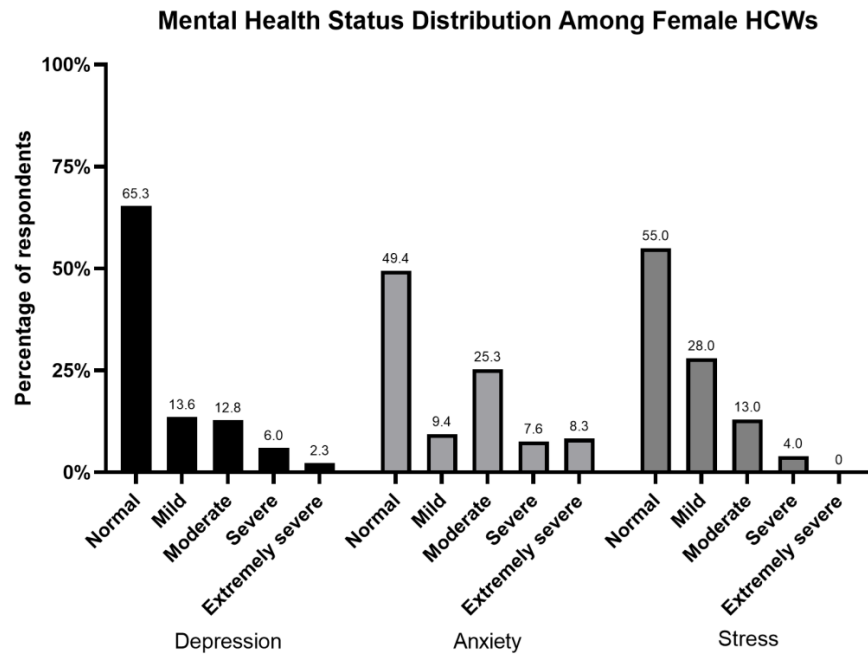


Supplementary figure 1. Prevalence of depression, anxiety, and stress among male healthcare workers in each severity level according to DASS-21 scores.



Supplementary figure 2. Prevalence of depression, anxiety, and stress among female healthcare workers in each severity level according to DASS-21 scores.

Supplementary Table 1. Univariate analysis of determinants for depression among HCWs

| Variables | p value | COR | 95% CI |
|--|------------------|------------|---------------|
| Age | .018 | 0.941 | 0.913 – 0.969 |
| Sex | | | |
| Male (ref) | - | - | - |
| Female | .007 | 1.970 | 1.201 – 3.230 |
| Marital status | | | |
| Single (ref) | - | - | - |
| Married | .013 | 0.524 | 0.315 – 0.873 |
| Married with children | < .001 | 0.337 | 0.192 – 0.592 |
| Job | | | |
| Doctor (ref) | - | - | - |
| Nurse | .262 | 0.676 | 0.340 – 1.341 |
| Midwife | .133 | 0.380 | 0.107 – 1.345 |
| Dentist | .872 | 1.073 | 0.457 – 2.520 |
| Pharmacist | .464 | 0.676 | 0.237 – 1.929 |
| Others (nutritionist, physiotherapist, laboratory analyst, acupuncturist, health educator, and hospital administrator) | .603 | 0.835 | 0.422 – 1.649 |
| Workplace setting | | | |
| COVID-19 hospital or referral hospital (ref) | - | - | - |
| Non-COVID-19 hospital | .156 | 0.645 | 0.353 – 1.181 |
| Primary care or other healthcare facilities | .096 | 0.666 | 0.412 – 1.075 |
| Workplace island | | | |
| Java Island (ref) | - | - | - |
| Outside Java Island | .118 | 0.656 | 0.387 – 1.113 |
| Working period during the COVID-19 pandemic | | | |
| Since the beginning of pandemic (ref) | - | - | - |
| In the middle of pandemic | .268 | 1.338 | 0.799 – 2.238 |
| Working experience before the COVID-19 pandemic | | | |
| Not working (ref) | - | - | - |
| <1 year | .666 | 0.833 | 0.364 – 1.906 |
| 1–3 years | .604 | 1.229 | 0.564 – 2.677 |
| >3 years | .003 | 0.313 | 0.147 – 0.666 |
| Income during the COVID-19 pandemic | | | |
| <3 million rupiah/month (ref) | - | - | - |
| 3-5 million rupiah/month | .322 | 1.377 | 0.731 – 2.594 |
| 5-10 million rupiah/month | .413 | 1.301 | 0.692 – 2.446 |
| 10-20 million rupiah/month | .918 | 1.042 | 0.478 – 2.271 |
| >20 million rupiah/month | .052 | 0.375 | 0.139 – 1.010 |
| Working hour per week during the COVID-19 pandemic | | | |

