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TEN to MEN
The Australian Longitudinal Study on Male Health

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Department of Health, Disability and Ageing

Disability trajectories and employment across the life course: Australian men from 2013 to 2025

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Contents

Methods . . . 2
- Study cohort . . . 2
- Measures . . . 2
- Covariates . . . 3
- Strengths, limitations and data considerations . . . 6
- Analyses . . . 7

Findings . . . 8
- Sample sizes . . . 8
- Demographic characteristics . . . 10
- Weighted proportions . . . 12
- Labour force entry within trajectory groups . . . 14
- Employment entry for those with any disability in any wave (compared to without disability) . . . 15
- Employment retention for those with any disability in any wave (compared to without disability) . . . 16
- Labour force entry . . . 22
- Employment entry and retention . . . 24

References . . . 26

List of tables

Table S1: Sample sizes of men in each trajectory group by age group at Wave 1 (2013–14) . . . 8

Table S2: Distribution of labour force status (including employed, unemployed) and not in labour force by each trajectory group at any wave, accounting for repeated observations for individuals . . . 9

Table S3: Demographic characteristics in Wave 5 for each trajectory . . . 10

Table S4: Weighted proportions in employment categories for each trajectory groups for men aged 18–57 at Wave 1 . . . 12

Table S5: Distribution of labour force entry (NILF -> ILF or NILF -> NILF) in the subsequent wave by each trajectory group . . . 14

Table S6: Distribution of employment entry (unemployment -> employment) in subsequent wave by 2 disability groups . . . 15

Table S7: Distribution of employment retention (employment -> employment) in subsequent wave by 2 disability groups . . . 16

Table S8: Weighted proportions in employment categories for each trajectory groups for men aged 18–35 at Wave 1 . . . 18

Table S9: Weighted proportions in employment categories for each trajectory groups for men aged 36–57 at Wave 1 . . . 20

Table S10: Risk ratios for protective factors associated with entry into the labour force across trajectory groups 22

Table S11: Risk ratios for protective factors associated with employment entry and retention for 2 groups of men, with and without any functional difficulty from Wave 1 to Wave 5 . . . 24

List of figures

Figure S1: All employment outcomes by age group in Wave 1 across the 5 trajectory groups . . . 17

Methods

Study cohort

In this research, data from all main waves (1–5) of the *Ten to Men* study were used. *Ten to Men* is a national longitudinal cohort study designed to examine men's health, wellbeing and social determinants across the life course in Australia (Pirkis et al., 2016; Pirkis et al., 2017; Volpe et al. 2025). In *Ten to Men*, Wave 1 data were collected from October 2013 to July 2014, Wave 2 data from November 2015 to May 2016, Wave 3 data from July 2020 to February 2021, Wave 4 data from August to December 2022 and Wave 5 data from August 2024 to March 2025. Our analyses included men aged 18+ at Wave 1 (adults) and who provided valid responses to the disability and 2 employment questions (employment type and status) and were not studying full-time at each of the waves.

Measures

The following section includes details of the specific measures used in this research. Further information on the study design, questionnaires, statistical considerations, data files and other data resources is available via the *Ten to Men* Data User Guide, on the *Ten to Men* website, and in the *Ten to Men* data books.

Trajectory groups

Disability status

Using the Washington Group Short Set of Questions on Disability (WG-SS; Washington Group on Disability Statistics, 2006), respondents were asked 6 questions related to core functional domains, as to whether they have difficulty:

- seeing, even if wearing glasses
- hearing, even if using a hearing aid
- walking or climbing steps
- remembering or concentrating
- with self-care such as washing all over or dressing
- understanding or being understood while using your usual (customary) language.

All answers were reported on a severity scale (no difficulty, some difficulty, a lot of difficulty and cannot do at all). They were further categorised as 3 groups, as suggested by Hanass-Hancock and colleagues (2023):

- **Without disability** – persons with *no difficulty* in all domains
- **With moderate or non-severe disabilities** – persons with *some difficulty* in one or more domains
- **With severe disabilities** – persons with *at least a lot of difficulty* in one or more domains.

Disability trajectory

Three disability statuses measured at each of the 5 waves were then used to define 5 trajectories:

1. **Consistent functional difficulty** – non-severe, moderate/severe disability reported across all waves
2. **Increasing functional difficulty** – an increase in disability severity over time that is sustained in subsequent waves
3. **Decreasing functional difficulty** – a decrease in disability severity over time that is sustained in subsequent waves
4. **Fluctuating functional difficulty** – changes in disability status over time, characterised by movement into and out of disability or across severity levels
5. **Consistently without functional difficulty (without disability)** – no reported disability across all waves.

Outcome measures

Employment outcomes

In Waves 1–5, information on employment status was collected from respondents by asking 'Are you currently: …' in Waves 1 and 2 and 'Of the following categories, which best describes your current employment status?' in Waves 3 to 5. Employment type was also collected: 'What is your form of employment in your main job?' For employment outcomes in the analyses, these 2 variables were combined into 5 categories:

1. **Permanent or ongoing** – derived from response '*Permanent or ongoing*'.
2. **Self-employed** – derived from responses including *Self-employed working by yourself, Self-employed – not employing others, Self-employed – also employing others*.
3. **Casual/temporary/fixed-term/type unknown** – derived from responses including *Casual or temporary, Fixed-term contract, employed/working for profit or pay, part-time employee, employed – unpaid worker in a family business*.
4. **Unemployed and looking for work** – derived from responses including *Unemployed and looking for work, unemployed – seeking for employment*.
5. **Neither working nor looking for work** – derived from responses including *Neither working nor looking for work, not employed – not seeking employment (e.g. due to injury or disability, retired, primary caregiver), Retired*.

The 5 categories were then dichotomised to binary variables in some analyses to:

- **In labour force** (consisting of the first 4 employment categories) vs **Not in the labour force** (defined as neither working nor looking for work). This is to assess labour force entry: a transition from not being in the labour force at the previous wave to being in the labour force at the next wave.[1]
- **Employed** (comprising the first 3 employment categories) vs **Unemployed and looking for work** (fourth category). This is to assess employment entry: a transition from being unemployed at the previous wave to being employed at the next wave[2] and employment retention: remaining employed across consecutive waves, among respondents who were employed at the previous wave.[3]

Covariates

Age

Age was measured in years at Wave 1. Two derived categorical age variables were created for analytic purposes. A two-category age variable was used to examine lifecourse differences (RQ3), with categories **18–35 years** and **36–57 years**. A three-category age variable was used in the regression analyses (RQ4), with categories **18–30 years**, **31–44 years**, and **45–57 years**.

Marital status

Marital status was measured at each wave using self-reported relationship status. In Waves 1 and 2, men were asked '*What is your present marital status?*', while for Waves 3–5, men were asked '*What is your current relationship status?*' Responses were harmonised across waves and categorised in 3 groups.

- '**Single/never married**' – derived from responses including *Never married* and *I am single*.
- '**Previously married/partnered**' – derived from responses including *widowed*, *divorced* and *separated but not divorced*.
- '**Currently married/partnered**' – derived from responses including *Married/De facto*, *I am in a relationship (not living together)*, *I am living with a partner*, *I am engaged* and *I am in a relationship (not married or engaged)*.

Household income

Annual household income was measured in each wave using respondents' self-reported combined household income before tax and other deductions in the previous financial year. Participants were asked: '*Which of these categories*

1 For example, from being not in labour force (NILF) at Wave 1 to either NILF or in labour force (ILF) at Wave 2, but not from NILF at Wave 1 to NILF/ILF at Wave 3.

2 For example, from being unemployed at Wave 1 to either employed or unemployed at Wave 2 and from being unemployed at Wave 2 to either employed or unemployed at Wave 3.

3 For example, from being employed at Wave 1 to either employed or unemployed at Wave 2 and from being employed at Wave 2 to either employed or unemployed at Wave 3.

contains the combined income in your household, before tax and other deductions are taken out, during the last financial year, that is (July 20xx to June 20yy)?' The reference financial years corresponded to the relevant survey wave: 2012–13, 2014–15, 2019–20 2021–22, and 2023–24. For consistency across waves, household income was recoded to 3 categories:

- **Less than $80,000** – combining all response options that were below $80,000 per year
- **$80,000–$149,999** – combining all response options between $80,000 to $149,999 per year
- **$150,000 or more** – combining all response options of $150,000 or more per year.

