

Table S1: Intention to leave the current job within the next five years among public health workers from 25 public health institutes, Serbia, 2020. Univariate regression analysis

Individual characteristics	Univariate regression analysis (n=1,663)	
	OR	95%CI
Gender, total (n)		
Male	2.01	1.53-2.65
Female	ref	
Age, total (n)		
<35 years	2.29	1.41-3.72
35-54 years	2.77	1.88-4.06
>55 years	ref	
Occupation, total (n)		
Physician	1.18	0.61-2.75
Nurse/health technician	1.32	0.70-2.47
Health associate	1.38	0.72-2.63
Administrative worker	1.34	0.66-2.71
Technical worker	ref	
Managerial position, total (n)		
Yes	0.98	0.71-1.36
No	ref	
Level of the public health institution, total (n)		
City	0.90	0.53-1.53
District	0.64	0.36-1.14
National	ref	
Having an additional practice, total (n)		
Yes	2.74	1.96-3.83
No	ref	
Working in the COVID zone, total (n)		
Yes	1.71	0.90-1.53
No	ref	
Job-related characteristics	OR	95%CI
Feeling of tension, stress, or pressure while performing the job		
a) in non-pandemic conditions, total (n)	1.67	1.49-1.88
b) during the COVID-19 pandemic, total (n)	1.59	1.41-1.79
The job-related challenges during the COVID-19 pandemic		
a) work in entirely new circumstances, total (n)		
Yes	0.76	0.59-0.99
No	ref	
b) exhaustion due to the volume of work, total (n)		
Yes	1.65	1.27-2.15
No	ref	
c) exhaustion due to work under PPE, total (n)		
Yes	1.33	1.00-1.77*
No	ref	
d) availability of PPE, total (n)		
Yes	1.39	0.93-2.08
No	ref	
e) availability of information, total (n)		
Yes	2.28	1.70- 3.07
No	ref	
f) uncertainty, and fear of infection, total (n)		
Yes	0.68	0.52-0.89
No	ref	

g) coping with patient experiences, total (n)		
Yes	0.88	0.60-1.31
No	ref	
Satisfaction with		
a) job in general, total (n)		
Dissatisfied	10.8	7.4-15.8
Neither satisfied nor dissatisfied	5.1	3.8-6.9
Satisfied	ref	
b) adequacy of work equipment, total (n)		
Dissatisfied	3.91	2.63-5.82
Neither satisfied nor dissatisfied	2.22	1.65-3.00
Satisfied	ref	
c) adequacy of workspace, total (n)		
Dissatisfied	3.03	2.20-4.18
Neither satisfied nor dissatisfied	2.12	1.55-2.89
Satisfied	ref	
d) availability of working time, total (n)		
Dissatisfied	5.16	3.30-8.09
Neither satisfied nor dissatisfied	2.41	1.74-3.36
Satisfied	ref	
e) job autonomy, total (n)		
Dissatisfied	4.22	3.05-5.85
Neither satisfied nor dissatisfied	2.68	1.97-3.64
Satisfied	ref	
f) respect and valuation of the work, total (n)		
Dissatisfied	7.20	5.28-9.82
Neither satisfied nor dissatisfied	3.20	2.30-4.42
Satisfied	ref	
g) cooperation with colleagues, total (n)		
Dissatisfied	4.35	2.86-6.62
Neither satisfied nor dissatisfied	2.82	2.07-3.83
Satisfied	ref	
h) opportunities for professional developments and CE, total (n)		
Dissatisfied	4.90	3.56-6.73
Neither satisfied nor dissatisfied	2.72	1.97-3.75
Satisfied	ref	
i) financial compensation for work, total (n)		
Dissatisfied	4.81	3.49-6.63
Neither satisfied nor dissatisfied	3.11	2.28-4.25
Satisfied	ref	
j) institutional management and organization, total (n)		
Dissatisfied	7.14	5.19-9.81
Neither satisfied nor dissatisfied	3.17	2.27-4.42
Satisfied	ref	
k) preventing and controlling the spread of COVID-19 infection, total (n)		
Dissatisfied	3.93	2.78-5.56
Neither satisfied nor dissatisfied	2.45	1.80-3.31
Satisfied	ref	

OR- odds ratios; CI- confidence interval; ref- reference category; PPE- personal protective equipment;
CE- continuing education; n- number of respondents.