| | | | |
|--|------------------|-------|---------------|
| <40 hours/week (ref) | - | - | - |
| 40–60 hours/week | .114 | 1.444 | 0.916 – 2.279 |
| >60 hours/week | .064 | 2.104 | 0.957 – 4.627 |
| History of COVID-19 infection | | | |
| Yes | .925 | 0.971 | 0.526 – 1.793 |
| No (ref) | - | - | - |
| History of COVID-19 infection in the family | | | |
| Yes | .447 | 1.197 | 0.753 – 1.903 |
| No (ref) | - | - | - |
| Any family member died because of COVID-19 | | | |
| Yes | .130 | 1.884 | 0.829 – 4.282 |
| No (ref) | - | - | - |
| Having one or more comorbidities | | | |
| Yes | .363 | 1.241 | 0.780 – 1.975 |
| No (ref) | - | - | - |
| PPE availability in the workplace | | | |
| Not available or not according to standard (ref) | - | - | - |
| Available and according to standard | .032 | 0.613 | 0.393 – 0.958 |
| Verbal intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .001 | 2.102 | 1.355 – 3.263 |
| Physical intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .974 | 1.020 | 0.308 – 3.381 |
| Intimidation from the society outside workplace | | | |
| Never (ref) | - | - | - |
| At least once | .005 | 1.956 | 1.226 – 3.119 |
| Workplace support from intimidation | | | |
| Yes (ref) | - | - | - |
| No | .013 | 1.963 | 1.153 – 3.345 |
| Willingness to work during the COVID-19 pandemic | | | |
| Yes | - | - | - |
| No (ref) | .003 | 2.343 | 1.346 – 4.080 |
| Reason for HCW to work during the COVID-19 pandemic because feeling responsible | | | |
| Yes | < .001 | 0.364 | 0.228 – 0.581 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because of financial matters | | | |
| Yes | .099 | 1.521 | 0.924 – 2.504 |

| | | | |
|--|-------------|-------|---------------|
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because already bound to working contract | | | |
| Yes | .001 | 3.245 | 1.616 – 6.515 |
| No (ref) | - | - | - |

Supplementary Table 2. Univariate analysis of determinants for anxiety among HCWs

| Variables | p value | COR | 95% CI |
|--|------------------|------------|---------------|
| Age | < .001 | 0.942 | 0.919 – 0.966 |
| Sex | | | |
| Male (ref) | - | - | - |
| Female | .001 | 2.070 | 1.332 – 3.218 |
| Marital status | | | |
| Single (ref) | - | - | - |
| Married | .003 | 0.484 | 0.298 – 0.785 |
| Married with children | .004 | 0.481 | 0.293 – 0.789 |
| Job | | | |
| Doctor (ref) | - | - | - |
| Nurse | .092 | 0.583 | 0.311 – 1.039 |
| Midwife | .186 | 0.509 | 0.187 – 1.385 |
| Dentist | .545 | 1.285 | 0.570 – 2.901 |
| Pharmacist | .516 | 0.735 | 0.289 – 1.865 |
| Others (nutritionist, physiotherapist, laboratory analyst, acupuncturist, health educator, and hospital administrator) | .826 | 0.932 | 0.499 – 1.741 |
| Workplace setting | | | |
| COVID-19 hospital or referral hospital (ref) | - | - | - |
| Non-COVID-19 hospital | .024 | 0.524 | 0.299 – 0.920 |
| Primary care or other healthcare facilities | .140 | 0.716 | 0.460 – 1.116 |
| Workplace island | | | |
| Java Island (ref) | - | - | - |
| Outside Java Island | .464 | 0.840 | 0.527 – 1.339 |
| Working period during the COVID-19 pandemic | | | |
| Since the beginning of pandemic (ref) | - | - | - |
| In the middle of pandemic | .197 | 1.379 | 0.847 – 2.246 |
| Working experience before the COVID-19 pandemic | | | |
| Not working (ref) | - | - | - |
| <1 year | .147 | 0.545 | 0.240 – 1.238 |
| 1–3 years | .792 | 1.111 | 0.507 – 2.433 |
| >3 years | .012 | 0.394 | 0.191 – 0.812 |
| Income during the COVID-19 pandemic | | | |
| <3 million rupiah/month (ref) | - | - | - |
| 3-5 million rupiah/month | .674 | 1.135 | 0.631 – 2.041 |
| 5-10 million rupiah/month | .851 | 1.058 | 0.590 – 1.895 |
| 10-20 million rupiah/month | .633 | 0.840 | 0.411 – 1.718 |
| >20 million rupiah/month | .246 | 0.640 | 0.301 – 1.361 |
| Working hour per week during the COVID-19 pandemic | | | |