Education

Education was measured in each wave using respondent's self-reported highest qualification. Participants were asked: '*What is the level of the highest qualification that you have completed?*' For consistency across waves, education was recoded to 4 categories:

- **Up to Year 12** – derived from responses including *Year 7–12 or equivalent* and Certificate I/II
- **Some qualification beyond Year 12** – derived from responses including *Other non-school qualification, Trade certificate, non-trade certificate, Associate diploma, Undergraduate diploma, Advanced diploma/diploma and Certificate III/IV (including trade certificate)*
- **Undergraduate** – derived from responses including *bachelor's degree (with or without honours)*
- **Postgraduate** – derived from responses including *Postgraduate degree* and *Graduate diploma/Graduate certificate*.

Area disadvantage

Area disadvantage was measured in each wave using Socio-Economic Indexes for Areas (SEIFA) Index of Relative Socio-Economic Disadvantage (IRSD) percentiles. SEIFA IRSD scores based on the 2011 Census were used for Waves 1 and 2, 2016 Census scores for Wave 3, and 2021 Census scores for Waves 4 and 5. Participants' disadvantage was calculated by ranking IRSD percentiles and grouping the sample into quartiles, which were then recoded to 3 categories, consistent with common practice in Australian population health and social research (Australian Institute of Health and Welfare [AIHW], 2022; van Kooy et al., 2024):

- **High disadvantage** – Quartile with the lowest values of SEIFA scores, indicating highest disadvantage (approx. 25% of the population)
- **Middle disadvantage** – Middle 2 quartiles based on SEIFA scores (approx. 50% of the population)
- **Low disadvantage** – Quartile with the highest values of SEIFA scores, indicating lowest disadvantage (approx. 25% of the population).

Region

Region was measured in each wave using the Australian Statistical Geography Standard (ASGS) regions (based on the 2011 Census). In Wave 1, region did not need to be recoded. In Waves 2, 3, 4 and 5, region was recoded as follows:

- Major cities – derived from *Major Cities*
- Inner regional – derived from *Inner Regional*
- Outer regional – derived from *Outer Regional*, *Remote* and *Very Remote.*

Financial security

Financial stress (security) was measured using responses to a series of questions indicating potential financial stress.

In Waves 1 and 2, participants were asked '*Over the past 12 months did any of the following happen to you because of a shortage of money?*

a. *You could not fill or collect a prescription medicine.*
b. *You could not get a medical test, treatment, or follow-up that was recommended by a doctor.*
c. *You limited how much fruit or vegetables you ate.*
d. *You could not pay electricity, gas or telephone bills on time.*
e. *You could not pay the mortgage or rent on time.*
f. *You asked for financial help from friends or family*.'

Financial stress was recoded as follows:

- **Yes** – derived from 'Yes' responses; that is, if they answered 'yes' to any of the following: could not fill/collect prescription, could not get medical care, limited fruit and vegetables, could not pay bills on time, could not pay mortgage/rent on time, asked for financial help
- **No** – derived from 'No' responses to all above questions.

In Waves 3, 4 and 5, participants were asked '*Over the past 12 months did any of the following happen to you because of a shortage of money?*

a. *Could not fill or collect a prescription medicine*
b. *Could not get a medical test, treatment, or follow-up that was recommended by a doctor*
c. *Could not go to the doctor when you needed to*
d. *Could not afford to heat your home*
e. *Could not pay electricity, gas or telephone bills on time*
f. *Could not pay the mortgage or rent on time*
g. *Asked for financial help from friends or family.*'

Financial stress was recoded as follows:

- **Yes** – derived from 'Yes' responses to any of could not fill/collect prescription, could not get medical care, limited fruit and vegetables, could not pay bills on time, could not pay mortgage/rent on time, asked for financial help, could not go to the doctor, could not heat home
- **No** – derived from 'No' responses to all above questions.

Mental health symptoms

Depressive symptoms were measured using the Patient Health Questionnaire-9 (PHQ-9) score, which is calculated by summing the responses to the questions. PHQ-9 scores range between 0 and 27 and are categorised as follows (Kroenke et al., 2001):

- No or minimal depression symptoms – score between 0 and 4
- Mild depression symptoms – score between 5 and 9
- Moderate depression symptoms – score between 10 and 14
- Moderately severe depression symptoms – score between 15 and 19
- Severe depression symptoms – score between 20 and 27.

These categories are coded as follows:

- **No or minimal depression** – derived from responses including *No or minimal depression symptoms*
- **Mild depression** – derived from responses including *Mild depression symptoms*
- **Moderate/Severe depression** – derived from responses including *moderate depression symptoms*, *moderately severe depression symptoms*, and *severe depression symptoms.*

Social support

Social support was measured based on responses to the Medical Outcomes Study (MOS) Social Support Survey (Sherbourne & Stewart, 1991). Participants were asked '*People sometimes look to others for companionship, assistance, or other types of support. How often is each of the following kinds of support available to you if you need it?*

a. *Someone you can count on to listen to you when you need to talk*
b. *Someone to give you good advice about a crisis*
c. *Someone to give you information to help you understand a situation*
d. *Someone to confide in or talk to about yourself or your problems*
e. *Someone whose advice you really want*
f. *Someone to share your most private worries and fears with*
g. *Someone to turn to for suggestions about how to deal with a personal problem*
h. *Someone who understands your problems.'*

The average of the scores for each item is calculated based on the following response options:

1 = None of the time

2 = A little of the time

3 = Some of the time

4 = Most of the time

5 = All of the time.

Social support was calculated using the average score for the above items and then categorised as follows:

- **None/little of the time** – average score greater than 1 but less than or equal to 2.875
- **Some/most of the time** – average score greater than 2.875 but less than or equal to 4.875
- **All of the time** – average score equals 5.

Country of birth

Country of birth was measured using the Australian Bureau of Statistics Standard Australian Classification of Countries (SACC). Participants were asked '*In which country were you born?*'

Country of birth was recoded to 3 categories:

- **Australian born** – born in *Australia*
- **Immigrant, main English-speaking countries** – born in any of *New Zealand, England, Isle of Man, Northern Ireland, Scotland, Wales, Jersey, Ireland, Canada, Unites States of America, South Africa*
- **Immigrant, other countries** – born in any other country.

Main language spoken at home

Main language spoken at home was measured using the Australian Bureau of Statistics Australian Standard Classification of Languages (ASCL). Participants were asked '*What language do you mainly speak at home?*' Language spoken at home was recoded to 2 categories:

- **English**
- **Other than English**.

Sexuality

Self-reported sexual orientation was measured in Waves 1–5.

- Sexual orientation (all waves) was assessed by asking participants, '*How do you describe your sexual orientation?*', with response options *straight (heterosexual)*; *bisexual*; *gay or lesbian*; *asexual*; *pansexual*; *queer*; and *I use a different term (please specify).*
- Based on data availability, a combined sexual orientation variable was created, comparing men who identified as heterosexual (referred to as heterosexual male) with those who did not identify as heterosexual and/or did not identify as male (LGBTQA+).

Strengths, limitations and data considerations

This study draws on 5 waves of *Ten to Men* data to examine disability as a dynamic experience and how changes in functional difficulty relate to employment outcomes over time.

A key strength is the use of functional limitations as measured by WG-SS, which avoids reliance on medical diagnosis, captures both visible and invisible disability and aligns with social and biopsychosocial models of disability (Washington Group on Disability Statistics, 2017; World Health Organization [WHO], 2001). Importantly for longitudinal analysis, this approach allows disability status to change over time, making it possible to identify trajectories of onset, persistence, improvement and fluctuation rather than assuming disability is static.

The analysis uses trajectory groups, which moves it beyond single point-in-time comparisons for disability and provides insight into when employment disadvantage emerges and where it is most strongly concentrated across working life. The analysis also links these trajectories to employment outcomes and transitions and considers differences by life-course stage and selected personal and structural factors. This trajectory- and transitions-based approach generates evidence that is directly relevant to policy design, timing and targeting.

However, there are also some limitations. While functional measures capture changes in difficulty with core activities, they do not fully reflect the lived experience of disability, including pain, fatigue, episodic conditions, psychosocial barriers or differences in support needs (Madans, Loeb, & Altman, 2011; Washington Group on Disability Statistics, 2017). Moreover, the trajectory groups are based on self-reported disability status over time and are subject to common response errors and survey data limitations (Dowling et al., 2016; Rosenmann et al., 2011), meaning some observed patterns may reflect reporting differences rather than true change.

In addition, the analysis focuses on employment status and transitions, and does not directly measure workplace barriers, discrimination or the availability of adjustments, all of which influence employment outcomes (Ananian & Dellaferrera, 2024).

As a longitudinal cohort study, *Ten to Men* is subject to selection and attrition effects, and men who remained in all 5 waves may have stronger labour force attachment than the broader population (Quinn & Martin, 2022; Swami et al., 2022). Some analyses are constrained by small sample sizes for specific employment transitions; to ensure stable estimates, some analyses rely on broader disability groupings.

