0.37	0.26	0.42	0.13	0.05	0.03	-0.33	0.01	0.34	0.42	-0.20	-0.25
Arms above shoulder	0.63	0.69	0.70	0.74	0.68	0.62	0.43	0.63	0.69	0.49	0.67	0.72	0.52	0.53	0.38	-0.60	-0.18	0.43	0.63	0.28	0.23
Reach behind	0.28	0.30	0.31	0.30	0.23	0.15	0.23	0.33	0.32	0.26	0.31	**0.36**	**0.27**	0.21	0.17	-0.29	-0.13	0.25	0.34	0.08	0.03
Arms abducted	0.67	0.75	0.74	0.76	0.67	0.61	0.55	0.71	0.75	0.58	0.66	0.76	0.54	0.45	0.39	-0.68	-0.13	0.54	0.73	0.20	0.13
Bend elbow	0.72	0.78	0.77	0.81	0.69	0.61	0.52	0.72	**0.76**	0.60	0.68	0.78	0.55	0.53	0.42	-0.69	-0.19	0.51	0.74	0.27	0.19
Rotate forearm	0.70	0.70	0.72	0.71	0.61	0.56	0.41	**0.69**	**0.73**	0.64	0.65	0.70	0.60	0.55	0.47	-0.55	-0.14	0.63	0.74	0.30	0.27
Bend wrist	0.73	0.77	0.77	0.77	0.66	0.60	0.51	**0.73**	**0.77**	**0.62**	0.68	0.76	0.60	0.53	0.44	-0.65	-0.16	0.59	0.76	0.28	0.23
Press base of hand	0.67	0.67	0.68	0.68	0.59	0.56	0.44	0.66	0.72	0.62	0.62	0.66	0.56	0.54	0.47	-0.57	-0.14	0.52	0.66	0.32	0.26
Finger pinch	0.58	0.61	0.62	0.65	0.63	0.52	0.43	0.69	0.69	**0.60**	0.56	0.67	0.49	0.39	0.32	-0.52	-0.11	**0.63**	**0.71**	0.11	0.06
Work outdoors	0.55	0.48	0.49	0.45	0.21	0.28	-0.02	0.19	0.37	0.21	0.46	0.34	0.44	0.60	0.51	-0.35	-0.30	0.14	0.31	**0.72**	**0.65**

Legend:
- High Positive (0.7 to 0.9)
- Moderate Positive (0.5 to 0.69)
- Low Positive (0.3 to 0.49)
- Negligible (-0.29 to 0.29)
- Low Negative (-0.3 to -0.49)
- Moderate Negative (-0.5 to -0.69)
- High Negative (-0.7 to -0.9)
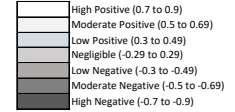
Supplement Figure 1. Spearman correlation coefficients between 27 French CONSTANCES JEM and 21 American O*NET JEM variable pairs (total of 567 variable pairs). Boxes bolded in black indicate exposure variables pairs (n = 50) that were matched *a priori* based on similarities in exposure variable descriptions.