Significant findings are marked in bold

*p=0.048

Table S2: The Spearman correlation coefficient for job related variables

Correlations																				
			Feeling of tension, stress, or pressure while performing the job in non-pandemic conditions	Feeling of tension, stress, or pressure while performing the job during the COVID-19 pandemic	Work in entirely new circumstances	Exhaustion due to the volume of work	Exhaustion due to work under PPE	Availability of information	Uncertainty, and fear of infection	Satisfaction with adequacy of work equipment	Satisfaction with adequacy of workspace	Satisfaction with availability of working time	Satisfaction with job autonomy	Satisfaction with respect and valuation of the work	Satisfaction with cooperation with colleagues	Satisfaction with professional developments and CE	Satisfaction with financial compensation	Satisfaction with institutional management and organization	Satisfaction with preventing and controlling the spread of COVID-19 infection	Satisfaction with job in general
Spearman's rho	Feeling of tension, stress, or pressure while performing the job in non-pandemic conditions	Correlation Coefficient Sig. (2-tailed) N	1.000 1645 1628	.693 ^{**} .000 1628	-.073 ^{**} .003 1645	-.168 ^{**} .000 1645	.049 ^{**} .047 1645	.044 ^{**} .074 1645	.040 ^{**} .101 1645	-.221 ^{**} .000 1622	-.256 ^{**} .000 1631	-.324 ^{**} .000 1625	-.324 ^{**} .000 1594	-.361 ^{**} .000 1617	-.251 ^{**} .000 1618	-.312 ^{**} .000 1508	-.304 ^{**} .000 1609	-.313 ^{**} .000 1557	-.218 ^{**} .000 1611	-.388 ^{**} .000 1554
	Feeling of tension, stress, or pressure while performing the job during the COVID-19 pandemic	Correlation Coefficient Sig. (2-tailed) N	.693 ^{**} .000 1628	1.000 .001 1630	-.085 ^{**} .001 1630	.219 ^{**} .000 1630	.087 ^{**} .000 1630	.020 ^{**} .430 1630	.149 ^{**} .000 1608	-.196 ^{**} .000 1616	-.227 ^{**} .000 1610	-.243 ^{**} .000 1580	-.260 ^{**} .000 1602	-.280 ^{**} .000 1604	-.168 ^{**} .000 1498	-.264 ^{**} .000 1595	-.252 ^{**} .000 1545	-.253 ^{**} .000 1599	-.212 ^{**} .000 1599	-.309 ^{**} .000 1542
	Work in entirely new circumstances	Correlation Coefficient Sig. (2-tailed) N	-.073 ^{**} .003 1645	-.085 ^{**} .001 1630	1.000 .000 1663	-.021 ^{**} .384 1663	-.032 ^{**} .186 1663	.074 ^{**} .002 1663	-.047 ^{**} .056 1663	.140 ^{**} .000 1637	.120 ^{**} .000 1645	.064 ^{**} .010 1640	.134 ^{**} .000 1608	.125 ^{**} .000 1633	.111 ^{**} .000 1632	.170 ^{**} .000 1522	.137 ^{**} .000 1625	.144 ^{**} .000 1569	.163 ^{**} .000 1621	.131 ^{**} .000 1568
	Exhaustion due to the volume of work	Correlation Coefficient Sig. (2-tailed) N	.168 ^{**} .000 1645	.219 ^{**} .000 1630	-.021 ^{**} .384 1663	1.000 .000 1663	.171 ^{**} .000 1663	.074 ^{**} .002 1663	.023 ^{**} .342 1663	.029 ^{**} .235 1637	.008 ^{**} .534 1645	-.101 ^{**} .000 1640	.016 ^{**} .534 1608	-.011 ^{**} .653 1633	-.016 ^{**} .509 1632	-.019 ^{**} .469 1522	-.010 ^{**} .685 1625	-.029 ^{**} .258 1569	.030 ^{**} .225 1621	-.050 ^{**} .046 1568
