

Additional table 1. Association between Effort-Reward Imbalance, personal and work factors and self-rated overall health and mental distress (unadjusted and adjusted odds ratios with 95% confidence intervals; complete case analysis).

		Self-rated Health (Fair or poor) ² N= 580			Mental Distress ³ N=418		
		n (%)	OR (95%CI)	aOR (95%CI)	n (%)	OR (95%CI)	aOR (95%CI)
Age	< 40 years	140 (47.8)	1	1	113 (50.2)	1	1
	≥40 years	110 (39.3)	0.71 (0.5-1.0)	0.86 (0.5-1.5)	77 (40.5)	0.68 (0.5-1.0)	0.70 (0.4-1.3)
Gender	Male	53 (33.1)	1	1	48 (40.7)	1	1
	Female	197 (47.7)	1.84 (1.3-2.7)	1.73 (1.0-3.3)	141 (47.6)	1.33 (0.9-2.0)	1.08 (0.6-1.9)
Place of work	Urban	69 (28.2)	1	1	69 (38.3)	1	1
	Rural	183 (54.6)	3.07 (2.2-4.4)	4.00 (2.3-7.0)	121 (50.8)	1.66 (1.1-2.5)	1.16 (0.7-2.1)
Teaching level	Secondary	84 (39.1)	1	1	66 (42.9)	1	1
	Primary and secondary	26 (34.2)	0.81 (0.5-1.4)	1.76 (0.8-3.9)	23 (41.8)	0.96 (0.5-1.8)	1.26 (0.5-3.0)
	Primary	139 (49.6)	1.54 (1.1-2.2)	2.03 (1.2-3.6)	100 (49.5)	1.31 (0.9-2.0)	1.63 (0.9-2.9)
Extracurricular activities¹	≤ 10 Hrs per week	119 (43.9)	1	1	88 (44.4)	1	1
	> 10 Hrs per week	93 (40.4)	0.87 (0.6-1.2)	0.57 (0.3-0.9)	82 (46.1)	1.07 (0.7-1.6)	0.93 (0.6-1.6)
Monthly income	High (>476 USD)	62 (41.1)	1	1	42 (39.6)	1	1
	Medium (239-476 USD)	128 (45.4)	1.19 (0.8-1.8)	0.75 (0.3-1.6)	108 (50.5)	1.55 (1.0-2.5)	1.23 (0.5-2.8)
	Low (< 238 USD)	47 (41.6)	1.02 (0.6-1.7)	0.93 (0.5-1.7)	34 (41.0)	1.06 (0.6-1.9)	1.28 (0.74-2.5)

		Self-rated Health (Fair or poor)² N= 580			Mental Distress³ N=418		
		n (%)	OR (95%CI)	aOR (95%CI)	n (%)	OR (95%CI)	aOR (95%CI)
Work Position (Standing or walking)	Never-Most of the time	61 (39.6)	1	1	59 (48.8)	1	1
	Always	171 (44.9)	1.24 (0.8-1.8)	2.04 (1.0-3.7)	115 (43.1)	0.80 (0.5-1.2)	0.78 (0.4-1.4)
ERI	≤ 1	45 (17.4)	1	1	83 (39.0)	1	1
	> 1	43 (32.3)	2.27 (1.5-3.4)	2.03 (1.2-3.5)	64 (58.2)	2.18 (1.4-3.5)	1.91 (1.1-3.4)
Overcommitment	≤ Low/medium value	60 (20.3)	1	1	97 (40.2)	1	1
	> Higher value	41 (29.3)	2.24 (1.5-3.3)	1.96 (1.2 -3.3)	62 (53.4)	1.70 (1.1-2.7)	1.40 (0.8-2.5)

¹Extra-curricular activities: the sum of time in extra-curricular activities including preparing school lessons, preparing teaching material, preparation of extra-program activities, interviews with parents or pupils, planning and teamwork, administrative duties, participation in courses and correcting class tests.

²Question of the SF-36 questionnaire: “How do you rate your health?”

