

S1 Table. Summary of additional information for confirmatory factor analyses of the measurement model among health workers in central and southern Ethiopia, 2023.

Model aspects	Validated measures based on previous theoretical models								
	Job demand control		Social Support (SS)	Effort-Reward Imbalance		Work-family Conflict (WFC)	Common occupational mental symptoms		
	Job demand (JD)	Decision latitude (DL)		Job Effort (JE)	Job Reward (JR)		POS	ODI	JA
Model Estimation Method	Diagonally weighted least squares (DWLS)		DWLS	DWLS		DWLS	DWLS	DWLS	DWLS
Optimization Method	Nonlinear minimization with box constraints (NLMINB)		NLMINB	NLMINB		NLMINB	NLMINB	NLMINB	NLMINB
Free parameters & Iterations	59 free parameters & 38 iterations		24 free parameters & 18 iteration	42 free parameters and 29 iterations		30 free parameters & 17 iterations	20 free parameters, &15 iterations	35 free parameters, & 20 iterations	85 free parameters, 47 iterations
Model dimensions*	CFA full model for 2 subscales: JD, and DL		Treated as a unidimensional	CFA fit for 2 subscales : JE & JR		Treated as a unidimensional	Treated as unidimensional	Treated as unidimensional	Considered as a unidimensional in the full CFA (SAA, SAIC, HBA, CI, JRW)
Overall Model Fit	$\chi^2(74) = 1574, p < 0.001$		$\chi^2(9) = 81.2, p < 0.001$	$\chi^2(34) = 350, p < 0.001$		$\chi^2(9) = 645, p < 0.001$	$\chi^2(2) = 10.7, p = 0.005$	$\chi^2(27) = 131, p < 0.005$	$\chi^2(80) = 237, p < 0.001$
Model Fit Indices	SRMR = 0.081, RMSEA = 0.123, AGFI = 0.913, GFI = 0.968, CFI = 0.956, TLI = 0.935		SRMR = 0.018, RMSEA = 0.149, AGFI = 0.997, GFI = 0.999, CFI = 0.965, TLI = 0.942	SRMR = 0.035, RMSEA = 0.081, AGFI = 0.990, GFI = 0.995, CFI = 0.995, TLI = 0.993		SRMR = 0.064, RMSEA = 0.346, CFI = 0.985, TLI = 0.975, GFI=0.988, AGFI=0.946	SRMR = 0.014, RMSEA = 0.055, AGFI = 0.999, GFI = 0.999, CFI = 0.999, TLI = 0.999	SRMR = 0.042, RMSEA = 0.052, AGFI = 0.995, GFI = 0.998, CFI = 0.998, TLI = 0.997	SRMR = 0.022, RMSEA = 0.037, AGFI = 0.998, GFI = 0.999, CFI = 0.999, TLI = 0.999
Communality (R ²)	The variances in DL2, DL3, and DL4 accounted for 36.6%, 0.45.3%, and 0.46.6% explained by DL subscale, and all other JD items and DL items are explained by their respective subscales ranging from 64.2% to 83.2%.		The variances in SS1 accounted for 39.2% explained by SS, the rest items are explained from 74.6% for SS5 and 84.9% for SS6.	The minimum variance in JE item accounted for 43.0 % (ERI3) explained by JE subscale, and 41.6% (ERI 4) explained by JR subscale of ERI		The variance explained by WFC was 63.2% WFCb2 and the maximum variance was 81.3% for WFCs1	e.g. 66% variance in "POS1" explained by POS	e.g. ODI-9 had strong factor loading but may not share common variance due to few categories or other reasons.	Indicates the proportion of variance in each scale or subscale item accounted for by common factors, e.g., 76% variance in "JAS1" is explained by SAA.
Standardised factor loading	The minimum factor load was 0.605 for DL2 and the highest was 0.912 for JD4 suggesting all have acceptable factor load (>0.50)		The minimum factor load was 0.626 for SS1 and the rest were 0.864 above suggesting an acceptable factor load (>0.50)	The minimum factor load was 0.645 for ERI4 and the highest was 0.944 for ER9 suggesting all items have acceptable factor load (>0.50)		The minimum factor load was 0.795 for WFCb2 and the maximum was 0.902 for WFCs1 with p-value>0.50	All POS items had adequate factor load (> 0.50).	All ODI items had adequate factor load (> 0.50).	Shows strength and direction of relationships between items of the latent factor; all JAS items had adequate factor load (> 0.50)