	Exhaustion due to work under PPE	Correlation Coefficient Sig. (2-tailed) N	.049 ^{**} .047 1645	.087 ^{**} .000 1630	-.032 ^{**} .186 1663	.171 ^{**} .000 1663	1.000 .000 1663	.084 ^{**} .001 1663	.147 ^{**} .000 1663	.000 ^{**} .989 1637	-.021 ^{**} .388 1645	-.013 ^{**} .589 1640	.019 ^{**} .532 1608	-.015 ^{**} .115 1633	-.039 ^{**} .543 1632	-.016 ^{**} .996 1522	.000 ^{**} .457 1625	-.017 ^{**} .509 1569	.018 ^{**} .457 1621	-.025 ^{**} .320 1568
	Availability of information	Correlation Coefficient Sig. (2-tailed) N	.044 ^{**} .074 1645	.020 ^{**} .430 1630	.074 ^{**} .002 1663	.074 ^{**} .002 1663	.084 ^{**} .001 1663	1.000 .000 1663	.116 ^{**} .000 1663	-.042 ^{**} .088 1637	-.036 ^{**} .001 1645	-.078 ^{**} .002 1640	-.016 ^{**} .515 1608	-.086 ^{**} .001 1633	-.077 ^{**} .002 1632	-.086 ^{**} .001 1522	-.061 ^{**} .013 1625	-.141 ^{**} .000 1569	-.067 ^{**} .007 1621	-.103 ^{**} .000 1568
	Uncertainty, and fear of infection	Correlation Coefficient Sig. (2-tailed) N	.040 ^{**} .101 1645	.149 ^{**} .000 1630	-.047 ^{**} .056 1663	.023 ^{**} .342 1663	.147 ^{**} .000 1663	.116 ^{**} .000 1663	1.000 .418 1663	.020 ^{**} .821 1637	.006 ^{**} .693 1645	-.010 ^{**} .502 1640	.017 ^{**} .502 1608	.016 ^{**} .523 1633	.002 ^{**} .924 1632	-.047 ^{**} .066 1522	-.015 ^{**} .552 1625	-.022 ^{**} .383 1569	.011 ^{**} .644 1621	.023 ^{**} .359 1568
	Satisfaction with adequacy of work equipment	Correlation Coefficient Sig. (2-tailed) N	-.221 ^{**} .000 1622	-.196 ^{**} .000 1608	.140 ^{**} .000 1637	.029 ^{**} .235 1637	.000 ^{**} .989 1637	-.042 ^{**} .088 1637	.020 ^{**} .418 1637	1.000 .000 1627	.588 ^{**} .000 1627	.429 ^{**} .000 1620	.464 ^{**} .000 1588	.372 ^{**} .000 1610	.514 ^{**} .000 1610	.482 ^{**} .000 1506	.507 ^{**} .000 1606	.479 ^{**} .000 1550	.510 ^{**} .000 1554	
	Satisfaction with adequacy of workspace	Correlation Coefficient Sig. (2-tailed) N	-.256 ^{**} .000 1631	-.227 ^{**} .000 1616	.120 ^{**} .000 1645	.008 ^{**} .730 1645	-.021 ^{**} .388 1645	-.036 ^{**} .149 1645	.006 ^{**} .821 1645	.588 ^{**} .000 1627	1.000 .000 1629	.435 ^{**} .000 1595	.437 ^{**} .000 1619	.478 ^{**} .000 1619	.337 ^{**} .000 1619	.445 ^{**} .000 1515	.380 ^{**} .000 1612	.454 ^{**} .000 1556	.410 ^{**} .000 1607	.458 ^{**} .000 1554
	Satisfaction with availability of working time	Correlation Coefficient Sig. (2-tailed) N	-.324 ^{**} .000 1625	-.243 ^{**} .000 1610	.064 ^{**} .010 1640	-.101 ^{**} .000 1640	-.013 ^{**} .589 1640	-.078 ^{**} .002 1640	-.010 ^{**} .693 1620	.429 ^{**} .000 1620	.435 ^{**} .000 1629	1.000 .000 1640	.485 ^{**} .000 1592	.464 ^{**} .000 1618	.399 ^{**} .000 1616	.416 ^{**} .000 1509	.441 ^{**} .000 1611	.419 ^{**} .000 1554	.334 ^{**} .000 1603	.482 ^{**} .000 1550
	Satisfaction with job autonomy	Correlation Coefficient Sig. (2-tailed) N	-.324 ^{**} .000 1594	-.260 ^{**} .000 1580	.134 ^{**} .000 1608	.016 ^{**} .019 1608	.445 ^{**} .445 1608	-.016 ^{**} .515 1608	.017 ^{**} .502 1608	.464 ^{**} .000 1588	.437 ^{**} .000 1595	.485 ^{**} .000 1592	1.000 .000 1608	.685 ^{**} .000 1587	.478 ^{**} .000 1586	.569 ^{**} .000 1497	.488 ^{**} .000 1579	.577 ^{**} .000 1530	.433 ^{**} .000 1580	.567 ^{**} .000 1518