Analyses

For research question 1, trajectory groups were identified using patterns of functional difficulty measured across 5 waves of *Ten to Men* (2013–14 to 2024–25). Using raked longitudinal population weights, employment outcomes were described across waves for each trajectory group to examine how they varied over time.

For research question 2, employment transitions were examined to assess how differences in outcomes between trajectory groups emerged over time. Three transitions were analysed: labour force entry, employment entry, and employment retention. Transition patterns were described across wave-to-wave periods using raked longitudinal population weights. Due to small sample sizes for some transitions, analyses of employment entry and retention were conducted using 2 broader disability groups: men who consistently reported no functional difficulty and men who reported any functional difficulty at any wave.

For research question 3, employment outcomes within trajectory groups were examined by life-course stage, defined using age at Wave 1 (18–35 years and 36–57 years). Using raked longitudinal population weights, differences between younger and older men were described across waves in labour force participation and employment type.

For research question 4, associations between selected personal and structural factors and positive employment transitions were examined. Modified Poisson regression models were fitted using generalised estimating equations (GEE) to estimate population-averaged associations while accounting for repeated observations within individuals. Labour force entry models were estimated separately for each of the 5 trajectory groups, while employment entry and retention models were estimated for the 2 broader disability groups due to limited statistical power. All statistical analyses were performed using Stata/MP 19.0 and R version 4.5.2.

Findings

Sample sizes

Table S1: Sample sizes of men in each trajectory group by age group at Wave 1 (2013–14)

Trajectory group over 5 waves	Excluding full time students		Total observations	
	18–35 y/o at W1	36–57 y/o at W1	*n*	%
Consistent difficulty	70	310	380	10
Increasing difficulty	87	239	326	9
Decreasing difficulty	164	444	608	16
Fluctuating difficulty	382	1,186	1,568	42
Without disability	299	551	850	23
Total	1,002	2,730	3,732	100

Notes: *n* represents the number of participants responding to the item (unweighted). a Men with valid response to disability and 2 employment questions (employment type and status) and were not studying full-time at each of the waves.

Source: *Ten to Men* Waves 1–5

Table S2: Distribution of labour force status (including employed, unemployed) and not in labour force by each trajectory group at any wave, accounting for repeated observations for individuals

	Labour force status						
	In labour force				NILF		
	Employed at any wave %	Unemployed at any wave %	Total observations, *n*	Total individuals, i_n	NILF at any wave %	Total observations, *n*	Total individuals, i_n
Consistent difficulty	96.6	3.4	1,623	340	14.6	277	40
Increasing difficulty	95.7	4.3	1,490	316	8.6	140	10
Decreasing difficulty	97.8	2.2	2,808	585	7.6	232	23
Fluctuating difficulty	96.7	3.3	7,281	1,516	7.1	559	52
Without disability	98.1	1.9	4,117	841	3.1	133	9
Total			17,319	3,598		1,341	134

Note: Observations represent the number of participants responding to the item (unweighted).

Source: *Ten to Men* Waves 1–5

Demographic characteristics

Table S3: Demographic characteristics in Wave 5 for each trajectory

Wave 5	Consistent difficulty % [95% CI]	Increasing difficulty % [95% CI]	Decreasing difficulty % [95% CI]	Fluctuating difficulty % [95% CI]	Without disability % [95% CI]	Total % [95% CI]	Obs.	*p* value
Age at Wave 5								
Obs.	380	326	608	1,568	850		3,732	
25–34	5.0 [1.8,13.4]	8.6 [3.6,19.4]	10.6 [6.4,17.1]	7.3 [5.0,10.6]	8.6 [5.7,12.9]	8.0 [6.4,10.1]	138	<0.001
35–44	14.6 [9.9,21.0]	24.6 [17.3,33.8]	29.7 [23.3,37.0]	24.0 [20.7,27.7]	33.1 [28.1,38.5]	26.2 [23.6,28.9]	693	
45– 54	30.7 [24.8,37.4]	34.9 [27.5,43.2]	21.9 [17.7,26.7]	34.3 [31.2,37.6]	32.7 [28.8,37.0]	31.7 [29.7,33.7]	1,232	
Above 55	49.6 [42.6,56.6]	31.8 [24.8,39.7]	37.8 [32.3,43.7]	34.3 [31.0,37.8]	25.5 [21.4,30.1]	34.1 [31.6,36.7]	1,669	
Education								
Obs.	377	325	608	1,563	848		3,721	
Up to Year 12	26.9 [20.8,34.1]	30.4 [22.3,40.0]	23.7 [18.7,29.6]	23.1 [20.0,26.6]	14.2 [10.9,18.4]	22.1 [19.9,24.6]	748	<0.001
Some qualification beyond Year 12	49.6 [42.4,56.8]	43.1 [34.8,51.57]	40.6 [34.6,46.9]	44.0 [40.3,47.9]	36.7 [31.7,42.0]	42.2 [39.6,44.9]	1,408	
Undergraduate	12.5 [9.0,17.3]	13.8 [9.1,20.4]	17.2 [13.5,21.7]	17.1 [14.7,19.7]	23.7 [20.1,27.7]	17.9 [16.3,19.6]	778	
Postgraduate	10.9 [7.5,15.6]	12.7 [8.9,17.9]	18.5 [14.0,23.9]	15.8 [13.6,18.3]	25.4 [21.8,29.4]	17.7 [15.9,19.6]	787	
In labour force								
Obs.	380	326	608	1,568	850		3,732	
Yes	79.5 [72.9,84.8]	81.1 [72.5,87.5]	88.0 [83.9,91.2]	88.2 [85.9,90.2]	94.6 [92.1,96.3]	88.2 [86.5,89.6]	3,251	<0.001
No	20.5 [15.2,27.1]	18.9 [12.5,27.5]	12.0 [8.8,16.1]	11.8 [9.8,14.1]	5.4 [3.7,7.9]	11.8 [10.4,13.5]	481	
Employment arrangement								
Obs.	287	270	513	1,326	783		3,179	
Self-employed	11.2 [7.2,17.0]	15.0 [10.4,21.2]	17.7 [13.2,23.3]	17.6 [14.8,20.8]	19.3 [15.7,23.5]	17.3 [15.4,19.3]	669	<0.001
Casual/temporary/fixed-term/type unknown	11.5 [7.1,18.2]	6.1 [2.9,12.1]	7.6 [4.9,11.6]	7.9 [6.0,10.2]	6.6 [4.2,10.1]	7.7 [6.4,9.1]	246	
Permanent or ongoing	77.3 [70.1,83.2]	79.0 [71.7,84.8]	74.7 [68.6,79.9]	74.6 [71.1,77.8]	74.1 [69.1,78.6]	75.1 [72.9,77.2]	2,264	
Job skill level								
Obs.	255	229	442	1,133	688		2,747	
1	30.5 [23.1,39.2]	42.5 [33.0,52.6]	43.3 [36.5,50.4]	41.5 [37.4,45.8]	54.3 [48.5,59.9]	44.2 [41.2,47.2]	1,424	<0.001
2	10.5 [6.5,16.5]	13.9 [8.0,22.9]	16.8 [11.9,23.3]	14.9 [11.8,18.6]	14.8 [11.0,19.6]	14.7 [12.8,16.7]	369	
3	59.0 [49.4,67.9]	43.6 [33.8,54.0]	39.8 [32.6,47.5]	43.5 [39.4,47.8]	31.0 [25.3,37.2]	41.2 [38.0,44.4]	954	