Observed covariances and correlations	The observed correlations between items within a JD subscale range from 0.690 (between JD1, and JD3) to 0.793 (between JD1 and JD2), and within a DL it ranges from 0.248 (between DL2 & DL6) to 0.801 (between DL5 and DL6) suggesting acceptable range (above 0.30).	The observed correlations ranged from 0.532 (between SS1 and SS4) to 0.833 (between SS5 and SS6), and all correlations were reasonable.	The observed correlations between items within a JE subscale range from 0.497 (between ERI2 and ERI3) to 0.571 (between ERI1 and ERI2), and within a JR it ranges from 0.446 (between ERI5 & ERI7) to 0.865(between ERI9 & ERI10) suggesting acceptable range (above 0.30).	The observed correlations ranged from 0.517 (between WFCt1 and WFCs1) to 0.841 (between WFCt1 and WFCs1), and all correlations were reasonable.	range from 0.604 (POS1& POS4) to 0.880 (POS2 & POS3); maximum. residual correlation: 4.05%	Similar to POS; values are not repeated for brevity.	range from 0.528 (JAS-4& JAS-14) to 0.883 (JAS-8 & JAS-9); maximum residual correlation: 7.6%
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* CFA full model was performed based on previously validated respective measurements and theory

S2 Table. Factor loadings, standard errors, Z-values, reliability, and validity indices for separate measurement model among health workers in central and southern Ethiopia, 2023.

Measurement scales	Items	Unstandardized Estimate	Unstandardized SE	95% Confidence Intervals(CI)		z	p	Standardized Estimate	β 95% CI		Communality (R ²)	Reliability statistics	
				Lower	Upper				Lower	Upper		Ordinal Cronbach's alpha	Average Variance Extracted (AVE)
POS													
	POS1	1	0	1	1			0.814	0.796	0.832	0.662	0.922	0.758
	POS2	1.139	0.0122	1.115	1.163	93.7	< .001	0.927	0.916	0.937	0.859		
	POS3	1.174	0.0139	1.147	1.201	84.2	< .001	0.955	0.947	0.964	0.913		
	POS4	0.952	0.0129	0.927	0.978	73.8	< .001	0.775	0.754	0.795	0.600		
ODI													
	ODI1	1.000	0.000	1.000	1.000			0.795	0.768	0.821	0.631	0.958	0.734
	ODI2	1.040	0.020	1.005	1.080	52.000	< .001	0.830	0.807	0.853	0.689		
	ODI3	1.040	0.020	1.002	1.080	51.700	< .001	0.827	0.805	0.850	0.685		
	ODI4	1.010	0.021	0.969	1.050	48.700	< .001	0.802	0.778	0.827	0.644		
	ODI5	1.060	0.021	1.019	1.100	49.900	< .001	0.843	0.820	0.866	0.710		
	ODI6	1.050	0.020	1.012	1.090	53.500	< .001	0.835	0.811	0.858	0.696		

