

**Table 4 Composite scores on job satisfaction and work environment indices, by location and sector<sup>a</sup>**

Description of composite indices	Urban	Rural	Public	Private
Recruitment/career development/skills and abilities	2.5	2.4	2.5	2.5
Benefits and grievances	3.0	3.3	3.3	2.6
Salary	3.3	3.6	3.8	2.7
Motivation, recognition and respect	2.3	2.3	2.4	2.0
Professional facilitation	2.2	2.3	2.4	2.0
Workload	2.6	3.0	3.0	2.2
Retention	1.8	1.9	1.9	1.7
Infrastructure	2.0	2.9	2.8	1.6
Logistics and supplies	2.5	3.3	3.0	2.5
Machinery and equipment	1.8	2.5	2.5	1.4
Organizational culture	2.5	2.5	2.6	2.3
Administrative facilitation	3.1	3.6	3.5	2.9
Work environment (cumulative question, positive)	1.6	1.8	1.8	1.3

<sup>a</sup>Lower score is a better and more positive indication.