Wave 5	Consistent difficulty % [95% CI]	Increasing difficulty % [95% CI]	Decreasing difficulty % [95% CI]	Fluctuating difficulty % [95% CI]	Without disability % [95% CI]	Total % [95% CI]	Obs.	*p* value
Household income								
Obs.	360	311	576	1,505	807		3,559	
<$80,000	29.9 [23.2,37.5]	32.3 [24.3,41.5]	15.0 [11.7,19.1]	19.1 [16.4,22.1]	15.7 [11.8,20.6]	20.0 [17.9,22.2]	665	<0.001
$80,000–$149,999	34.5 [27.6,42.0]	28.2 [21.3,36.3]	27.6 [22.5,33.4]	36.0 [32.3,39.8]	24.6 [20.2,29.5]	31.1 [29.0,33.4]	1,095	
$150,000+	35.7 [28.4,43.6]	39.5 [31.5,48.2]	57.4 [51.3,63.2]	44.9 [41.3,48.5]	59.7 [53.8,65.3]	48.9 [46.2,51.6]	1,799	
Marital status								
Obs.	379	324	605	1,565	849		3,722	
Single/never married	13.3 [8.6,19.9]	10.5 [6.5,16.6]	8.7 [5.4,13.9]	10.7 [8.3,13.6]	8.1 [5.2,12.3]	10.0 [8.5,11.8]	287	0.038
Previously married/ partnered	10.7 [6.4,17.3]	9.1 [5.5,14.7]	4.0 [1.7,9.2]	5.4 [3.9,7.5]	3.5 [2.0,6.0]	5.6 [4.5,6.9]	183	
Currently married/ partnered	76.0 [68.7,82.2]	80.4 [73.4,85.9]	87.3 [81.2,91.6]	83.9 [80.8,86.5]	88.4 [83.9,91.7]	84.4 [82.5,86.1]	3,252	
Financial stress								
Obs.	378	325	605	1,565	850		3,723	
No	71.9 [64.3,78.3]	75.4 [66.5,82.5]	86.5 [80.8,90.8]	78.9 [75.6,81.8]	87.9 [83.7,91.1]	81.2 [79.1,83.1]	3,143	<0.001
Yes	28.1 [21.7,35.7]	24.6 [17.5,33.5]	13.5 [9.2,19.2]	21.1 [18.2,24.4]	12.1 [8.9,16.3]	18.8 [16.9,20.9]	580	
Depression								
Obs.	362	316	598	1,547	842		3,665	
No or minimal depression	36.2 [29.4,43.7]	49.4 [41.4,57.3]	67.2 [60.6,73.1]	58.9 [55.4,62.2]	80.0 [75.3,84.1]	62.2 [59.8,64.5]	2,405	<0.001
Mild depression	33.4 [27.3,40.1]	27.9 [20.7,36.5]	25.4 [19.8,31.8]	24.2 [21.0,27.7]	15.4 [12.2,19.2]	23.5 [21.5,25.6]	832	
Moderate/Severe depression	30.4 [23.0,38.9]	22.7 [16.7,30.1]	7.5 [5.2,10.7]	17.0 [14.2,20.2]	4.6 [2.4,8.5]	14.3 [12.6,16.2]	428	
Aboriginal and/or Torres Strait Islander								
Obs.	380	325	605	1,559	849		3,718	
No	95.6 [91.5,97.7]	96.6 [84.2,99.3]	97.6 [92.0,99.3]	98.4 [96.8,99.2]	97.3 [94.4,98.7]	97.5 [96.3,98.4]	3,668	0.587
Yes	4.4 [2.3,8.5]	3.4 [0.7,15.8]	2.4 [0.7,8.0]	1.6 [0.8,3.2]	2.7 [1.3,5.6]	2.5 [1.6,3.7]	50	
Main language spoken at home								
Obs.	380	326	608	1,566	850		3,730	
English	97.8 [93.6,99.2]	92.6 [85.5,96.3]	93.4 [86.3,97.0]	93.7 [91.0,95.6]	92.2 [87.0,95.4]	93.6 [91.7,95.1]	3,600	0.446
Other than English	2.2 [0.8,6.4]	7.4 [3.7,14.5]	6.6 [3.0,13.7]	6.3 [4.4,9.0]	7.8 [4.6,13.0]	6.4 [4.9,8.3]	130	

Note: Observations (Obs.) represent the number of participants responding to the item (unweighted).
Source: *Ten to Men* Waves 1–5

Weighted proportions

All ages (18–57 years old)

Table S4: Weighted proportions in employment categories for each trajectory groups for men aged 18–57 at Wave 1

Trajectory group	Employment category	Wave 1 % [95% CI]	Wave 2 % [95% CI]	Wave 3 % [95% CI]	Wave 4 % [95% CI]	Wave 5 % [95% CI]
Consistent difficulty *n* = 380	In labour force	88.53 [82.29, 92.76]	86.00 [79.19, 90.83]	86.59 [80.47, 91]	81.06 [74.29, 86.37]	79.48 [72.86, 84.83]
	Permanent or ongoing	70.21 [62.11, 77.22]	71.07 [63.54, 77.59]	71.05 [63.12, 77.88]	72.18 [64.06, 79.07]	73.65 [66.54, 79.71]
	Casual/temporary/fixed-term/type unknown	10.11 [6.49, 15.4]	12.92 [9.02, 18.16]	9.10 [5.21, 15.42]	12.63 [7.46, 20.59]	10.97 [6.71, 17.42]
	Self-employed	12.41 [8.6, 17.59]	10.45 [7.12, 15.07]	13.14 [8.87, 19.03]	11.47 [7.51, 17.15]	10.67 [6.85, 16.25]
	Unemployed and looking for work	7.27 [3.28, 15.33]	5.57 [1.95, 14.9]	6.71 [2.79, 15.3]	3.72 [1.62, 8.3]	4.71 [2.28, 9.48]
Increasing difficulty *n* = 326	In labour force	96.34 [92.49, 98.25]	92.34 [83.74, 96.58]	86.88 [77.75, 92.62]	82.08 [73.36, 88.39]	81.09 [72.49, 87.46]
	Permanent or ongoing	62.65 [52.89, 71.49]	68.10 [59.40, 75.70]	72.1 [63.89, 79.05]	78.18 [71, 83.98]	76.65 [69.19, 82.75]
	Casual/temporary/fixed-term/type unknown	12.57 [7.45, 20.42]	13.96 [8.47, 22.14]	6.72 [2.79, 15.31]	6.27 [3.58, 10.78]	5.87 [2.84, 11.74]
	Self-employed	11.10 [6.73, 17.77]	10.33 [6.98, 15.02]	13.84 [9.64, 19.47]	12.91 [8.88, 18.4]	14.54 [10.04, 20.59]
	Unemployed and looking for work	13.68 [7.07, 24.82]	7.61 [3.58, 15.46]	7.35 [4.16, 12.66]	2.63 [0.85, 7.87]	2.94 [0.94, 8.84]
Decreasing difficulty *n* = 608	In labour force	94.32 [89.15, 97.1]	94.45 [90.38, 96.86]	93.62 [89.63, 96.14]	92.27 [88.52, 94.87]	88.00 [83.86, 91.19]
	Permanent or ongoing	74.21 [68.75, 79.01]	74.73 [68.76, 79.89]	73.57 [68.19, 78.33]	74.35 [68.99, 79.07]	73.17 [67.15, 78.45]
	Casual/temporary/fixed-term/type unknown	10.47 [7.42, 14.57]	12.59 [8.27, 18.7]	9.38 [6.81, 12.79]	7.83 [5.43, 11.17]	7.44 [4.81, 11.33]
	Self-employed	11.92 [8.25, 16.9]	9.83 [7.22, 13.24]	15.49 [12.12, 19.59]	16.12 [12.44, 20.61]	17.38 [12.97, 22.88]
	Unemployed and looking for work	3.40 [2.02, 5.66]	2.85 [1.40, 5.74]	1.56 [0.75, 3.19]	1.70 [0.88, 3.27]	2.01 [1.00, 4.02]
Fluctuating difficulty *n* = 1,568	In labour force	96.15 [94.47, 97.34]	94.44 [92.48, 95.91]	93.93 [92.05, 95.39]	91.73 [89.64, 93.43]	88.2 [85.86, 90.19]
	Permanent or ongoing	70.39 [66.81, 73.73]	71.23 [67.44, 74.74]	70.54 [67.05, 73.81]	69.26 [65.32, 72.93]	71.86 [68.29, 75.18]
	Casual/temporary/fixed-term/type unknown	11.95 [9.64, 14.73]	10.72 [8.52, 13.39]	7.57 [5.93, 9.62]	10.91 [8.31, 14.19]	7.58 [5.79, 9.86]
	Self-employed	10.4 [8.56, 12.59]	12.97 [10.76, 15.56]	15.82 [13.33, 18.68]	15.53 [13, 18.45]	16.95 [14.26, 20.03]
	Unemployed and looking for work	7.26 [5.23, 9.98]	5.09 [3.19, 8.04]	6.06 [4.31, 8.46]	4.30 [2.77, 6.63]	3.61 [2.20, 5.86]

Trajectory group	Employment category	Wave 1 % [95% CI]	Wave 2 % [95% CI]	Wave 3 % [95% CI]	Wave 4 % [95% CI]	Wave 5 % [95% CI]
Without disability *n* = 850	In labour force	99.03 [97.78, 99.58]	98.86 [97.55, 99.47]	98.17 [96.64, 99.01]	96.86 [95.09, 98.01]	94.59 [92.14, 96.3]
	Permanent or ongoing	69.28 [64.09, 74.03]	74.13 [68.08, 79.39]	69.36 [64.42, 73.90]	70.96 [66.07, 75.41]	72.85 [68.19, 77.06]
	Casual/temporary/fixed-term/type unknown	13.08 [9.52, 17.72]	10.08 [7.15, 14.03]	8.03 [5.28, 12.03]	9.03 [6.12, 13.12]	6.44 [4.11, 9.95]
	Self-employed	12.22 [9.74, 15.23]	12.59 [9.86, 15.94]	19.86 [16.07, 24.28]	18.93 [15.63, 22.74]	18.98 [15.36, 23.23]
	Unemployed and looking for work	5.42 [3.10, 9.29]	3.20 [0.85, 11.29]	2.74 [1.64, 4.56]	1.08 [0.35, 3.27]	1.73 [0.71, 4.16]

Note: Observations (Obs.) represent the number of participants responding to the item (unweighted).