	ODI7	1.100	0.021	1.063	1.140	53.800	< .001	0.877	0.858	0.896	0.769		
	ODI8	1.070	0.021	1.025	1.110	51.800	< .001	0.847	0.825	0.868	0.717		
	ODI9	1.300	0.039	1.221	1.370	33.700	< .001	1.00	0.983	1.076	NC		
JAS													
Stimulus and avoidance Anxiety (SAA)	JAS1	1	0	1	1			0.870	0.850	0.890	0.757	0.909	0.776
	JAS2	0.99	0.0147	0.961	1.019	67.5	< .001	0.861	0.841	0.881	0.742		
	JAS3	1.047	0.0162	1.015	1.079	64.8	< .001	0.911	0.891	0.930	0.829		
Social anxiety and impairment cognition (SAIC)	JAS4	1	0	1	1			0.858	0.839	0.878	0.737	0.891	0.749
	JAS5	1.014	0.0164	0.982	1.046	62	< .001	0.871	0.852	0.889	0.758		
	JAS6	1.011	0.0178	0.976	1.046	56.8	< .001	0.868	0.845	0.891	0.753		
Health and body-related anxiety (HBA)	JAS7	1	0	1	1			0.930	0.918	0.942	0.865	0.956	0.878
	JAS8	1.007	0.0084	0.991	1.024	119.4	< .001	0.937	0.925	0.949	0.878		
	JAS9	1.015	0.0070	1.001	1.029	144.9	< .001	0.944	0.934	0.954	0.891		
Cognition of insufficiency (CI)	JAS10	1	0	1	1			0.918	0.905	0.931	0.843	0.931	0.821
	JAS11	0.981	0.0096	0.962	1	102.4	< .001	0.900	0.885	0.916	0.811		
	JAS12	0.98	0.0086	0.963	0.997	113.5	< .001	0.900	0.885	0.914	0.81		
Job-related worrying (JRW)	JAS13	1	0	1	1			0.900	0.884	0.916	0.81	0.896	0.746
	JAS14	0.86	0.0143	0.832	0.888	60.3	< .001	0.774	0.749	0.799	0.599		
	JAS15	1.011	0.0107	0.99	1.032	94.3	< .001	0.910	0.893	0.927	0.828		
Work-related psychosocial factors													
JD	JD1	1.000	0.000	1.000	1.000	0.871	0.849	0.894			0.759	0.896	0.745
	JD2	1.047	0.019	1.009	1.085	0.912	0.895	0.930	53.8	< .001	0.832		
	JD3	0.920	0.016	0.888	0.951	0.801	0.778	0.825	56.4	< .001	0.642		
DL	DL2	1.000	0.000	1.000	1.000	0.605	0.568	0.642			0.366	0.795	0.532
	DL3	1.113	0.041	1.032	1.193	0.673	0.640	0.707	27.1	< .001	0.453		
	DL4	1.128	0.040	1.050	1.207	0.683	0.650	0.716	28.2	< .001	0.466		

	DL5	1.409	0.047	1.317	1.501	0.853	0.828	0.877	29.9	< .001	0.727		
	DL6	1.328	0.046	1.238	1.418	0.803	0.777	0.830	28.9	< .001	0.645		
SS	SS1	1.000	0.000	1.000	1.000	0.626	0.595	0.658			0.392	0.939	0.735
	SS2	1.420	0.035	1.350	1.480	0.887	0.874	0.900	40.4	< .001	0.787		
	SS3	1.460	0.038	1.390	1.540	0.915	0.903	0.927	38.3	< .001	0.837		
	SS4	1.430	0.036	1.360	1.500	0.895	0.883	0.907	39.9	< .001	0.801		
	SS5	1.380	0.035	1.310	1.450	0.864	0.849	0.879	39.4	< .001	0.746		
	SS6	1.470	0.037	1.400	1.540	0.921	0.912	0.930	39.6	< .001	0.849		
JE	ERI1	1.000	0.000	1.000	1.000	0.856	0.808	0.905			0.733	0.775	0.542
	ERI2	0.793	0.043	0.709	0.878	0.679	0.631	0.727	18.4	< .001	0.461		
	ERI3	0.766	0.042	0.684	0.848	0.656	0.606	0.706	18.3	< .001	0.430		
JR	ERI4	1.000	0.000	1.000	1.000	0.645	0.614	0.677			0.416	0.925	0.662
	ERI5	1.135	0.032	1.073	1.197	0.732	0.708	0.756	35.9	< .001	0.536		
	ERI6	1.277	0.033	1.213	1.341	0.824	0.805	0.843	39.2	< .001	0.679		
	ERI7	1.171	0.034	1.104	1.237	0.755	0.731	0.780	34.4	< .001	0.571		
	ERI8	1.364	0.034	1.298	1.431	0.880	0.867	0.894	40.2	< .001	0.775		
	ERI9	1.464	0.037	1.391	1.536	0.944	0.935	0.954	39.5	< .001	0.892		
	ERI10	1.359	0.035	1.290	1.427	0.877	0.862	0.892	38.9	< .001	0.768		
WFC	WFCt1	1.000	0.000	1.000	1.000	0.847	0.830	0.864			0.718	0.923	0.718
	WFCt2	0.968	0.012	0.944	0.992	0.820	0.802	0.838	79.6	< .001	0.673		
	WFCs1	1.064	0.014	1.037	1.091	0.902	0.888	0.915	78.3	< .001	0.813		
	WFCs2	1.025	0.012	1.002	1.049	0.869	0.854	0.884	85.3	< .001	0.755		
	WFCb1	0.998	0.011	0.978	1.019	0.846	0.830	0.861	95.5	< .001	0.715		
	WFCb2	0.938	0.014	0.911	0.966	0.795	0.774	0.816	67.4	< .001	0.632		

