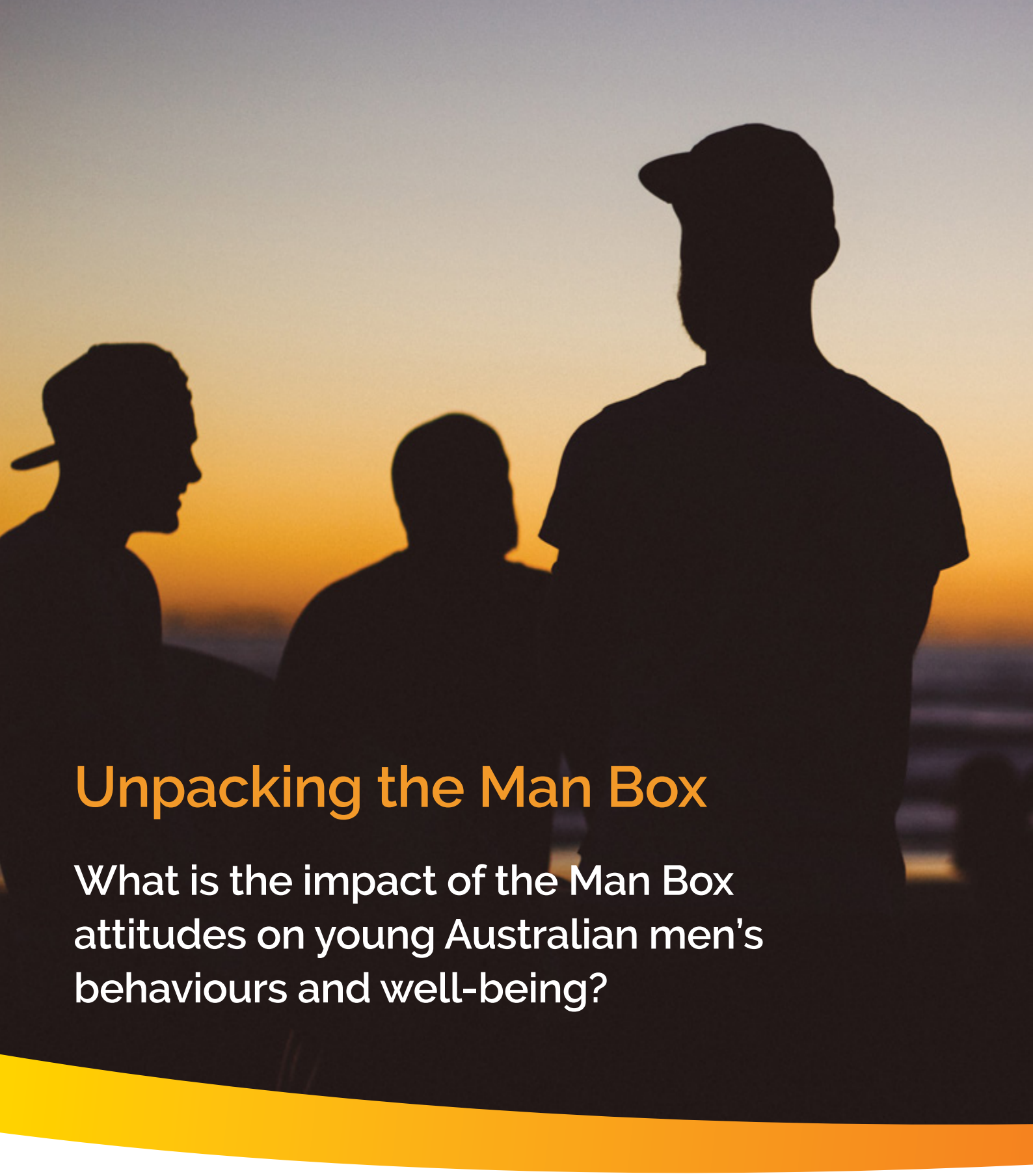

Unpacking the Man Box

What is the impact of the Man Box attitudes on young Australian men's behaviours and well-being?