Source: *Ten to Men* Waves 1–5

Labour force entry within trajectory groups

Table S5: Distribution of labour force entry (NILF -> ILF or NILF -> NILF) in the subsequent wave by each trajectory group

Trajectory group	Wave 1 -> Wave 2 % [95% CI]	Wave 2 -> Wave 3 % [95% CI]	Wave 3 -> Wave 4 % [95% CI]	Wave 4 -> Wave 5 % [95% CI]
Consistent difficulty				
Obs.	*n* = 40	*n* = 43	*n* = 49	*n* = 63
Did not enter labour force	85.6 [58.1, 96.2]	n.p	n.p	87.0 [56.5, 97.2]
Entered labour force	14.4 [3.8, 41.9]	n.p	n.p	13.0 [2.8, 43.5]
Increasing difficulty				
Obs.	*n* = 10	*n* = 15	*n* = 26	*n* = 40
Did not enter labour force	n.p	82.1 [52.5, 95.0]	n.p	n.p
Entered labour force	n.p	17.9 [5.0, 47.5]	n.p	n.p
Decreasing difficulty				
Obs.	*n* = 23	*n* = 29	*n* = 39	*n* = 57
Did not enter labour force	n.p	86.6 [67.0, 95.3]	82.4 [57.8, 94.1]	84.8 [68.9, 93.4]
Entered labour force	n.p	13.4 [4.7, 33.0]	17.6 [5.9, 42.2]	15.2 [6.6, 31.1]
Fluctuating difficulty				
Obs.	*n* = 52	*n* = 72	*n* = 90	n = 138
Did not enter labour force	68.5 [50.3, 82.3]	55.3 [39.2, 70.4]	84.0 [69.9, 92.2]	83.6 [71.5, 91.2]
Entered labour force	31.5 [17.7, 49.7]	44.7 [29.6, 60.8]	16.0 [7.8, 30.1]	16.4 [8.8, 28.5]
Without disability				
Obs.	*n* = 9	*n* = 11	*n* = 19	*n* = 35
Did not enter labour force	n.p	n.p	n.p	91.2 [77.6, 96.9]
Entered labour force	n.p	n.p	n.p	8.8 [3.1, 22.4]
Overall				
Obs.	*n* = 134	*n* = 170	*n* = 223	*n* = 333
Did not enter labour force	75.6 [63.3, 84.8]	72.1 [60.6, 81.3]	89.4 [82.7, 93.7]	87.3 [80.0, 92.2]
Entered labour force	24.4 [15.2, 36.7]	27.9 [18.7, 39.4]	10.6 [6.3, 17.3]	12.7 [7.8, 20.0]

Notes: *n* represents the number of participants responding to the item (unweighted). Some table cells are not reported due to cell count lower than 5. n.p. = not published.
Source: *Ten to Men* Waves 1–5

Employment entry for those with any disability in any wave (compared to without disability)

Table S6: Distribution of employment entry (unemployment -> employment) in subsequent wave by 2 disability groups

Employment entry	Wave 2 % [95% CI]	Wave 3 % [95% CI]	Wave 4 % [95% CI]	Wave 5 % [95% CI]
Any disability				
Obs.	*n* = 101	*n* = 68	*n* = 83	*n* = 55
Remained unemployed	42.3 [28.5, 57.4]	53.1 [35.0, 70.3]	37.3 [22.2, 55.3]	41.9 [24.1, 62.1]
Entered employment	57.7 [42.6, 71.5]	46.9 [29.7, 65.0]	62.7 [44.7, 77.8]	58.1 [37.9, 75.9]
Without disability				
Obs.	*n* = 24	*n* = 15	*n* = 21	*n* = 8
Remained unemployed	n.p	n.p	n.p	n.p
Entered employment	n.p	n.p	n.p	n.p
Overall				
Obs.	*n* = 125	*n* = 83	*n* = 104	*n* = 63
Remained unemployed	38.6 [26.1, 52.8]	43.6 [26.0, 63.0]	30.9 [18.4, 47.0]	37.6 [21.2, 57.4]
Entered employment	61.4 [47.2, 73.9]	56.4 [37.0, 74.0]	69.1 [53.0, 81.6]	62.4 [42.6, 78.8]

Notes: *n* represents the number of participants responding to the item (unweighted). Some table cells are not reported due to cell count lower than 5. n.p. = not published.
Source: *Ten to Men* Waves 1–5

Employment retention for those with any disability in any wave (compared to without disability)

Table S7: Distribution of employment retention (employment -> employment) in subsequent wave by 2 disability groups

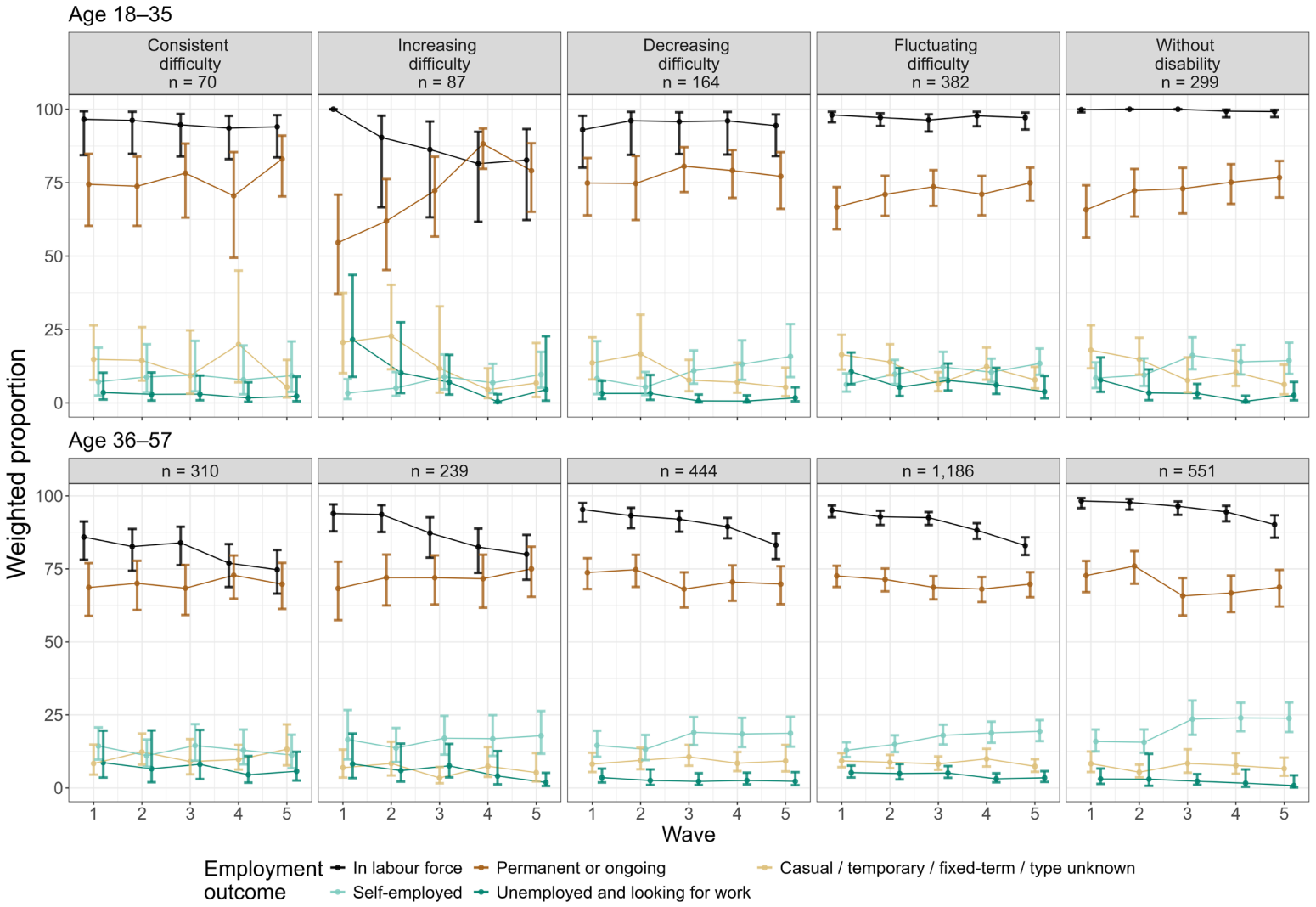
Employment retention	Wave 1 -> Wave 2 % [95% CI]	Wave 2 -> Wave 3 % [95% CI]	Wave 3 -> Wave 4 % [95% CI]	Wave 4 -> Wave 5 % [95% CI]
Any disability				
Obs.	*n* = 2,592	*n* = 2,567	*n* = 2,475	*n* = 2,368
Not retained (to unemployment)	2.2 [1.4, 3.4]	2.6 [1.9, 3.6]	1.7 [1.1, 2.4]	2.0 [1.3, 3.0]
Remained employed	97.8 [96.6, 98.6]	97.4 [96.4, 98.1]	98.3 [97.6, 98.9]	98.0 [97.0, 98.7]
Without disability				
Obs.	*n* = 811	*n* = 813	*n* = 791	*n* = 776
Not retained (to unemployment)	1.9 [0.6, 6.2]	2.7 [1.6, 4.5]	1.0 [0.3, 3.4]	1.7 [0.7, 4.2]
Remained employed	98.1 [93.8, 99.4]	97.3 [95.5, 98.4]	99.0 [96.6, 99.7]	98.3 [95.8, 99.3]
Overall				
Obs.	*n* = 3,403	*n* = 3,380	*n* = 3,266	*n* = 3,144
Not retained (to unemployment)	2.1 [1.3, 3.3]	2.6 [2.0, 3.5]	1.5 [1.0, 2.2]	1.9 [1.3, 2.9]
Remained employed	97.9 [96.7, 98.7]	97.4 [96.5, 98.0]	98.5 [97.8, 99.0]	98.1 [97.1, 98.7]