S3 Tables. Observed covariances (lower triangle) and correlations (upper triangle) matrices for common occupational symptoms, and work-related psychosocial factor measures, 2023

S3(a) Table.Observed covariances (lower triangle) and correlations (upper triangle)						S3(b) Table.Residual covariances (lower triangle) and correlations (upper triangle)					
	POS1	POS2	POS3	POS4			POS1	POS2	POS3	POS4	
POS1	1	0.761	0.794	0.604		POS1	0	0.001	0.010	-0.041	
POS2	0.761	1	0.880	0.742		POS2	0.001	0	-0.004	0.016	
POS3	0.794	0.880	1	0.751		POS3	0.010	-0.004	0	0.001	
POS4	0.604	0.742	0.751	1		POS4	-0.041	0.016	0.001	0	

S3(c) Table. Observed covariances (lower triangle) and correlations (upper triangle)									
	ODI1	ODI2	ODI3	ODI4	ODI5	ODI6	ODI7	ODI8	ODI9
ODI1	1	0.703	0.670	0.671	0.641	0.627	0.702	0.613	0.752
ODI2	0.703	1	0.729	0.662	0.681	0.691	0.671	0.680	0.863
ODI3	0.670	0.729	1	0.722	0.688	0.607	0.668	0.676	0.849
ODI4	0.671	0.662	0.722	1	0.701	0.587	0.673	0.630	0.813
ODI5	0.641	0.681	0.688	0.701	1	0.725	0.730	0.725	0.846
ODI6	0.627	0.691	0.607	0.587	0.725	1	0.775	0.709	0.911
ODI7	0.702	0.671	0.668	0.673	0.730	0.775	1	0.785	0.736
ODI8	0.613	0.680	0.676	0.630	0.725	0.709	0.785	1	0.890
ODI9	0.752	0.863	0.849	0.813	0.846	0.911	0.736	0.890	1
S3(d) Table. Residual covariances (lower triangle) and correlations (upper triangle)									
	ODI1	ODI2	ODI3	ODI4	ODI5	ODI6	ODI7	ODI8	ODI9
ODI1	0	0.04343	0.012	0.033	-0.029	-0.036	0.005	-0.060	-0.066
ODI2	0.043	0	0.042	-0.004	-0.018	-0.002	-0.057	-0.023	0.008
ODI3	0.012	0.042	0	0.058	-0.010	-0.083	-0.058	-0.025	-0.003
ODI4	0.033	-0.004	0.058	0	0.025	-0.083	-0.031	-0.049	-0.013
ODI5	-0.029	-0.018	-0.010	0.025	0	0.022	-0.009	0.011	-0.022
ODI6	-0.036	-0.002	-0.083	-0.083	0.022	0	0.043	0.002	0.052
ODI7	0.005	-0.057	-0.058	-0.031	-0.009	0.043	0	0.042	-0.168
ODI8	-0.060	-0.023	-0.025	-0.049	0.011	0.002	0.042	0	0.018
ODI9	-0.066	0.008	-0.003	-0.013	-0.022	0.052	-0.168	0.018	0