| | | | |
|--|------------------|-------|---------------|
| <40 hours/week (ref) | - | - | - |
| 40–60 hours/week | .263 | 1.268 | 0.836 – 1.923 |
| >60 hours/week | .157 | 1.739 | 0.808 – 3.746 |
| History of COVID-19 infection | | | |
| Yes | .206 | 1.438 | 0.819 – 2.526 |
| No (ref) | - | - | - |
| History of COVID-19 infection in the family | | | |
| Yes | .996 | 1.001 | 0.649 – 1.545 |
| No (ref) | - | - | - |
| Any family member died because of COVID-19 | | | |
| Yes | .462 | 1.356 | 0.602 – 3.051 |
| No (ref) | - | - | - |
| Having one or more comorbidities | | | |
| Yes | .670 | 1.099 | 0.711 – 1.699 |
| No (ref) | - | - | - |
| PPE availability in the workplace | | | |
| Not available or not according to standard (ref) | - | - | - |
| Available and according to standard | .036 | 0.638 | 0.419 – 0.970 |
| Verbal intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .002 | 1.940 | 1.283 – 2.933 |
| Physical intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .926 | 1.054 | 0.348 – 3.195 |
| Intimidation from the society outside workplace | | | |
| Never (ref) | - | - | - |
| At least once | .024 | 1.675 | 1.071 – 2.620 |
| Workplace support from intimidation | | | |
| Yes (ref) | - | - | - |
| No | .003 | 2.263 | 1.332 – 3.845 |
| Willingness to work during the COVID-19 pandemic | | | |
| Yes | - | - | - |
| No (ref) | < .001 | 2.820 | 1.55 – 4.986 |
| Reason for HCW to work during the COVID-19 pandemic because feeling responsible | | | |
| Yes | .001 | 0.459 | 0.292 – 0.721 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because of financial matters | | | |
| Yes | .040 | 1.650 | 1.024 – 2.660 |

| | | | |
|--|------|-------|---------------|
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because already bound to working contract | | | |
| Yes | .093 | 1.815 | 1.906 – 3.637 |
| No (ref) | - | - | - |

Supplementary Table 3. Univariate analysis of determinants for stress among HCWs

| Variables | <i>p</i> value | COR | 95% CI |
|--|------------------|-------|---------------|
| Age | < .001 | 0.955 | 0.932 – 0.978 |
| Sex | | | |
| Male (ref) | - | - | - |
| Female | .076 | 1.485 | 0.960 – 2.299 |
| Marital status | | | |
| Single (ref) | - | - | - |
| Married | .020 | 0.561 | 0.345 – 0.911 |
| Married with children | .055 | 0.616 | 0.376 – 1.009 |
| Job | | | |
| Doctor (ref) | - | - | - |
| Nurse | .311 | 0.722 | 0.385 – 1.355 |
| Midwife | .644 | 0.796 | 0.302 – 2.097 |
| Dentist | .706 | 1.170 | 0.518 – 2.642 |
| Pharmacist | .506 | 1.365 | 0.546 – 3.408 |
| Others (nutritionist, physiotherapist, laboratory analyst, acupuncturist, health educator, and hospital administrator) | .853 | 1.061 | 0.566 – 1.989 |
| Workplace setting | | | |
| COVID-19 hospital or referral hospital (ref) | - | - | - |
| Non-COVID-19 hospital | .321 | 0.754 | 0.432 – 1.317 |
| Primary care or other healthcare facilities | .407 | 0.828 | 0.530 – 1.294 |
| Workplace island | | | |
| Java Island (ref) | - | - | - |
| Outside Java Island | .607 | 0.884 | 0.553 – 1.414 |
| Working period during the COVID-19 pandemic | | | |
| Since the beginning of pandemic (ref) | - | - | - |
| In the middle of pandemic | .742 | 0.920 | 0.561 – 1.511 |
| Working experience before the COVID-19 pandemic | | | |
| Not working (ref) | - | - | - |
| <1 year | .261 | 0.624 | 0.274 – 1.421 |
| 1–3 years | .403 | 1.390 | 0.642 – 3.011 |
| >3 years | .228 | 0.644 | 0.315 – 1.317 |
| Income during the COVID-19 pandemic | | | |
| <3 million rupiah/month (ref) | - | - | - |
| 3-5 million rupiah/month | .100 | 1.655 | 0.909 – 3.013 |
| 5-10 million rupiah/month | .236 | 1.434 | 0.790 – 2.604 |
| 10-20 million rupiah/month | .584 | 1.225 | 0.593 – 2.531 |
| >20 million rupiah/month | .357 | 0.89 | 0.312 – 1.522 |
| Working hour per week during the COVID-19 pandemic | | | |