Note: Observations (Obs.) represents the number of participants responding to the item (unweighted).

Source: *Ten to Men* Waves 1–5

Weighted proportions: life-course difference

Figure S1: All employment outcomes by age group in Wave 1 across the 5 trajectory groups



Notes: *n* represents the number of participants responding to the item (unweighted). 'In labour force' consists of employment categories including 'permanent or ongoing', 'self-employed', 'casual/temporary/fixed-term/type unknown', and 'unemployed and looking for work'. Proportions for employment type categories are calculated among men who are in the labour force only. Labour force status proportions include men who were 'neither working nor looking for work'.

Source: *Ten to Men* Waves 1–5

18–35 years old

Table S8: Weighted proportions in employment categories for each trajectory groups for men aged 18–35 at Wave 1

Trajectory group	Employment category	Wave 1 % [95% CI]	Wave 2 % [95% CI]	Wave 3 % [95% CI]	Wave 4 % [95% CI]	Wave 5 % [95% CI]
Consistent difficulty *n* = 70	In labour force	96.58 [84.4, 99.32]	96.22 [84.83, 99.15]	94.7 [83.93, 98.39]	93.57 [83.04, 97.74]	94.03 [83.64, 97.98]
	Permanent or ongoing	74.45 [60.3, 84.82]	73.78 [60.3, 83.9]	78.24 [63.13, 88.31]	70.54 [49.44, 85.43]	83.07 [70.3, 91.04]
	Casual/temporary/ fixed-term/type unknown	14.85 [7.81, 26.42]	14.46 [7.6, 25.8]	9.31 [3.11, 24.72]	19.9 [7, 45.06]	5.4 [1.86, 14.63]
	Self-employed	7.18 [2.52, 18.78]	8.84 [3.63, 19.98]	9.47 [3.92, 21.12]	7.87 [2.92, 19.53]	9.25 [3.77, 20.94]
	Unemployed and looking for work	3.52 [1.15, 10.29]	2.92 [0.78, 10.36]	2.98 [0.91, 9.32]	1.68 [0.39, 7.01]	2.29 [0.56, 8.94]
Increasing difficulty *n* = 87	In labour force	100.00 [100.00, 100.00]	90.38 [66.64, 97.79]	86.29 [63.23, 95.84]	81.47 [61.7, 92.31]	82.69 [62.3, 93.25]
	Permanent or ongoing	54.57 [37.17, 70.92]	61.95 [45.25, 76.23]	72.28 [56.68, 83.86]	88.22 [79.73, 93.45]	79.07 [65.09, 88.45]
	Casual/temporary/ fixed-term/type unknown	20.6 [10.13, 37.39]	22.75 [11.43, 40.21]	11.77 [3.51, 32.88]	4.51 [1.64, 11.79]	6.76 [2.01, 20.38]
	Self-employed	3.32 [1.32, 8.07]	5.06 [2.36, 10.5]	8.92 [4.63, 16.5]	6.86 [3.41, 13.33]	9.66 [5.15, 17.39]
	Unemployed and looking for work	21.52 [8.86, 43.6]	10.24 [3.32, 27.48]	7.02 [2.84, 16.34]	0.41 [0.06, 2.95]	4.51 [0.75, 22.69]
Decreasing difficulty *n* = 164	In labour force	93 [80.11, 97.77]	96.09 [84.49, 99.11]	95.79 [84.76, 98.94]	96.04 [84.59, 99.08]	94.43 [84.05, 98.2]
	Permanent or ongoing	74.87 [63.88, 83.39]	74.73 [62.3, 84.11]	80.58 [71.79, 87.12]	79.14 [69.83, 86.14]	77.15 [66.08, 85.4]
	Casual/temporary/ fixed-term/type unknown	13.61 [7.95, 22.33]	16.65 [8.51, 30.04]	7.76 [3.96, 14.65]	7.04 [3.5, 13.67]	5.32 [2.26, 12.01]
	Self-employed	8.29 [2.98, 21.02]	5.39 [2.69, 10.52]	10.97 [6.53, 17.85]	13.18 [7.85, 21.3]	15.81 [8.78, 26.84]
	Unemployed and looking for work	3.22 [1.35, 7.51]	3.23 [1.05, 9.51]	0.69 [0.16, 2.85]	0.63 [0.15, 2.6]	1.71 [0.54, 5.3]

Trajectory group	Employment category	Wave 1 % [95% CI]	Wave 2 % [95% CI]	Wave 3 % [95% CI]	Wave 4 % [95% CI]	Wave 5 % [95% CI]
Fluctuating difficulty *n* = 382	In labour force	98.04 [95.57, 99.14]	97.17 [94.32, 98.61]	96.33 [92.38, 98.27]	97.75 [94.22, 99.14]	97.13 [93.09, 98.84]
	Permanent or ongoing	66.71 [59.15, 73.5]	70.99 [63.69, 77.35]	73.63 [67.08, 79.27]	71.06 [63.89, 77.31]	74.92 [68.87, 80.13]
	Casual/temporary/ fixed-term/type unknown	16.43 [11.34, 23.21]	13.9 [9.45, 19.98]	6.5 [3.97, 10.47]	12.36 [7.91, 18.82]	7.84 [4.91, 12.28]
	Self-employed	6.26 [3.84, 10.06]	9.76 [6.39, 14.64]	12.23 [8.44, 17.41]	10.45 [7.1, 15.1]	13.42 [9.57, 18.5]
	Unemployed and looking for work	10.59 [6.35, 17.14]	5.35 [2.31, 11.87]	7.64 [4.23, 13.42]	6.14 [3.06, 11.94]	3.82 [1.54, 9.19]
Without disability *n* = 299	In labour force	99.85 [98.93, 99.98]	100 [100, 100]	100 [100, 100]	99.33 [97.25, 99.84]	99.19 [97.32, 99.76]
	Permanent or ongoing	65.77 [56.32, 74.11]	72.29 [63.44, 79.68]	72.98 [64.51, 80.05]	75.15 [67.76, 81.31]	76.75 [69.96, 82.39]
	Casual/temporary/ fixed-term/type unknown	17.97 [11.78, 26.44]	14.84 [9.64, 22.16]	7.66 [3.62, 15.48]	10.37 [5.77, 17.92]	6.27 [2.9, 13.01]
	Self-employed	8.45 [5.07, 13.77]	9.49 [5.78, 15.18]	16.16 [11.44, 22.33]	13.95 [9.67, 19.7]	14.4 [9.87, 20.53]
	Unemployed and looking for work	7.81 [3.77, 15.47]	3.39 [0.95, 11.39]	3.21 [1.57, 6.46]	0.54 [0.12, 2.43]	2.59 [0.91, 7.13]

Note: *n* represents the number of participants responding to the item (unweighted).