S3(e) Table. Observed covariances (lower triangle) and correlations (upper triangle)															
	JAS1	JAS2	JAS3	JAS4	JAS5	JAS6	JAS7	JAS8	JAS9	JAS10	JAS11	JAS12	JAS13	JAS14	JAS15
JAS1	1	0.798	0.737	0.621	0.644	0.624	0.727	0.740	0.728	0.704	0.675	0.675	0.645	0.578	0.706
JAS2	0.798	1	0.771	0.650	0.634	0.607	0.727	0.727	0.730	0.668	0.637	0.635	0.656	0.538	0.681
JAS3	0.737	0.771	1	0.714	0.683	0.678	0.744	0.766	0.754	0.751	0.731	0.723	0.719	0.596	0.713
JAS4	0.621	0.650	0.714	1	0.799	0.682	0.652	0.625	0.634	0.629	0.598	0.592	0.566	0.528	0.600
JAS5	0.644	0.634	0.683	0.799	1	0.712	0.686	0.655	0.655	0.637	0.605	0.615	0.584	0.545	0.593
JAS6	0.624	0.607	0.678	0.682	0.712	1	0.716	0.680	0.699	0.662	0.655	0.618	0.612	0.603	0.625
JAS7	0.727	0.727	0.744	0.652	0.686	0.716	1	0.877	0.874	0.796	0.754	0.751	0.737	0.634	0.776
JAS8	0.740	0.727	0.766	0.625	0.655	0.680	0.877	1	0.883	0.820	0.778	0.790	0.741	0.637	0.753
JAS9	0.728	0.730	0.754	0.634	0.655	0.699	0.874	0.883	1	0.840	0.792	0.766	0.771	0.641	0.780
JAS10	0.704	0.668	0.751	0.629	0.637	0.662	0.796	0.820	0.840	1	0.808	0.802	0.776	0.645	0.784
JAS11	0.675	0.637	0.731	0.598	0.605	0.655	0.754	0.778	0.792	0.808	1	0.841	0.782	0.668	0.782
JAS12	0.675	0.635	0.723	0.592	0.615	0.618	0.751	0.790	0.766	0.802	0.841	1	0.807	0.676	0.774
JAS13	0.645	0.656	0.719	0.566	0.584	0.612	0.737	0.741	0.771	0.776	0.782	0.807	1	0.701	0.816
JAS14	0.578	0.538	0.596	0.528	0.545	0.603	0.634	0.637	0.641	0.645	0.668	0.676	0.701	1	0.708
JAS15	0.706	0.681	0.713	0.600	0.593	0.625	0.776	0.753	0.780	0.784	0.782	0.774	0.816	0.708	1

S3(f) Table. Residual covariances (lower triangle) and correlations (upper triangle)															
	JAS1	JAS2	JAS3	JAS4	JAS5	JAS6	JAS7	JAS8	JAS9	JAS10	JAS11	JAS12	JAS13	JAS14	JAS15
JAS1	0	0.049	-0.055	-0.020	-0.007	-0.024	0.004	0.011	-0.006	0.010	-0.005	-0.006	-0.027	0.001	0.026
JAS2	0.049	0	-0.013	0.016	-0.009	-0.034	0.011	0.006	0.003	-0.019	-0.036	-0.039	-0.009	-0.034	0.009
JAS3	-0.055	-0.013	0	0.043	0.003	-1.70e-4	-0.013	0.004	-0.015	0.024	0.018	0.011	0.015	-0.009	0.002
JAS4	-0.020	0.016	0.043	0	0.052	-0.063	-0.008	-0.040	-0.036	0.001	-0.019	-0.024	-0.040	0.007	-0.013
JAS5	-0.007	-0.009	0.003	0.052	0	-0.043	0.017	-0.019	-0.025	-2.60e-4	-0.020	-0.010	-0.031	0.017	-0.028
JAS6	-0.024	-0.034	-1.70e-4	-0.063	-0.043	0	0.048	0.008	0.021	0.027	0.032	-0.005	-4.54e-4	0.076	0.006
JAS7	0.004	0.011	-0.013	-0.008	0.017	0.048	0	0.006	-0.004	-0.001	-0.028	-0.030	-0.011	-0.009	0.020
JAS8	0.011	0.006	0.004	-0.040	-0.019	0.008	0.006	0	-0.002	0.017	-0.009	0.003	-0.012	-0.011	-0.008
JAS9	-0.006	0.003	-0.015	-0.036	-0.025	0.021	-0.004	-0.002	0	0.031	-0.001	-0.026	0.012	-0.011	0.013
JAS10	0.010	-0.019	0.024	0.001	-2.60e-4	0.027	-0.001	0.017	0.031	0	-0.018	-0.024	-0.015	-0.035	-0.016
JAS11	-0.005	-0.036	0.018	-0.019	-0.020	0.032	-0.028	-0.009	-0.001	-0.018	0	0.031	0.007	0.001	-0.002
JAS12	-0.006	-0.039	0.011	-0.024	-0.010	-0.005	-0.030	0.003	-0.026	-0.024	0.031	0	0.032	0.010	-0.010
JAS13	-0.027	-0.009	0.015	-0.040	-0.031	-4.54e-4	-0.011	-0.012	0.012	-0.015	0.007	0.032	0	0.004	-0.004
JAS14	0.001	-0.034	-0.009	0.007	0.017	0.076	-0.009	-0.011	-0.011	-0.035	0.001	0.010	0.004	0	0.003
JAS15	0.026	0.009	0.002	-0.013	-0.028	0.006	0.020	-0.008	0.013	-0.016	-0.002	-0.010	-0.004	0.003	0