| | | | |
|--|------------------|-------|---------------|
| <40 hours/week (ref) | - | - | - |
| 40–60 hours/week | .359 | 1.217 | 0.800 – 1.852 |
| >60 hours/week | .321 | 1.473 | 0.685 – 3.168 |
| History of COVID-19 infection | | | |
| Yes | .532 | 1.197 | 0.681 – 2.106 |
| No (ref) | - | - | - |
| History of COVID-19 infection in the family | | | |
| Yes | .935 | 0.982 | 0.634 – 1.521 |
| No (ref) | - | - | - |
| Any family member died because of COVID-19 | | | |
| Yes | .143 | 1.841 | 0.814 – 4.167 |
| No (ref) | - | - | - |
| Having one or more comorbidities | | | |
| Yes | .437 | 1.190 | 0.768 – 1.843 |
| No (ref) | - | - | - |
| PPE availability in the workplace | | | |
| Not available or not according to standard (ref) | - | - | - |
| Available and according to standard | .019 | 0.602 | 0.395 – 0.919 |
| Verbal intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .025 | 1.604 | 1.061 – 2.425 |
| Physical intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .377 | 1.650 | 0.544 – 5.003 |
| Intimidation from the society outside workplace | | | |
| Never (ref) | - | - | - |
| At least once | .019 | 1.708 | 1.091 – 2.673 |
| Workplace support from intimidation | | | |
| Yes (ref) | - | - | - |
| No | .005 | 2.129 | 1.261 – 3.595 |
| Willingness to work during the COVID-19 pandemic | | | |
| Yes | - | - | - |
| No (ref) | < .001 | 2.781 | 1.586 – 4.874 |
| Reason for HCW to work during the COVID-19 pandemic because feeling responsible | | | |
| Yes | < .001 | 0.427 | 0.271 – 0.671 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because of financial matters | | | |
| Yes | .001 | 2.193 | 1.355 – 3.549 |

| | | | |
|--|-------------|-------|---------------|
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because already bound to working contract | | | |
| Yes | .006 | 2.698 | 1.323 – 5.501 |
| No (ref) | - | - | - |

Supplementary Table 4. Univariate analysis of determinants for impaired physical health component among HCWs