³Spanish version of the 12-item General Health Questionnaire (GHQ-12)

Additional table 2. Association between Effort-Reward Imbalance, personal and work factors and 7-day prevalence of low back pain and neck/shoulder pain (unadjusted and adjusted odds ratios with 95% confidence intervals; complete case analysis).

		7-day prevalence of low back pain ² N= 517			7-day prevalence of neck or shoulders pain ² N= 517		
		n (%)	OR (95%CI)	aOR (95%CI)	n (%)	OR (95%CI)	aOR (95%CI)
Age	< 40 años	67 (25.7)	1	1	111 (42.5)	1	1
	≥40 years	43 (17.1)	0.60 (0.4-0.9)	0.70 (0.4-1.4)	79 (31.5)	0.62 (0.4-0.9)	0.61 (0.3-1.1)
Gender	Male	28 (19.4)	1	1	41 (28.5)	1	1
	Female	82 (22.3)	1.19 (0.7-1.9)	1.29 (0.7-2.4)	148 (40.3)	1.70 (1.1-2.6)	1.74 (1.0-3.0)
Place of work	Urban	42 (19.1)	1	1	73 (33.2)	1	1
	Rural	68 (22.9)	1.26 (0.8-1.9)	0.74 (0.4-1.4)	118 (39.7)	1.33 (0.9-1.9)	1.27 (0.7-2.2)
Teaching level	Secondary	49 (25.3)	1	1	83 (42.8)	1	1
	Primary and secondary	8 (11.1)	0.37 (0.2-0.8)	0.34 (0.1-1.1)	18 (25.0)	0.45 (0.2-0.8)	1.01 (0.5-2.2)
	Primary	52 (21.3)	0.80 (0.5-1.3)	1.08 (0.6-2.0)	89 (36.5)	0.77 (0.5-1.1)	0.72 (0.4-1.2)
Extracurricular activities¹	≤ 10 Hrs per week	56 (23.1)	1	1	89 (36.8)	1	1
	> 10 Hrs per week	48 (22.5)	1.00 (0.6-1.5)	0.83 (0.5-1.5)	85 (39.9)	1.14 (0.8-1.7)	0.86 (0.5-1.4)
Monthly income	High (>476 USD)	25 (17.9)	1	1	43 (30.7)	1	1
	Medium (239-476 USD)	63 (25.0)	1.53 (0.9-2.6)	0.78 (0.3-2.0)	106 (42.1)	1.64 (1.1-2.5)	0.88 (0.4-1.9)

		7-day prevalence of low back pain ² N= 517			7-day prevalence of neck or shoulders pain ² N= 517		
		n (%)	OR (95%CI)	aOR (95%CI)	n (%)	OR (95%CI)	aOR (95%CI)
	Low (< 238 USD)	21 (20.6)	1.19 (0.6-2.3)	1.26 (0.6-2.6)	39 (38.2)	1.40 (0.8-2.4)	1.24 (0.7-2.3)
Work Position (Standing or walking)	Never-Most of the time	29 (18.7)	1	1	47 (30.3)	1	1
	Always	69 (17.9)	0.95 (0.6-1.5)	0.91 (0.5-1.7)	118 (30.6)	1.02 (0.7-1.5)	1.02 (0.6-1.8)
ERI	≤ 1	45 (17.4)	1	1	86 (33.3)	1	1
	> 1	43 (32.3)	2.26 (1.4-3.7)	2.40 (1.3-4.4)	61 (45.9)	1.69 (1.1-2.6)	1.49 (0.9-2.5)
Overcommitment	≤ Low/medium value	45 (18.0)	1	1	104 (35.3)	1	1
	> Higher value	38 (31.1)	1.62 (1.0-2.6)	2.07 (1.2-3.7)	61 (43.6)	1.42 (0.9-2.1)	1.20 (0.7-2.0)

¹Extra-curricular activities: the sum of time in extra-curricular activities including preparing school lessons, preparing teaching material, preparation of extra-program activities, interviews with parents or pupils, planning and teamwork, administrative duties, participation in courses and correcting class tests.

²Spanish version of the Standardized Nordic questionnaire