S3(g) Table. Observed covariances (lower triangle) and correlations (upper triangle)									S3(h). Table. Residual covariances (lower triangle) and correlations (upper triangle)									
	JD1	JD2	JD3	DL2	DL3	DL4	DL5	DL6			JD1	JD2	JD3	DL2	DL3	DL4	DL5	DL6
JD1	1	0.793	0.690	-0.351	-0.455	-0.458	-0.279	-0.228	JD1	0	-0.002	-0.008	-0.062	-0.132	-0.131	0.130	0.157	
JD2	0.793	1	0.738	-0.398	-0.432	-0.456	-0.261	-0.174	JD2	-0.002	0	0.007	-0.095	-0.095	-0.114	0.166	0.228	
JD3	0.690	0.738	1	-0.407	-0.377	-0.423	-0.198	-0.141	JD3	-0.008	0.007	0	-0.141	-0.081	-0.123	0.178	0.213	
DL2	-0.351	-0.398	-0.407	1	0.450	0.556	0.292	0.248	DL2	-0.062	-0.095	-0.141	0	0.042	0.142	-0.224	-0.238	
DL3	-0.455	-0.432	-0.377	0.450	1	0.508	0.464	0.414	DL3	-0.132	-0.095	-0.081	0.042	0	0.048	-0.110	-0.127	
DL4	-0.458	-0.456	-0.423	0.556	0.508	1	0.335	0.301	DL4	-0.131	-0.114	-0.123	0.142	0.048	0	-0.248	-0.248	
DL5	-0.279	-0.261	-0.198	0.292	0.464	0.335	1	0.801	DL5	0.130	0.166	0.178	-0.224	-0.110	-0.248	0	0.116	
DL6	-0.228	-0.174	-0.141	0.248	0.414	0.301	0.801	1	DL6	0.157	0.228	0.213	-0.238	-0.127	-0.248	0.116	0	

S3 (i) Table. Observed covariances (lower triangle) and correlations (upper triangle)									S3(j) Table. Residual covariances (lower triangle) and correlations (upper triangle)						
	SS1	SS2	SS3	SS4	SS5	SS6				SS1	SS2	SS3	SS4	SS5	SS6
SS1	1	0.575	0.566	0.532	0.591	0.536			SS1	0	0.019	-0.008	-0.029	0.050	-0.041
SS2	0.575	1	0.829	0.784	0.721	0.821			SS2	0.019	0	0.017	-0.010	-0.045	0.004
SS3	0.566	0.829	1	0.841	0.753	0.819			SS3	-0.008	0.017	0	0.022	-0.037	-0.024
SS4	0.532	0.784	0.841	1	0.764	0.810			SS4	-0.029	-0.010	0.022	0	-0.009	-0.014
SS5	0.591	0.721	0.753	0.764	1	0.833			SS5	0.050	-0.045	-0.037	-0.009	0	0.037
SS6	0.536	0.821	0.819	0.810	0.833	1			SS6	-0.041	0.004	-0.024	-0.014	0.037	0