Jesuit Social Services
Building a Just Society

the men's project
A Jesuit Social Services initiative

VicHealth®

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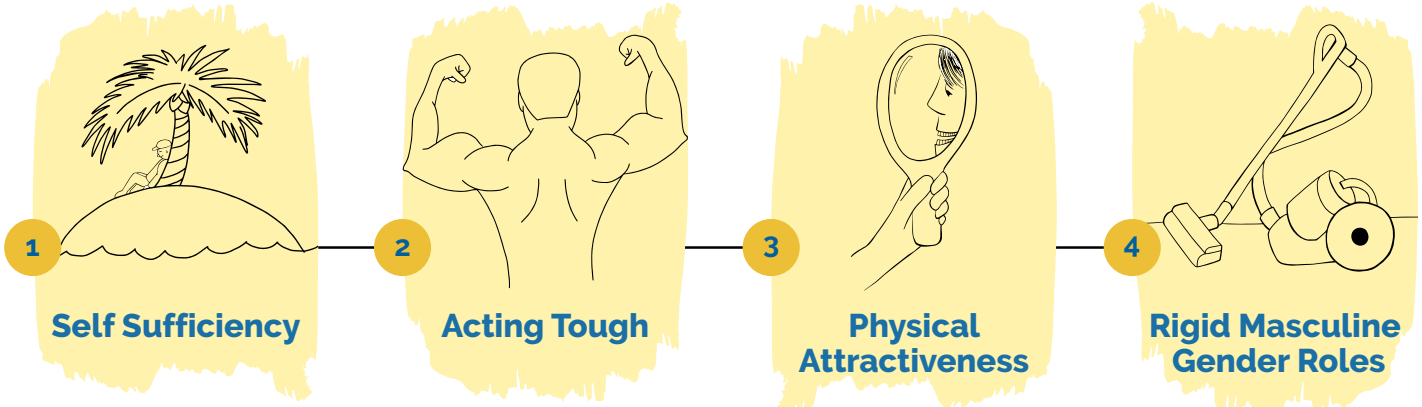
Executive Summary

The Man Box: A study on being a young man in Australia, released in 2018 (The Men's Project and Flood, 2018), was the first study that focused specifically on the associations between attitudes to manhood or masculinity and the behaviours of Australian men aged 18-30. It involved a representative online survey of 1,000 young men from across the country.

The Man Box attitudes are a set of beliefs within society that place pressure on young men to act in a certain way. The attitudes fall under seven pillars. Each pillar includes two – three questions, or rules, which are used to assess the extent to which respondents personally endorse or feel pressure from society to endorse stereotypical definitions of what it means to be a man. As outlined in our initial Man Box report, some of these beliefs, such as condoning the use of violence, are always wrong; others, such as acting strong, can sometimes be useful but at other times lead to problems (for instance when bottling up negative emotions).

The initial report on the Man Box demonstrated that the Man Box attitudes are alive and well in Australia. Two thirds of young men said that since they were a boy they had been told a "real man" behaves in a certain way. While young men's personal views are more progressive than what society is telling them, there is a substantial minority (averaging around 30 percent) of young men who endorse most of the Man Box rules.



1 **Self Sufficiency**

- A man who talks a lotabout his worries, fears and problems shouldn't really get respect
- Men should figure out their personal problems on their own without asking others for help

2 **Acting Tough**

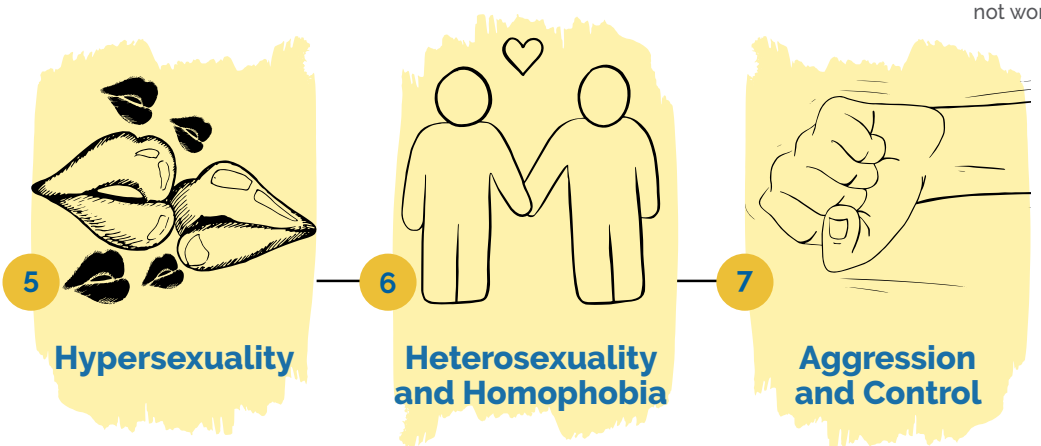
- A guy who doesn't fight back when others push him around is weak
- Guys should act strong even if they feel scared or nervous inside