	Satisfaction with respect and valuation of the work	Correlation Coefficient Sig. (2-tailed) N	-.361 ^{**} .000 1617	-.280 ^{**} .000 1602	.125 ^{**} .000 1633	-.011 ^{**} .653 1633	-.015 ^{**} .532 1633	-.086 ^{**} .001 1633	.016 ^{**} .523 1633	.514 ^{**} .000 1610	.478 ^{**} .000 1619	.464 ^{**} .000 1618	.685 ^{**} .000 1587	1.000 .000 1633	.557 ^{**} .000 1610	.596 ^{**} .000 1502	.548 ^{**} .000 1600	.671 ^{**} .000 1547	.486 ^{**} .000 1597	.647 ^{**} .000 1543
	Satisfaction with cooperation with colleagues	Correlation Coefficient Sig. (2-tailed) N	-.251 ^{**} .000 1618	-.168 ^{**} .000 1604	.111 ^{**} .000 1632	-.016 ^{**} .509 1632	-.039 ^{**} .115 1632	-.077 ^{**} .002 1632	.002 ^{**} .924 1632	.372 ^{**} .000 1610	.337 ^{**} .000 1619	.399 ^{**} .000 1616	.478 ^{**} .000 1586	.557 ^{**} .000 1610	1.000 .000 1632	.472 ^{**} .000 1505	.403 ^{**} .000 1604	.505 ^{**} .000 1550	.415 ^{**} .000 1599	.498 ^{**} .000 1542
	Satisfaction with professional developments and CE	Correlation Coefficient Sig. (2-tailed) N	-.312 ^{**} .000 1508	-.264 ^{**} .000 1498	.170 ^{**} .000 1522	-.019 ^{**} .469 1522	-.016 ^{**} .543 1522	-.086 ^{**} .001 1522	-.047 ^{**} .066 1506	.540 ^{**} .000 1506	.445 ^{**} .000 1515	.416 ^{**} .000 1509	.569 ^{**} .000 1497	.596 ^{**} .000 1502	.472 ^{**} .000 1505	1.000 .000 1522	.622 ^{**} .000 1506	.655 ^{**} .000 1457	.505 ^{**} .000 1499	.585 ^{**} .000 1443
	Satisfaction with financial compensation	Correlation Coefficient Sig. (2-tailed) N	-.304 ^{**} .000 1609	-.252 ^{**} .000 1595	.137 ^{**} .000 1625	-.010 ^{**} .885 1625	.000 ^{**} .996 1625	-.061 ^{**} .013 1625	-.015 ^{**} .552 1606	.482 ^{**} .000 1612	.380 ^{**} .000 1611	.441 ^{**} .000 1579	.488 ^{**} .000 1600	.548 ^{**} .000 1600	.403 ^{**} .000 1604	.622 ^{**} .000 1506	1.000 .000 1625	.590 ^{**} .000 1549	.440 ^{**} .000 1595	.583 ^{**} .000 1538
	Satisfaction with institutional management and organization	Correlation Coefficient Sig. (2-tailed) N	-.313 ^{**} .000 1557	-.253 ^{**} .000 1545	.144 ^{**} .000 1569	-.029 ^{**} .258 1569	-.017 ^{**} .509 1569	-.141 ^{**} .000 1569	-.022 ^{**} .383 1569	.507 ^{**} .000 1550	.454 ^{**} .000 1556	.419 ^{**} .000 1554	.577 ^{**} .000 1530	.671 ^{**} .000 1547	.505 ^{**} .000 1550	.655 ^{**} .000 1457	.590 ^{**} .000 1549	1.000 .000 1569	.618 ^{**} .000 1548	.645 ^{**} .000 1484
	Satisfaction with preventing and controlling the spread of COVID-19 infection	Correlation Coefficient Sig. (2-tailed) N	-.218 ^{**} .000 1611	-.212 ^{**} .000 1599	.163 ^{**} .000 1621	.030 ^{**} .225 1621	.018 ^{**} .457 1621	-.067 ^{**} .007 1621	.011 ^{**} .644 1621	.479 ^{**} .000 1602	.410 ^{**} .000 1607	.334 ^{**} .000 1603	.433 ^{**} .000 1580	.486 ^{**} .000 1597	.415 ^{**} .000 1599	.505 ^{**} .000 1499	.440 ^{**} .000 1595	.618 ^{**} .000 1548	1.000 .000 1621	.514 ^{**} .000 1534
	Satisfaction with job in general	Correlation Coefficient Sig. (2-tailed) N	-.388 ^{**} .000 1554	-.309 ^{**} .000 1542	.131 ^{**} .000 1568	-.050 ^{**} .046 1568	-.025 ^{**} .320 1568	-.103 ^{**} .023 1568	.023 ^{**} .359 1568	.510 ^{**} .000 1546	.458 ^{**} .000 1554	.482 ^{**} .000 1550	.567 ^{**} .000 1518	.647 ^{**} .000 1543	.498 ^{**} .000 1542	.585 ^{**} .000 1443	.583 ^{**} .000 1538	.645 ^{**} .000 1484	.514 ^{**} .000 1534	1.000 .000 1568