S3(k) Table. Observed covariances (lower triangle) and correlations (upper triangle)											S3(l) Table. Residual covariances (lower triangle) and correlations (upper triangle)											
	ERI1	ERI 2	ERI3	ERI 4	ERI 5	ERI 6	ERI 7	ERI 8	ERI9	ERI1 0			ERI 1	ERI2	ERI 3	ERI 4	ERI5	ERI 6	ERI 7	ERI8	ERI9	ERI1 0
ERI1	1	0.571	0.536	-0.192	-0.322	-0.227	-0.237	-0.292	-0.306	-0.273		ERI1	0	-0.011	-0.025	0.004	-0.099	0.024	-0.007	-0.024	-0.018	-0.007
ERI2	0.571	1	0.497	-0.139	-0.215	-0.183	-0.231	-0.187	-0.182	-0.115		ERI2	-0.011	0	0.051	0.017	-0.038	0.015	-0.049	0.025	0.045	0.096
ERI3	0.536	0.497	1	-0.125	-0.209	-0.184	-0.188	-0.175	-0.197	-0.177		ERI3	-0.025	0.051	0	0.025	-0.038	0.008	-0.012	0.030	0.023	0.028
ERI4	-0.192	-0.139	-0.125	1	0.484	0.62	0.446	0.599	0.509	0.511		ERI4	0.004	0.017	0.025	0	0.011	0.089	-0.041	0.031	-0.100	-0.055
ERI5	-0.322	-0.215	-0.209	0.484	1	0.572	0.683	0.561	0.686	0.573		ERI5	-0.099	-0.038	-0.038	0.011	0	-0.031	0.130	-0.083	-0.005	-0.069
ERI6	-0.227	-0.183	-0.184	0.620	0.572	1	0.634	0.77	0.707	0.676		ERI6	0.024	0.015	0.008	0.089	-0.031	0	0.012	0.045	-0.071	-0.046
ERI7	-0.237	-0.231	-0.188	0.446	0.683	0.634	1	0.655	0.651	0.598		ERI7	-0.007	-0.049	-0.012	-0.041	0.130	0.012	0	-0.010	-0.062	-0.064
ERI8	-0.292	-0.187	-0.175	0.599	0.561	0.77	0.655	1	0.826	0.764		ERI8	-0.024	0.025	0.030	0.031	-0.083	0.045	-0.010	0	-0.006	-0.008
ERI9	-0.306	-0.182	-0.197	0.509	0.686	0.707	0.651	0.826	1	0.865		ERI9	-0.018	0.045	0.023	-0.100	-0.005	-0.071	-0.062	-0.006	0	0.037
ERI10	-0.273	-0.115	-0.177	0.511	0.573	0.676	0.598	0.764	0.865	1		ERI1 0	-0.007	0.096	0.028	-0.055	-0.069	-0.046	-0.064	-0.008	0.037	0

S3(m) Table. Observed covariances (lower triangle) and correlations (upper triangle)								S3(n) Table. Residual covariances (lower triangle) and correlations (upper triangle)						
	WFCt1	WFCt2	WFCs1	WFCs2	WFCb1	WFCb2			WFCt1	WFCt2	WFCs1	WFCs2	WFCb1	WFCb2
WFCt1	1	0.557	0.841	0.538	0.695	0.517		WFCt1	0	-0.139	0.077	-0.198	-0.021	-0.156
WFCt2	0.557	1	0.608	0.789	0.718	0.674		WFCt2	-0.139	0	-0.132	0.076	0.024	0.021
WFCs1	0.841	0.608	1	0.601	0.780	0.554		WFCs1	0.077	-0.132	0	-0.183	0.018	-0.163
WFCs2	0.538	0.789	0.601	1	0.708	0.781		WFCs2	-0.198	0.076	-0.183	0	-0.027	0.091
WFCb1	0.695	0.718	0.78	0.708	1	0.659		WFCb1	-0.021	0.024	0.0177	-0.027	0	-0.014
WFCb2	0.517	0.674	0.554	0.781	0.659	1		WFCb2	-0.156	0.021	-0.163	0.091	-0.014	0