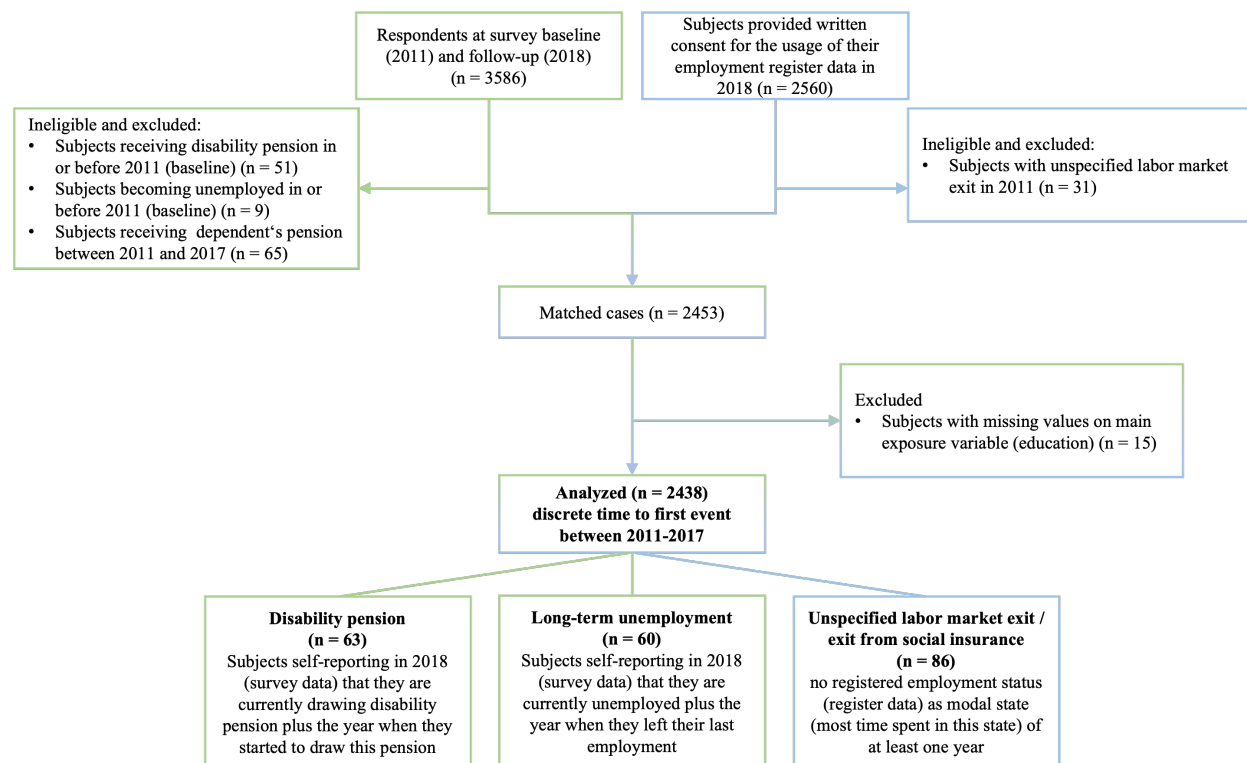


Social inequalities in early exit from employment in Germany: a causal mediation analysis on the role of work, health, and work ability¹

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1. Supplementary Tables/Figures
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Supplementary figure S1. Flow diagram showing inclusion and exclusion criteria

Supplementary table S2. Bivariate association between education and work factors, health, and work ability at study baseline (2011) (N=2 438). Logistic Regression

		High education		Moderate education		Low education	
		%	OR (95%CI)	%	OR (95%CI)	%	OR (95%CI)
Work factors							
Physical demands	high	39	0.45 (0.35-0.58)	51	0.71 (0.58-0.88)	59	1.00
Quantitative demands	high	57	2.37 (1.84-3.04)	50	1.77 (1.43-2.19)	36	1.00
Influence at work	low	24	0.34 (0.26-0.45)	43	0.76 (0.62-0.94)	48	1.00
Health							
Physical Health	Less than good	33	0.31 (0.24-0.40)	50	0.63 (0.51-0.77)	62	1.00
Mental Health	Less than good	47	0.91 (0.71-1.17)	48	0.90 (0.73-1.11)	50	1.00
Work & Worker							
Work ability	low	22	0.45 (0.34-0.59)	32	0.71 (0.57-0.88)	39	1.00
Adjusted for age, sex, and partner status							
Logistic Regression conducted separately for each covariate							
Statistically significant ORs and 95% CIs in bold							

Supplementary table S3. Influence of the SES, work factors, health, and work ability on the likelihood of early exit during a 6-year follow-up among older employees in Germany. Competing Risk Regression [SHR = subdistribution hazard ratio]

		Disability pension	Unemployment	Labor market exit
		SHR (95%CI)	SHR (95%CI)	SHR (95%CI)
SES (education) (n=2431)	Low vs moderate ^b	1.81 (1.07-3.08)	1.67 (0.93-2.95)	1.14 (0.66-1.98)
	Low vs high ^c	4.58 (1.72-12.16)	2.78 (1.14-6.77)	0.95 (0.51-1.76)
Work factors ^a (n=2387)				
Physically demands	high	1.47 (0.87-2.49)	1.60 (0.92-2.79)	0.93 (0.61-1.44)
Quantitative demands	high	0.96 (0.57-1.62)	1.57 (0.90-2.74)	1.06 (0.69-1.62)
Influence at work	low	1.03 (0.61-1.76)	0.70 (0.40-1.24)	0.86 (0.56-1.33)
Health (n=2383)				
Physical health	less than good	1.88 (1.10-3.20)	2.74 (1.50-5.02)	1.01 (0.66-1.56)
Mental health	less than good	2.23 (1.30-3.84)	1.47 (0.85-2.55)	1.07 (0.70-1.65)
Work & Worker (n=2383)				
Work ability	low	4.37 (2.52-7.59)	1.63 (0.95-2.81)	1.30 (0.83-2.04)
For each exit route the independent variables were entered separately into the regression model All models were adjusted for age, sex, partner status; statistically significant SHRs (p < 0.05) with 95% CIs marked in bold. ^aVariables from the work domain were mutually adjusted ^bhigh education as reference, effect estimates for moderate vs high not displayed ^cmoderate education as reference, effect estimates for high vs moderate not displayed				