American O*NET JEM Exposure Variables

French CONSTANCES JEM Exposure Variables	Performing General Physical Activities	Dynamic Strength	Static Strength	Trunk Strength	Spend Time Standing	Spend Time Walking and Running	Spend Time Making Repetitive Motions	Spend Time Using Your Hands	Handling and Moving Objects	Wrist Finger Speed	Spend Time Kneeling Crouching Stooping or Crawling	Spend Time Bending or Twisting the Body	Cramped Work Space & Awkward Positions	Operating Vehicles Mechanized Devices or Equipment	Exposed to Whole Body Vibration	Interacting With Computers	Importance of Repeating Same Tasks	Finger Dexterity	Manual Dexterity	Outdoors Exposed to Weather	Outdoors Under Cover
Physical intensity	**0.54**	**0.60**	**0.60**	**0.62**	0.51	0.50	0.33	0.52	0.58	0.43	0.53	0.62	0.49	0.35	0.28	-0.54	-0.15	0.40	0.52	0.23	0.15
Stand	0.45	0.50	0.49	0.53	**0.57**	**0.52**	0.27	0.43	0.50	0.34	0.51	0.55	0.42	0.25	0.17	-0.44	-0.12	0.32	0.42	0.16	0.07
Repetition	0.34	0.36	0.36	0.42	0.31	0.26	**0.44**	**0.51**	0.42	**0.32**	0.24	0.44	0.32	0.23	0.20	-0.47	-0.07	0.26	0.36	0.08	0.04
Change tasks	-0.22	-0.27	-0.27	-0.33	-0.27	-0.24	-0.30	-0.33	-0.21	-0.20	-0.17	-0.34	-0.16	-0.10	-0.01	0.42	0.09	-0.17	-0.24	-0.01	0.09
Rest eyes	-0.30	-0.36	-0.38	-0.41	-0.32	-0.30	-0.29	-0.36	-0.30	-0.26	-0.27	-0.43	-0.24	-0.11	-0.05	0.43	0.16	-0.20	-0.30	-0.03	0.07
Kneel or squat	0.46	0.49	0.56	0.57	0.54	0.55	0.24	0.44	0.52	0.39	**0.49**	0.55	0.45	0.29	0.22	-0.40	-0.17	0.33	0.44	0.24	0.14
Bend trunk	0.43	0.51	0.52	0.56	0.52	0.52	0.28	0.51	0.52	0.40	0.50	**0.58**	**0.43**	0.24	0.22	-0.48	-0.15	0.38	0.46	0.16	0.08
Drive machinery	0.51	0.43	0.54	0.43	0.37	0.40	0.27	0.48	0.56	0.42	0.37	0.40	0.44	**0.56**	0.34	-0.40	-0.05	0.38	0.47	0.38	0.25
Drive car or truck	0.24	0.22	0.23	0.13	-0.02	0.04	-0.03	0.08	0.18	0.14	0.22	0.13	0.23	**0.34**	0.34	0.01	-0.03	0.16	0.22	0.34	0.35
Handle objects 1-4 kg	0.52	**0.56**	**0.60**	0.61	0.53	0.53	0.30	**0.50**	**0.60**	0.44	0.49	0.57	0.47	0.38	0.28	-0.48	-0.14	0.39	0.51	0.28	0.17
Handle objects >4 kg	0.50	**0.54**	**0.59**	0.59	0.51	0.52	0.28	0.49	**0.58**	0.43	0.48	0.55	0.46	0.37	0.26	-0.49	-0.14	0.38	0.50	0.26	0.15
Carry loads <10 kg	0.49	**0.54**	**0.59**	0.60	0.49	0.50	0.26	0.48	**0.58**	0.43	0.46	0.55	0.45	0.39	0.27	-0.49	-0.14	0.39	0.51	0.26	0.16
Carry loads 10-25 kg	0.52	**0.56**	**0.60**	**0.60**	0.50	0.50	0.27	0.48	**0.61**	0.43	0.49	0.56	0.46	0.42	0.30	-0.46	-0.13	0.39	0.51	0.28	0.19
Carry loads > 25 kg	0.52	**0.56**	**0.61**	**0.59**	0.51	0.52	0.28	0.48	**0.61**	0.45	0.49	0.57	0.47	0.42	0.31	-0.44	-0.12	0.40	0.52	0.29	0.20
Use vibrating tools	0.51	0.49	0.47	0.48	0.29	0.31	0.27	0.53	0.53	0.49	0.36	0.43	0.41	0.49	**0.41**	-0.42	-0.04	0.47	0.61	0.21	0.20
Use computer screen	-0.53	-0.59	-0.58	-0.58	-0.41	-0.43	-0.30	-0.49	-0.53	-0.36	-0.49	-0.59	-0.44	-0.33	-0.32	**0.56**	0.24	-0.34	-0.46	-0.24	-0.15
Use keyboard or scanner	-0.55	-0.62	-0.55	-0.63	-0.40	-0.43	-0.25	-0.43	-0.48	-0.35	-0.48	-0.54	-0.42	-0.36	-0.32	**0.51**	**0.17**	-0.39	-0.52	-0.20	-0.17
Bend neck	0.14	0.21	0.19	0.23	0.32	0.22	0.31	0.35	0.26	0.28	0.19	0.33	0.11	0.02	0.03	-0.24	-0.09	0.18	0.23	-0.07	-0.15
Arms above shoulder	0.43	0.48	0.48	0.48	0.53	0.48	0.29	0.48	0.50	0.36	0.43	0.49	0.38	0.30	0.22	-0.41	-0.15	0.34	0.42	0.21	0.15
Reach behind	0.15	0.16	0.15	0.13	0.08	0.06	0.07	0.14	0.16	0.12	0.15	**0.18**	**0.13**	0.13	0.07	-0.10	-0.04	0.13	0.16	0.02	-0.01
Arms abducted	0.49	0.58	0.57	0.60	0.47	0.45	0.33	0.55	0.54	0.41	0.48	0.61	0.47	0.32	0.26	-0.52	-0.16	0.41	0.51	0.18	0.11
Bend elbow	0.50	0.55	0.58	0.60	0.48	0.47	0.34	0.60	**0.58**	0.43	0.47	0.61	0.48	0.37	0.34	-0.52	-0.13	0.43	0.54	0.22	0.15
Rotate forearm	0.50	0.52	0.53	0.51	0.42	0.44	0.30	**0.56**	**0.55**	0.48	0.44	0.50	0.44	0.42	0.31	-0.46	-0.07	0.45	0.58	0.22	0.16
Bend wrist	0.51	0.55	0.56	0.58	0.47	0.46	0.31	**0.58**	**0.59**	**0.46**	0.50	0.59	0.50	0.39	0.32	-0.46	-0.09	0.45	0.58	0.21	0.15
Press base of hand	0.52	0.47	0.53	0.47	**0.40**	0.43	0.29	0.52	0.56	0.46	0.44	0.46	0.46	0.42	0.32	-0.48	-0.09	0.38	0.50	0.26	0.16
Finger pinch	0.41	0.44	0.44	0.45	0.48	0.43	0.26	0.54	0.50	**0.47**	0.43	0.51	0.37	0.31	0.24	-0.36	-0.05	**0.44**	**0.55**	0.12	0.06
Work outdoors	0.42	0.35	0.38	0.31	0.07	0.19	-0.02	0.18	0.30	0.14	0.31	0.20	0.33	0.43	0.36	-0.17	-0.08	0.18	0.29	**0.49**	**0.47**

Legend:
- Substantial (0.61 to 0.80)
- Moderate (0.41 to 0.60)
- Fair (0.21 to 0.40)
- None to Slight (< 0.20)

Supplement Figure 2. Cohen's Kappa values between 27 French CONSTANCES JEM and 21 American O*NET JEM variable pairs (total of 567 variable pairs). Boxes bolded in black indicate exposure variables pairs (n = 50) that were matched *a priori* based on similarities in exposure variable descriptions. Kappa value indicates agreement between high and low exposure groups of variable pair.