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

PPE- personal protective equipment; CE- continuing education

Table S3: Variance inflation factor (VIF) for a set of multivariate regression variables

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.712	.098		7.253	.000		
	Feeling of tension, stress, or pressure while performing the job in non-pandemic conditions	-.004	.014	-.012	-.297	.766	.436	2.296
	Feeling of tension, stress, or pressure while performing the job during the COVID-19 pandemic	.034	.013	.099	2.537	.011	.453	2.210
	Work in entirely new circumstances	-.015	.022	-.018	-.677	.498	.924	1.082
	Exhaustion due to the volume of work	.050	.025	.056	2.016	.044	.879	1.137
	Exhaustion due to work under PPE	.003	.026	.003	.125	.901	.940	1.064
	Availability of information	.105	.029	.099	3.664	.000	.934	1.071
	Uncertainty, and fear of infection	-.079	.023	-.093	-3.405	.001	.915	1.092
	Gender	.069	.024	.078	2.910	.004	.959	1.042
	Age	-.053	.018	-.078	-2.929	.003	.965	1.037
	Having an additional practice	.126	.033	.102	3.812	.000	.959	1.042
	Satisfaction with adequacy of work equipment	.032	.025	.048	1.310	.190	.504	1.983
	Satisfaction with adequacy workspace	.010	.019	.019	.553	.580	.595	1.681
	Satisfaction with availability of working time	-.022	.024	-.030	-.908	.364	.638	1.568
	Satisfaction with job autonomy	.038	.022	.067	1.701	.089	.435	2.300
	Satisfaction with respect and valuation of the work	-.098	.024	-.185	-4.118	.000	.339	2.953
	Satisfaction with cooperation with colleagues	.008	.024	.012	.358	.721	.593	1.685
	Satisfaction with professional developments and CE	-.002	.021	-.004	-.102	.919	.414	2.414
	Satisfaction with financial compensation	-.038	.021	-.067	-1.861	.063	.523	1.912
	Satisfaction with institutional management and organization	-.042	.023	-.081	-1.838	.066	.351	2.846
	Satisfaction with preventing and controlling the spread of COVID-19 infection	.017	.021	.029	.819	.413	.550	1.819
	Satisfaction with job in general	-.114	.025	-.187	-4.569	.000	.410	2.441