3 **Physical Attractiveness**

- It's very hard for a man to be successful if he doesn't look good
- Women don't go for guys who fuss too much about their clothes, hair and skin
- A guy who spends a lot a time on his looks isn't very manly

4 **Rigid Masculine Gender Roles**

- It is not good for a boy to be taught how to cook, sew, clean the house, and take care of younger children
- A man shouldn't have to do household chores
- Men should really be the ones to bring money home to provide for their families, not women



5 **Hypersexuality**

- A "real man" should have as many sexual partners as he can
- A "real man" would never say no to sex

6 **Heterosexuality and Homophobia**

- Someone who is gay is not a 'real man'
- Straight guys being friends with gay guys is totally fine

7 **Aggression and Control**

- Men should use violence to get respect, if necessary
- A man should always have the final say about decisions in his relationship or marriage
- If a guy has a girlfriend or wife, he deserves to know where she is all the time

About this study

The study outlined in this report - Unpacking the Man Box - builds on the findings of Jesuit Social Services' initial Man Box research. The initial Man Box report used descriptive statistics to examine the association between masculine norms in aggregate (as opposed to the individual Man Box pillars) without controlling for demographic variables. Unpacking the Man Box aims to understand the unique contribution of masculinity and its pillars to the well-being of young men. This work also builds on research with young adult men in the United States, United Kingdom and Mexico that was released by Promundo in 2017 (Heilman, Barker, & Harrison, 2017).

This study quantifies the unique influence of young men's personal endorsement of the Man Box masculinity pillars on different areas of their lives, including:

- mental health, wellbeing and help seeking from friends/professionals;
- body satisfaction;
- relationship satisfaction;
- binge drinking;
- traffic accidents;
- accessing pornography; and
- physical violence, sexual harassment and bullying.

The study uses regression analyses to determine the unique contribution of Man Box attitudes (and the separate Man Box pillars described above) to the well-being of young men, including controlling for demographic factors that may also shape well-being. In doing so, we are able to examine the impact of the Man Box attitudes on behaviour relative to other variables such as level of education, occupation, where someone lives, and sexuality. This study also examines the influence of messages that young men receive from society to conform to the Man Box.

Illustration: Janet Davies | Source: Heilman, B., Barker, G., and Harrison, A. (2017). The Man Box: A Study on Being a Young Man in the US, UK, and Mexico. Washington, DC and London: Promundo-US and Unilever.

Key Findings

Man Box attitudes

Personal endorsement of Man Box attitudes contributes to harmful and risky behaviours, much more so than other demographic variables

Pillars of masculinity

Some masculine norms are more harmful than others; some might be protective in certain contexts

Differences across men

There are some groups of men that endorse traditional masculine norms more than others

Societal pressure

Relative to their personal endorsement, men perceive greater societal pressure to conform to traditional masculine norms

Those men who perceive higher levels of societal pressure are more likely to have higher levels of personal endorsement

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Personal endorsement of Man Box attitudes and its impact

As part of our analysis, each young man was given a 'Total Masculinity Score' by totalling their survey responses on the extent to which they endorse the 17 Man Box rules (or questions) under each of the seven pillars. Our analysis found that the Total Masculinity Score (the sum of all the pillars) made a high level of unique contribution to self-reported risk-taking behaviours for young men. These behaviours included violence, sexual harassment, binge drinking and negative mood. These relationships were present even after controlling for other potential influential demographic variables.

In fact, the Total Masculinity Score explained:

- over 25 percent of men's likelihood of perpetrating: (i) physical violence; (ii) sexual harassment; and (iii) online bullying;
- over 25 percent of men's likelihood of suffering: (i) physical violence; and (ii) online bullying;
- over 15 percent of men's likelihood of binge drinking; and
- over 10 percent of negative mood.

This means that, allowing for other factors in a young man's life that might be contributing to these attitudes and behaviours (such as level of education, occupation or where someone lives), high levels of endorsement of masculine norms are a major factor shaping a number of harmful attitudes and behaviours. In fact, endorsement of Man Box attitudes has around 25 times more explanatory (or predictive) power than other demographic information in predicting the use of physical violence, sexual harassment, online bullying and 11 times more explanatory power at predicting binge drinking. Similar results hold for negative mood; Man Box attitudes have 10 times more explanatory power than the other demographic variables included in this study.