Source: *Ten to Men* Waves 1–5

36–57 years old

Table S9: Weighted proportions in employment categories for each trajectory groups for men aged 36–57 at Wave 1

Trajectory group	Employment category	Wave 1 %[95% CI]	Wave 2 %[95% CI]	Wave 3 %[95% CI]	Wave 4 %[95% CI]	Wave 5 %[95% CI]
Consistent difficulty *n* = 310	In labour force	85.89 [78.12, 91.22]	82.65 [74.37, 88.66]	83.93 [76.28, 89.45]	76.97 [68.81, 83.50]	74.72 [66.52, 81.46]
	Permanent or ongoing	68.65 [58.91, 76.98]	70.04 [60.93, 77.79]	68.39 [59.22, 76.33]	72.83 [64.81, 79.60]	69.77 [61.32, 77.07]
	Casual/temporary/fixed-term/type unknown	8.36 [4.56, 14.82]	12.33 [7.96, 18.61]	9.02 [4.66, 16.75]	9.73 [6.30, 14.73]	13.26 [7.75, 21.77]
	Self-employed	14.34 [9.69, 20.71]	11.06 [7.23, 16.56]	14.49 [9.33, 21.84]	12.9 [8.07, 20.01]	11.26 [6.74, 18.21]
	Unemployed and looking for work	8.65 [3.55, 19.60]	6.57 [1.98, 19.69]	8.09 [3.04, 19.85]	4.53 [1.80, 10.92]	5.71 [2.53, 12.37]
Increasing difficulty *n* = 239	In labour force	93.94 [87.86, 97.07]	93.63 [87.63, 96.82]	87.27 [78.86, 92.65]	82.48 [73.64, 88.80]	80.03 [71.29, 86.61]
	Permanent or ongoing	68.31 [57.46, 77.48]	72.01 [62.48, 79.89]	71.97 [62.80, 79.62]	71.65 [61.71, 79.86]	75.00 [65.45, 82.61]
	Casual/temporary/fixed-term/type unknown	6.94 [3.55, 13.13]	8.38 [4.26, 15.81]	3.43 [1.60, 7.18]	7.42 [3.80, 13.99]	5.27 [2.23, 11.95]
	Self-employed	16.55 [9.75, 26.68]	13.67 [8.85, 20.53]	17.03 [11.39, 24.68]	16.85 [11.00, 24.92]	17.85 [11.68, 26.32]
	Unemployed and looking for work	8.19 [3.36, 18.62]	5.94 [2.18, 15.17]	7.57 [3.64, 15.08]	4.08 [1.24, 12.62]	1.88 [0.67, 5.18]
Decreasing difficulty *n* = 444	In labour force	95.3 [91.15, 97.56]	93.23 [88.92, 95.93]	92 [87.73, 94.88]	89.45 [85.46, 92.45]	83.19 [78.38, 87.11]
	Permanent or ongoing	73.73 [68.11, 78.67]	74.73 [68.85, 79.83]	68.1 [61.78, 73.82]	70.51 [64.08, 76.21]	69.8 [62.92, 75.89]
	Casual/temporary/fixed-term/type unknown	8.17 [5.46, 12.07]	9.45 [6.39, 13.76]	10.65 [7.59, 14.74]	8.46 [5.75, 12.30]	9.23 [5.65, 14.72]
	Self-employed	14.56 [10.66, 19.59]	13.25 [9.54, 18.13]	19.01 [14.66, 24.29]	18.47 [14.00, 23.98]	18.71 [14.12, 24.37]
	Unemployed and looking for work	3.53 [1.86, 6.60]	2.56 [1.01, 6.34]	2.23 [0.98, 5.03]	2.56 [1.23, 5.25]	2.26 [0.93, 5.42]
Fluctuating difficulty *n* = 1,186	In labour force	95.05 [92.66, 96.70]	92.85 [90.04, 94.92]	92.54 [90.03, 94.45]	88.22 [85.30, 90.63]	82.98 [79.74, 85.80]
	Permanent or ongoing	72.60 [68.81, 76.08]	71.37 [67.30, 75.12]	68.67 [64.58, 72.5]	68.1 [63.67, 72.22]	69.77 [65.31, 73.88]
	Casual/temporary/fixed-term/type unknown	9.26 [7.13, 11.93]	8.78 [6.76, 11.31]	8.22 [6.23, 10.78]	9.96 [7.34, 13.38]	7.40 [5.53, 9.84]
	Self-employed	12.89 [10.57, 15.63]	14.92 [12.28, 18.02]	18.00 [14.85, 21.65]	18.82 [15.47, 22.7]	19.36 [16.03, 23.20]
	Unemployed and looking for work	5.25 [3.58, 7.64]	4.93 [2.92, 8.21]	5.10 [3.46, 7.47]	3.12 [1.93, 5.01]	3.47 [2.07, 5.74]

Trajectory group	Employment category	Wave 1 %[95% CI]	Wave 2 %[95% CI]	Wave 3 %[95% CI]	Wave 4 %[95% CI]	Wave 5 %[95% CI]
Without disability *n* = 551	In labour force	98.24 [95.81, 99.27]	97.76 [95.27, 98.95]	96.41 [93.50, 98.05]	94.5 [91.27, 96.58]	90.17 [85.66, 93.36]
	Permanent or ongoing	72.71 [67.05, 77.73]	75.95 [69.92, 81.09]	65.76 [59.06, 71.89]	66.74 [60.19, 72.70]	68.74 [62.13, 74.66]
	Casual/temporary/fixed-term/type unknown	8.31 [5.46, 12.45]	5.40 [3.62, 7.99]	8.41 [5.24, 13.23]	7.67 [4.84, 11.97]	6.62 [4.16, 10.39]
	Self-employed	15.90 [12.49, 20.02]	15.64 [12.06, 20.04]	23.55 [18.17, 29.94]	23.96 [19.41, 29.19]	23.83 [19.12, 29.27]
	Unemployed and looking for work	3.08 [1.40, 6.63]	3.01 [0.73, 11.64]	2.28 [1.08, 4.74]	1.63 [0.41, 6.33]	0.82 [0.15, 4.32]

Note: *n* represents the number of participants responding to the item (unweighted).

Source: *Ten to Men* Waves 1–5

Labour force entry

Table S10: Risk ratios for protective factors associated with entry into the labour force across trajectory groups

	Consistent difficulty (n = 192; i_n = 70) RR [95% CI]	Increasing difficulty (n = 91; i_n = 47) RR [95% CI]	Decreasing difficulty (n = 145; i_n = 70) RR [95% CI]	Fluctuating difficulty (n = 348; i_n = 189) RR [95% CI]	Without disability (n = 70; i_n = 42) RR [95% CI]
Adjusting for age, education, region living in and area disadvantage at once					
Age (ref = 18–30 years old)					
31–44 age group	1.20 [1.03, 1.40]	0.97 [0.74, 1.28]	0.90 [0.72, 1.12]	0.93 [0.80, 1.08]	1.01 [0.79, 1.29]
45–57 age group	1.02 [0.97, 1.06]	0.88 [0.69, 1.11]	0.82 [0.68, 0.98]	0.78 [0.68, 0.80]	0.87 [0.69, 1.10]
Education (ref = Up to Year 12 education)					
Some qualification beyond Year 12	1.03 [0.95, 1.10]	1.03 [0.88, 1.21]	1.07 [0.96, 1.20]	1.07 [0.98, 1.17]	1.20 [0.98, 1.47]
Undergraduate	1.32 [1.08, 1.62]	1.20 [0.90, 1.60]	1.15 [0.95, 1.39]	1.07 [0.96, 1.19]	1.05 [0.85, 1.29]
Postgraduate	1.10 [0.95, 1.27]	1.05 [0.77, 1.45]	1.04 [0.86, 1.26]	1.14 [0.98, 1.34]	1.01 [0.77, 1.33]
Region living in (ref = major cities)					
Inner regional	1.05 [0.97, 1.14]	0.90 [0.79, 1.02]	1.03 [0.85, 1.26]	0.95 [0.87, 1.04]	0.90 [0.72, 1.13]
Outer regional	1.01 [0.90, 1.13]	1.20 [0.98, 1.48]	1.11 [0.94, 1.30]	0.86 [0.78, 0.95]	1.28 [1.00, 1.61]
Area disadvantage (ref = high disadvantaged area)					
Middle disadvantaged	1.01 [0.93, 1.09]	1.01 [0.88, 1.16]	1.16 [1.02, 1.32]	1.00 [0.92, 1.09]	1.21 [0.96, 1.51]
Low disadvantage	0.97 [0.86, 1.11]	1.06 [0.87, 1.30]	1.14 [0.99, 1.32]	0.97 [0.87, 1.09]	1.31 [1.00, 1.72]
Other risk and protective factors one at a time (adjusting for age, education, region living in and area disadvantage)					
Financial stress (ref = Yes)					
No financial stress	0.97 [0.90, 1.04]	1.04 [0.89, 1.20]	1.13 [1.03, 1.24]	0.98 [0.89, 1.07]	1.36 [1.04, 1.77]
Depression (ref = moderate/severe depression)					
No or minimal depression	1.03 [0.93, 1.14]	1.04 [0.91, 1.18]	1.12 [0.99, 1.26]	1.03 [0.94, 1.13]	0.75 [0.46, 1.22]
Mild depressions	1.10 [1.01, 1.20]	0.99 [0.84, 1.16]	1.08 [0.92, 1.25]	0.996 [0.91, 1.09]	0.95 [0.52, 1.72]
Social support (ref = none/little of the time)					
Some/most of the time	0.98 [0.91, 1.06]	1.00 [0.88, 1.13]	0.99 [0.88, 1.12]	0.97 [0.90, 1.06]	1.03 [0.74, 1.43]
All of the time	0.96 [0.87, 1.05]	1.14 [0.96, 1.36]	1.01 [0.86, 1.19]	0.99 [0.89, 1.10]	0.87 [0.64, 1.17]
Marital/partnership status (ref = single or never married)					
Previously married/partnered	1.01 [0.90, 1.15]	1.01 [0.72, 1.42]	1.37 [0.99, 1.90]	1.17 [1.01, 1.38]	0.80 [0.51, 1.26]
Currently married/partnered	1.02 [0.95, 1.09]	0.92 [0.67, 1.26]	1.13 [0.98, 1.29]	1.05 [0.95, 1.18]	0.87 [0.66, 1.14]