| Variables | p value | COR | 95% CI |
|--|----------------|------------|----------------|
| Age | .134 | 1.033 | 0.990 – 1.079 |
| Sex | | | |
| Male (ref) | - | - | - |
| Female | .633 | 0.836 | 0.401 – 1.744 |
| Marital status | | | |
| Single (ref) | - | - | - |
| Married | .318 | 1.496 | 0.878 – 3.299 |
| Married with children | .214 | 1.703 | 0.735 – 3.945 |
| Job | | | |
| Doctor (ref) | - | - | - |
| Nurse | .310 | 0.621 | 0.248 – 1.557 |
| Midwife | .802 | 0.821 | 0.177 – 3.813 |
| Dentist | .285 | 0.531 | 0.167 – 1.695 |
| Pharmacist | .564 | 1.836 | 0.233 – 14.441 |
| Others (nutritionist, physiotherapist, laboratory analyst, acupuncturist, health educator, and hospital administrator) | .915 | 1.063 | 0.346 – 3.263 |
| Workplace setting | | | |
| COVID-19 hospital or referral hospital (ref) | - | - | - |
| Non-COVID-19 hospital | .298 | 0.633 | 0.267 – 1.499 |
| Primary care or other healthcare facilities | .944 | 0.973 | 0.448 – 2.113 |
| Workplace island | | | |
| Java Island (ref) | - | - | - |
| Outside Java Island | .095 | 2.284 | 0.865 – 6.026 |
| Working period during the COVID-19 pandemic | | | |
| Since the beginning of pandemic (ref) | - | - | - |
| In the middle of pandemic | .659 | 0.837 | 0.380 – 1.846 |
| Working experience before the COVID-19 pandemic | | | |
| Not working (ref) | - | - | - |
| <1 year | .090 | 0.163 | 0.020 – 1.328 |
| 1–3 years | .143 | 0.210 | 0.026 – 1.693 |
| >3 years | .281 | 0.323 | 0.042 – 2.517 |
| Income during the COVID-19 pandemic | | | |
| <3 million rupiah/month (ref) | - | - | - |
| 3-5 million rupiah/month | .555 | 1.423 | 0.441 – 4.591 |
| 5-10 million rupiah/month | .052 | 0.385 | 0.147 – 1.008 |
| 10-20 million rupiah/month | .680 | 1.352 | 0.322 – 5.670 |
| >20 million rupiah/month | .794 | 1.211 | 0.288 – 5.096 |
| Working hour per week during the | | | |

| | | | |
|--|------|-------|----------------|
| COVID-19 pandemic | | | |
| <40 hours/week (ref) | - | - | - |
| 40–60 hours/week | .706 | 1.146 | 0.565 – 2.325 |
| >60 hours/week | .626 | 0.750 | 0.236 – 2.386 |
| History of COVID-19 infection | | | |
| Yes | .818 | 0.898 | 0.357 – 2.255 |
| No (ref) | - | - | - |
| History of COVID-19 infection in the family | | | |
| Yes | .342 | 0.713 | 0.35 – 1.433 |
| No (ref) | - | - | - |
| Any family member died because of COVID-19 | | | |
| Yes | .278 | 0.536 | 0.174 – 1.653 |
| No (ref) | - | - | - |
| Having one or more comorbidities | | | |
| Yes | .778 | 0.901 | 0.438 – 1.854 |
| No (ref) | - | - | - |
| PPE availability in the workplace | | | |
| Not available or not according to standard (ref) | - | - | - |
| Available and according to standard | .285 | 0.662 | 0.312 – 1.408 |
| Verbal intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .876 | 1.057 | 0.528 – 2.113 |
| Physical intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .805 | 1.298 | 0.164 – 10.268 |
| Intimidation from the society outside workplace | | | |
| Never (ref) | - | - | - |
| At least once | .366 | 1.456 | 0.645 – 3.285 |
| Workplace support from intimidation | | | |
| Yes (ref) | - | - | - |
| No | .589 | 0.796 | 0.348 – 1.820 |
| Willingness to work during the COVID-19 pandemic | | | |
| Yes | - | - | - |
| No (ref) | .996 | 1.002 | 0.400 – 2.509 |
| Reason for HCW to work during the COVID-19 pandemic because feeling responsible | | | |
| Yes | .080 | 1.857 | 0.929 – 3.712 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because of financial matters | | | |

| | | | |
|--|------|-------|---------------|
| Yes | .071 | 0.517 | 0.252 – 1.059 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because already bound to working contract | | | |
| Yes | .722 | 1.199 | 0.350 – 4.113 |
| No (ref) | - | - | - |