a. Dependent Variable: intention to leave a job

PPE- personal protective equipment; CE- continuing education

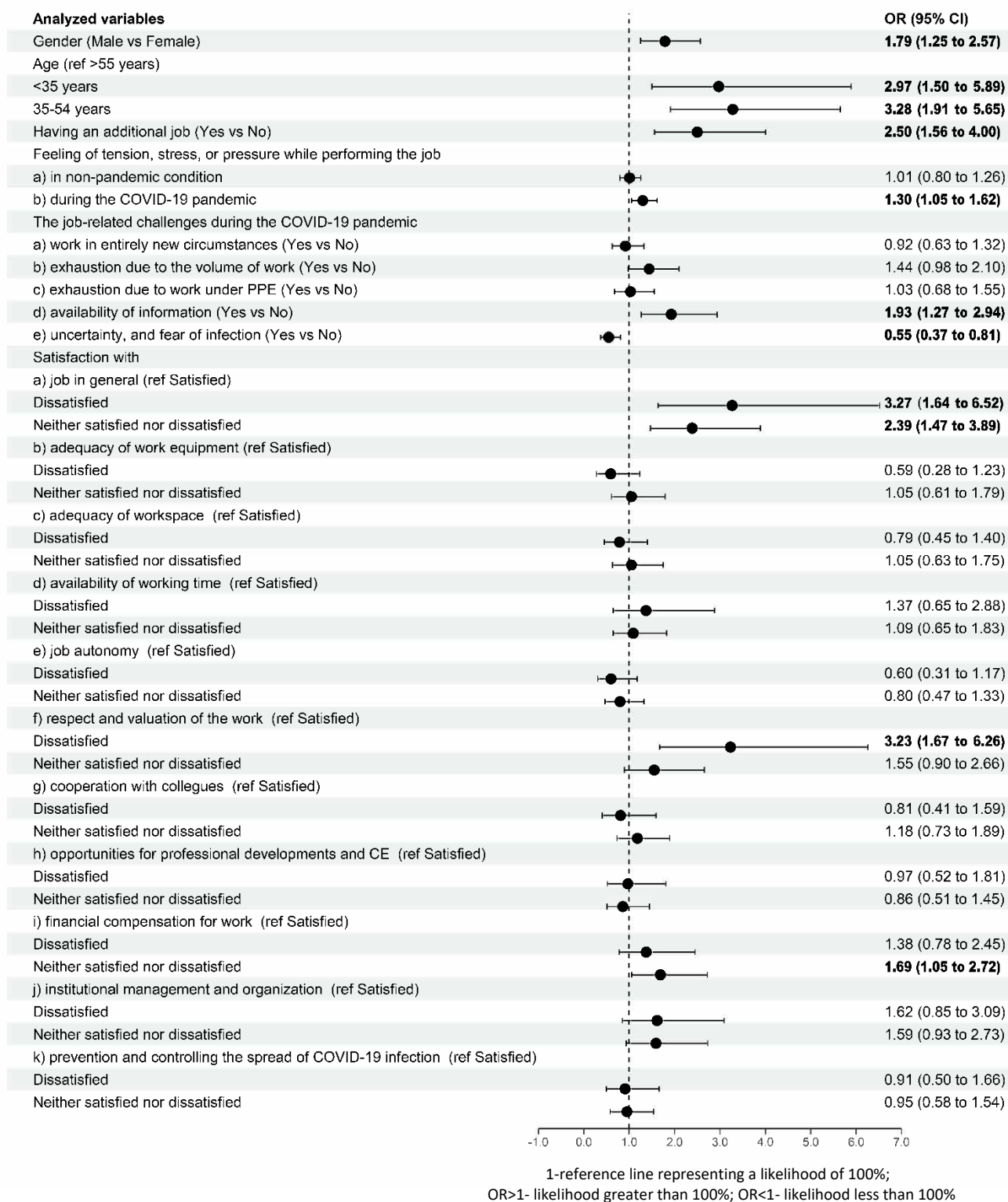
Table S4: General characteristics of the study population i.e. public health workers from 25 public health institutes (n = 1,663), Serbia, 2020.