	Consistent difficulty (n = 192; i_n = 70) RR [95% CI]	Increasing difficulty (n = 91; i_n = 47) RR [95% CI]	Decreasing difficulty (n = 145; i_n = 70) RR [95% CI]	Fluctuating difficulty (n = 348; i_n = 189) RR [95% CI]	Without disability (n = 70; i_n = 42) RR [95% CI]
Household income (ref = less than $80,000)					
$80,000–$149,999	1.03 [0.90, 1.17]	1.05 [0.88, 1.25]	1.05 [0.88, 1.24]	1.05 [0.97, 1.15]	1.01 [0.85, 1.20]
$150,000+	1.04 [0.87, 1.25]	1.08 [0.86, 1.35]	0.93 [0.76, 1.14]	1.08 [0.93, 1.25]	1.36 [1.07, 1.73]
Country of birth (ref = Australian born)					
Immigrant, mainly English-speaking countries	1.00 [0.92, 1.08]	1.30 [0.97, 1.76]	1.13 [0.97, 1.31]	0.97 [0.85, 1.11]	1.24 [0.98, 1.58]
Immigrant, other countries	1.15 [0.85, 1.55]	1.13 [0.89, 1.42]	1.14 [0.69, 1.87]	1.10 [0.93, 1.31]	1.02 [0.80, 1.29]
Main language spoken at home (ref = English)					
Other than English	0.90 [0.76, 1.07]	0.94 [0.79, 1.12]	(Sample size too small for valid inference)	1.07 [0.84, 1.35]	1.14 [0.78, 1.65]
Sexual identity (ref = Heterosexual male)					
LGBTQA+	0.98 [0.87, 1.09]	0.88 [0.51, 1.53]	1.03 [0.71, 1.50]	0.99 [0.85, 1.14]	0.89 [0.74, 1.08]

Note: n represents the number of participants responding to the item, i_n is the number of individuals with the relevant information (unweighted).

Source: *Ten to Men* Waves 1–5

Employment entry and retention

Table S11: Risk ratios for protective factors associated with employment entry and retention for 2 groups of men, with and without any functional difficulty from Wave 1 to Wave 5

	Employment entry		Employment retention	
	With any functional difficulty (n = 297; i_n = 224)	Without disability (n = 65; i_n = 55)	With any functional difficulty (n = 9,785; i_n = 2,729)	Without disability (n = 3,125; i_n = 837)
	RR [95% CI]	RR [95% CI]	RR [95% CI]	RR [95% CI]
Adjusting for disability trajectory group, age, education, region living in and area disadvantage at once				
Age (ref = 18–30 years old)				
31–44 age group	1.05 [0.80, 1.38]	1.07 [0.87, 1.31]	1.001 [0.99, 1.01]	1.01 [0.99, 1.02]
45–57 age group	0.99 [0.76, 1.29]	1.01 [0.84, 1.22]	0.99 [0.98, 1.00]	1.01 [0.99, 1.02]
Education (ref = Up to Year 12 education)				
Some qualification beyond Year 12	1.32 [1.04, 1.68]	0.98 [0.83, 1.17]	1.01 [1.002, 1.02]	1.01 [0.99, 1.03]
Undergraduate	1.25 [0.93, 1.67]	0.97 [0.82, 1.14]	1.01 [0.999, 1.02]	1.01 [0.99, 1.03]
Postgraduate	1.28 [0.93, 1.75]	0.89 [0.70, 1.13]	1.01 [1.001, 1.02]	1.01 [0.99, 1.03]
Region living in (ref = major cities)				
Inner regional	1.15 [0.92, 1.45]	0.89 [0.76, 1.03]	1.01 [0.999, 1.01]	1.004 [0.99, 1.01]
Outer regional	1.21 [0.98, 1.50]	0.65 [0.37, 1.14]	1.01 [0.998, 1.01]	0.999 [0.99, 1.01]
Area disadvantage (ref = high disadvantaged area)				
Middle disadvantaged	1.21 [0.96, 1.53]	0.86 [0.70, 1.05]	1.003 [0.995, 1.01]	1.01 [0.995, 1.02]
Low disadvantage	1.47 [1.16, 1.87]	1.02 [0.91, 1.15]	1.01 [0.997, 1.01]	0.99 [0.98, 1.01]
Other risk and protective factors one at a time (adjusting for age, education, region living in and area disadvantage)				
Financial stress (ref = Yes)				
No financial stress	0.97 [0.80, 1.17]	1.15 [0.92, 1.43]	1.02 [1.01, 1.03]	1.001 [0.99, 1.02]
Depression (ref = moderate/severe depression)				
No or minimal depression	1.14 [0.91, 1.41]	0.66 [0.44, 0.99]	1.02 [1.01, 1.04]	1.04 [0.98, 1.10]
Mild depressions	1.22 [1.01, 1.49]	0.68 [0.45, 1.01]	1.01 [0.99, 1.02]	1.03 [0.97, 1.09]
Social support (ref = none/little of the time)				
Some/most of the time	1.06 [0.87, 1.30]	1.36 [0.90, 2.06]	1.01 [1.01, 1.02]	1.01 [0.99, 1.03]
All of the time	1.12 [0.86, 1.46]	1.31 [0.83, 2.05]	1.01 [1.00, 1.02]	1.02 [1.002, 1.04]
Marital/partnership status (ref = single or never married)				
Previously married/partnered	1.25 [0.85, 1.85]	1.20 [0.92, 1.57]	1.002 [0.98, 1.02]	1.02 [0.99, 1.05]
Currently married/partnered	1.29 [0.99, 1.68]	1.05 [0.77, 1.45]	1.02 [1.01, 1.03]	1.02 [1.00, 1.05]

	Employment entry		Employment retention	
	With any functional difficulty (n = 297; i_n = 224)	Without disability (n = 65; i_n = 55)	With any functional difficulty (n = 9,785; i_n = 2,729)	Without disability (n = 3,125; i_n = 837)
	RR [95% CI]	RR [95% CI]	RR [95% CI]	RR [95% CI]
Household income (ref = less than $80,000)				
$80,000–$149,999	1.33 [1.11, 1.59]	1.27 [0.99, 1.64]	1.01 [1.005, 1.02]	0.99 [0.98, 1.00]
$150,000+	1.41 [1.15, 1.74]	1.10 [0.93, 1.29]	1.02 [1.01, 1.03]	0.999 [0.99, 1.01]
Country of birth (ref = Australian born)				
Immigrant, mainly English-speaking countries	0.88 [0.64, 1.22]	1.09 [0.92, 1.30]	1.01 [0.998, 1.01]	0.99 [0.97, 1.01]
Immigrant, other countries	0.72 [0.49, 1.05]	0.85 [0.67, 1.07]	1.01 [0.996, 1.01]	0.997 [0.98, 1.01]
Main language spoken at home (ref = English)				
Other than English	0.68 [0.42, 1.09]	0.77 [0.54, 1.09]	1.01 [0.99, 1.02]	0.99 [0.96, 1.01]
Sexuality (ref = Heterosexual male)				
LGBTQA+	1.10 [0.88, 1.36]	0.67 [0.23, 1.95]	0.99 [0.98, 1.01]	0.98 [0.94, 1.02]

Note: *n* represents the number of participants responding to the item, i_n is the number of individuals with the relevant information (unweighted).
Source: *Ten to Men* Waves 1–5

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