Supplementary Table S1. Attributes and their levels

Attributes	Shorthand	Levels	Conceptual definition
Income	Income	Current+30% Current+15% unchanged	*All monetary forms of income, including salaries, bonuses, etc.*
Welfare benefits	Welfare	High General Low	*The degree of support for a range of welfare and security measures, including social security, work insurance, housing subsidies, retirement insurance, etc.*
Bianzhi	Bianzhi	Yes No	*Government-guaranteed positions with lifetime employment and comprehensive benefits such as pension and medical insurance*
Workload	Workload	Heavy Medium Light	*A comprehensive concept of workload that includes the number of tasks, the time consumed, and the difficulty of the work.*
Acceptance and respect from the public	Respect	High General Low	*It is expressed in terms of public recognition and respect for the work of the Chinese CDCs.*
Opportunities for career development	Opportunities	Sufficient Some Insufficient	*Access to promotions, including professional titles and administrative positions.*
Job skill training	Training	Sufficient Some Insufficient	*Opportunities are provided by the unit to improve their abilities in various aspects, including the frequency, quality, and type of training.*

Supplementary Table S2. DCE choice set example

Attributes	Job A	Job B
Income	+15%	+30%
Welfare benefits	Low	General
Bianzhi	No	Yes
Workload	Light	Heavy
Acceptance and respect from the public	High	General
Opportunities for career development	Some	Sufficient
Training in job skills	Sufficient	Some
Which of the two jobs would you choose?	☐	☐

Supplementary Table S3. Demographic characteristics of respondents by class

Characteristic		Class 1		Class 2		p-value
		n1 = 3,417	57.49%	n2 = 2,527	42.51%	
Sex	male	1,222	35.76	940	37.20	0.255
	female	2,195	64.24	1,587	62.80	
Bianzhi	yes	3,007	88.00	2,270	89.83	0.046
	no	410	12.00	257	10.17	
Married	yes	2,535	74.19	1,954	77.32	0.005
	no	882	25.81	573	22.68	
Title	deputy senior or above	731	21.39	534	21.13	0.016
	intermediate	1,009	29.53	833	32.96	
	primary	986	28.86	710	28.10	
	none	691	20.22	450	17.81	
Education	Master degree or above	830	24.29	527	20.85	0.003
	Bachelor Degree	1,913	55.98	1,515	59.95	
	Junior college or below	674	19.72	485	19.19	
Public health education	yes	2,185	63.94	1,458	57.70	< 0.001
	no	1,232	36.06	1,069	42.30	
Years of employment (year)	≤ 5	870	25.46	534	21.13	< 0.001
	5 < X ≤ 10	606	17.73	399	15.79	
	10 < X ≤ 25	1,161	33.98	920	36.41	
	> 25	780	22.83	674	26.67	
Monthly income (RMB)	≤ 5000	1,456	42.61	886	35.06	< 0.001
	5000 < X ≤ 8000	1,200	35.12	1,022	40.44	
	8000 < X ≤ 12000	601	17.59	500	19.79	
	> 12000	160	4.68	119	4.71	
Work overtime	yes	1,258	36.82	931	36.84	0.983
	no	2,159	63.18	1,596	63.16	
Region	eastern	741	21.69	499	19.75	0.191
	central	968	28.33	732	28.97	
	western	1,708	49.99	1,296	51.29	
Location	provincial	930	27.22	834	33.00	< 0.001
	city	1,154	33.77	786	31.10	
	county	1,333	39.01	907	35.89	

Note. * P values are based on the chi-square test and Mann-Whitney test