Individual characteristics	Total public health workers	
	n	Prevalence (95%CI)
Gender, total (n)	1508	
Male	405	26.9 (24.6-29.1)
Female	1103	73.1 (70.9-75.4)
Age, total (n)	1554	
<35 years	224	14.4 (12.7-16.2)
35-54 years	975	62.8 (60.3-65.5)
>55 years	355	22.8 (20.7-24.9)
Occupation, total (n)	1500	
Physician	323	21.5 (19.4-23.6)
Nurse/health technician	545	36.4 (33.9-38.8)
Health associate	374	24.9 (22.7-27.1)
Administrative worker	168	11.2 (9.6-12.8)
Technical worker	90	6.0 (4.8-7.2)
Managerial position, total (n)	1516	
Yes	294	19.4 (17.4-21.4)
No	1222	80.6 (78.6-82.6)
Level of the public health institution, total (n)	1663	
National	89	5.4 (4.3-6.4)
District	446	26.8 (24.7-28.9)
City	1128	67.8 (65.6-70.1)
Having an additional practice, total (n)	1663	
Yes	178	10.7 (9.2-12.2)
No	1485	89.3 (87.8-90.8)
Working in the COVID zone, total (n)	1474	
Yes	536	36.4 (33.9-38.8)
No	938	63.6 (61.2-66.1)
Intentions to leave a current job within next five years, total (n)	1578	
Yes, to work in the private health sector	36	2.3 (1.5-3.0)
Yes, to work in the sector other than healthcare	130	8.2 (6.9-9.6)
Yes, to work abroad	154	9.8 (8.3-11.2)
No	1258	79.7 (77.7-81.7)
Job-related characteristics	n	Prevalence (95%CI)
Feeling of tension, stress, or pressure while performing the job		
a) in non-pandemic conditions, total (n)	1645	
Not at all	185	11.3 (9.7-12.8)
A little	282	17.1 (15.3-19.0)
Moderately	673	40.9 (38.5-43.3)
A lot	313	19.0 (17.1-20.9)
Very much	192	11.7 (10.1-13.2)
b) during the COVID-19 pandemic, total (n)	1630	
Not at all	127	7.8 (6.5-9.1)
A little	221	13.5 (11.9-15.2)
Moderately	585	35.9 (33.6-38.2)
A lot	394	24.2 (22.1-26.2)
Very much	303	18.6 (16.7-20.5)
The job-related challenges during the COVID-19 pandemic		
a) work in entirely new circumstances, total (n)	1663	
Yes	590	35.5 (33.2-37.8)
No	1073	64.5 (66.2-66.8)
b) exhaustion due to the volume of work, total (n)	1663	
Yes	444	26.7 (24.6-28.8)
No	1219	73.3 (71.2-75.4)