Supplementary Table 5. Univariate analysis of determinants for impaired mental health component among HCWs

| Variables | <i>p</i> value | COR | 95% CI |
|--|----------------|-------|---------------|
| Age | .973 | 1.000 | 0.978 – 1.021 |
| Sex | | | |
| Male (ref) | - | - | - |
| Female | .748 | 0.932 | 0.605 – 1.434 |
| Marital status | | | |
| Single (ref) | - | - | - |
| Married | .266 | 1.319 | 0.810 – 2.148 |
| Married with children | .263 | 1.329 | 0.808 – 2.187 |
| Job | | | |
| Doctor (ref) | - | - | - |
| Nurse | .057 | 1.804 | 0.983 – 3.310 |
| Midwife | .958 | 0.975 | 0.369 – 2.571 |
| Dentist | .777 | 0.884 | 0.377 – 2.072 |
| Pharmacist | .273 | 1.671 | 0.668 – 4.179 |
| Others (nutritionist, physiotherapist, laboratory analyst, acupuncturist, health educator, and hospital administrator) | .994 | 1.002 | 0.527 – 1.907 |
| Workplace setting | | | |
| COVID-19 hospital or referral hospital (ref) | - | - | - |
| Non-COVID-19 hospital | .752 | 1.093 | 0.629 – 1.898 |
| Primary care or other healthcare facilities | .391 | 0.820 | 0.521 – 1.290 |
| Workplace island | | | |
| Java Island (ref) | - | - | - |
| Outside Java Island | .961 | 0.988 | 0.617 – 1.582 |
| Working period during the COVID-19 pandemic | | | |
| Since the beginning of pandemic (ref) | - | - | - |
| In the middle of pandemic | .729 | 1.092 | 0.665 – 1.790 |
| Working experience before the COVID-19 pandemic | | | |
| Not working (ref) | - | - | - |
| <1 year | .252 | 1.619 | 0.710 – 3.689 |
| 1–3 years | .502 | 0.760 | 0.342 – 1.691 |
| >3 years | .937 | 1.030 | 0.497 – 2.134 |
| Income during the COVID-19 pandemic | | | |
| <3 million rupiah/month (ref) | - | - | - |
| 3-5 million rupiah/month | .187 | 1.510 | 0.818 – 2.785 |
| 5-10 million rupiah/month | .050 | 1.833 | 1.001 – 3.358 |
| 10-20 million rupiah/month | .919 | 1.040 | 0.490 – 2.208 |
| >20 million rupiah/month | .612 | 1.219 | 0.567 – 2.622 |
| Working hour per week during the | | | |

| | | | |
|--|------|-------|---------------|
| COVID-19 pandemic | | | |
| <40 hours/week (ref) | - | - | - |
| 40–60 hours/week | .177 | 1.338 | 0.877 – 2.040 |
| >60 hours/week | .899 | 0.950 | 0.429 – 2.105 |
| History of COVID-19 infection | | | |
| Yes | .841 | 0.943 | 0.430 – 1.678 |
| No (ref) | - | - | - |
| History of COVID-19 infection in the family | | | |
| Yes | .829 | 0.953 | 0.612 – 1.482 |
| No (ref) | - | - | - |
| Any family member died because of COVID-19 | | | |
| Yes | .388 | 1.429 | 0.635 – 3.220 |
| No (ref) | - | - | - |
| Having one or more comorbidities | | | |
| Yes | .475 | 0.850 | 0.544 – 1.328 |
| No (ref) | - | - | - |
| PPE availability in the workplace | | | |
| Not available or not according to standard (ref) | - | - | - |
| Available and according to standard | .424 | 0.841 | 0.550 – 1.286 |
| Verbal intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .626 | 0.901 | 0.593 – 1.369 |
| Physical intimidation in the workplace | | | |
| Never (ref) | - | - | - |
| At least once | .920 | 0.944 | 0.303 – 2.939 |
| Intimidation from the society outside workplace | | | |
| Never (ref) | - | - | - |
| At least once | .893 | 0.969 | 0.615 – 1.527 |
| Workplace support from intimidation | | | |
| Yes (ref) | - | - | - |
| No | .099 | 1.548 | 0.920 – 2.604 |
| Willingness to work during the COVID-19 pandemic | | | |
| Yes | - | - | - |
| No (ref) | .300 | 0.740 | 0.418 – 1.308 |
| Reason for HCW to work during the COVID-19 pandemic because feeling responsible | | | |
| Yes | .307 | 0.791 | 0.504 – 1.240 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because of financial matters | | | |

| | | | |
|--|------|-------|---------------|
| Yes | .140 | 1.434 | 0.888 – 2.314 |
| No (ref) | - | - | - |
| Reason to work during the COVID-19 pandemic because already bound to working contract | | | |
| Yes | .238 | 0.640 | 0.305 – 1.342 |
| No (ref) | - | - | - |