c) exhaustion due to work under PPE,	1663	
total (n)		
Yes	351	21.1 (19.1-23.1)
No	1312	78.9 (76.9-80.9)
d) availability of PPE, total (n)	1663	
Yes	143	8.6 (7.2-9.9)
No	1520	91.4 (90.0-92.7)
e) availability of information, total (n)	1663	
Yes	266	16.0 (14.2-17.8)
No	1397	84.0 (82.2-85.8)
f) uncertainty, and fear of infection,	1663	
total (n)		
Yes	554	33.3 (31.0-35.6)
No	1109	66.7 (64.4-68.9)
g) coping with patient experiences,	1663	
total (n)		
Yes	187	11.2 (9.7-12.8)
No	1476	88.8 (87.2-90.3)
Satisfaction with		
a) job in general, total (n)	1568	
Dissatisfied	173	11.1 (9.5-12.6)
Neither satisfied nor dissatisfied	372	23.7 (21.6-25.8)
Satisfied	1023	65.2 (62.9-67.6)
b) adequacy of work equipment,	1637	
total (n)		
Dissatisfied	133	8.1 (6.8-9.4)
Neither satisfied nor dissatisfied	306	18.7 (16.8-20.6)
Satisfied	1198	73.2 (71.0-75.3)
c) adequacy of workspace, total (n)	1645	
Dissatisfied	250	15.2 (13.5-16.9)
Neither satisfied nor dissatisfied	310	18.8 (16.9-20.7)
Satisfied	1085	66.0 (63.7-68.2)
d) availability of working time, total (n)	1640	
Dissatisfied	105	6.4 (5.2-7.6)
Neither satisfied nor dissatisfied	223	13.6 (11.9-15.3)
Satisfied	1312	80.0 (78.1-81.9)
e) job autonomy, total (n)	1608	
Dissatisfied	246	15.3 (13.5-17.1)
Neither satisfied nor dissatisfied	322	20.0 (18.1-22.0)
Satisfied	1040	64.7 (62.3-67.0)
f) respect and valuation of the work, total	1633	
(n)		
Dissatisfied	304	18.6 (16.7-20.5)
Neither satisfied nor dissatisfied	283	17.3 (15.5-19.2)
Satisfied	1046	64.1 (61.7-66.4)
g) cooperation with colleagues, total (n)	1632	
Dissatisfied	116	7.1 (5.9-8.4)
Neither satisfied nor dissatisfied	267	16.4 (14.6-18.2)
Satisfied	1249	76.5 (74.5-78.6)
h) opportunities for professional	1522	
developments and CE, total (n)		
Dissatisfied	288	18.9 (16.9-20.9)
Neither satisfied nor dissatisfied	315	20.7 (18.7-22.7)
Satisfied	919	60.4 (57.9-62.8)
i) financial compensation for work,	1625	
total (n)		
Dissatisfied	263	16.2 (14.4-18.0)
Neither satisfied nor dissatisfied	309	19.0 (17.1-20.9)
Satisfied	1053	64.8 (62.5-67.1)
j) institutional management and	1569	
organization, total (n)		
Dissatisfied	301	19.2 (17.2-21.1)
Neither satisfied nor dissatisfied	307	19.6 (17.6-21.5)
Satisfied	961	61.2 (58.8-63.7)
k) preventing and controlling the spread	1621	

of COVID-19 infection, total (n)		
Dissatisfied	192	11.8 (10.3-13.4)
Neither satisfied nor dissatisfied	297	18.3 (16.4-20.2)
Satisfied	1132	69.9 (67.6-72.1)
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Missing data per variable (range, 1.1%-11.4%); n- number of respondents; CI- confidence interval; PPE- personal protective equipment; CE- continuing education		

Figure S1: Multivariate regression model of the intention to leave the current job within the next five years among public health workers, Serbia, 2020



OR- odds ratios; CI- confidence interval; ref- reference category; PPE- personal protective equipment; CE- continuing education; Significant findings are marked in bold.