The Pillars of Masculinity and their impact

For the purpose of our Man Box research, masculinity is comprised of seven different pillars. Conducting analysis on the contribution of each pillar to the well-being and behaviour of young men, our study found that the combined pillars of "Rigid Gender Roles" and "Aggression and Control" demonstrated the strongest influences on young men's behaviours, particularly on young men's use of violence and sexual harassment.

These pillars were combined because statistical analysis indicated that they are highly correlated. More broadly, if a man scores high on one pillar of masculinity, he is far more likely to score high on the other pillars.

"Rigid Gender Roles" and "Aggression and Control" are also linked to an increased likelihood of:

- young men being involved in a traffic accident;
- increased thoughts of suicide;
- lower pornography use (perhaps due to a positive relationship between rigid gender roles and conforming to traditional values).

The "Hypersexuality" pillar has a large impact on thoughts of suicide, some violence variables, as well as binge drinking and pornography use. For example, if we place men's hypersexuality scores on a scale from two (low score) – eight (high score), an increase in 2 units on the scale for the average man would increase the likelihood of suicidal thoughts by over 27%. It's important to consider that, in light of the extreme nature of the Man Box hypersexuality messages, it may be that hypersexuality is a proxy for a particularly extreme definition of what it means to be a man which, in turn, is tightly linked to suicidal thoughts.

"Self-Sufficiency" also increased thoughts of suicide. Unsurprisingly, self-sufficiency is the strongest predictor of whether a man would seek help from friends, family or a professional when feeling sad or depressed. "Acting Tough", our analysis found, may be playing a protective role by decreasing thoughts of suicide. However, those men who are more inclined to act tough may also be less likely to self-report suicidal thoughts. The usefulness of acting tough may be highly dependent on the context a young man finds himself in.

The pillar of "Heterosexuality and Homophobia" is associated with a statistically significant increased risk of traffic accidents and is weakly associated with lower help seeking behaviour and decreased use of pornography. "Physical attractiveness" contributed limited associations with life outcomes, aside from low associations with increased pornography use and depressive symptoms.

It is important to note that the impact on life outcomes of the separate pillars of masculinity are lower than the impact of the Total Masculinity Score. Even the largest relationships between the individual pillars and life outcomes are substantially smaller (slightly over three percent of variance compared with the 25 percent for the Total Masculinity Score).

Differences across men

The study found that the level of endorsement of the Man Box norms is different across young men. Young men who identified as heterosexual, students, being religious, and from urban locations, were more likely to endorse the masculine norms. While these differences were all statistically significant, the magnitude of the differences between means are relatively small, ranging from six percent for religiosity to 14.5 percent for sexuality.

Pressure from society

There were three measures of pressure from society. Young men were asked about how much society expects them to conform to the Man Box rules covered by each of the seven Man Box pillars. In addition, men were asked to respond yes or no to whether they have been told that a man needs to behave in a certain type of way. Finally, men were asked to rate on a score from one-ten how much pressure from society to be a certain kind of man had shaped who they are today. Their responses to this item were labelled "pressure from society" and the last two measures were entered into our regression analyses together with the personal endorsement of pillars. When entered together with personal endorsement, there were not any strong associations between pressure from society and well-being or life outcomes. However, there were weak associations between this variable and negative mood as well as depressive symptoms.

Overall, although the young men's perception of the societal endorsement of the Man Box rules is greater than their personal endorsement, the direct impact of this societal pressure on young men's lives appears to be substantially less.

Interestingly, those young men who perceived high levels of societal pressure to adopt Man Box attitudes were also more likely to endorse these attitudes themselves. Given we know that personal endorsement of Man Box attitudes is associated with a number of harmful behaviours, societal pressure can be seen as having an indirect impact on men's lives.

The Way Forward

The findings from this study demonstrate that traditional masculine norms have large unique associations with significant life outcomes including violent behaviours, sexual harassment, binge drinking and negative mood. These unique associations between masculine norms and life outcomes are substantially larger than the impact of demographic variables (e.g. highest level of education, occupation or where someone lives) on these life outcomes.

Some life outcomes (suicidal thoughts, traffic accidents, and help seeking) are more tightly linked to individual pillars of masculinity. However, the study also indicates it is often likely to be the whole constellation of traditional masculine norms, perhaps underpinned by a few critical pillars where associations with life outcomes are stronger, that best explain the variance in life outcomes.

In light of high correlations between individual Man Box pillars, further research is required to understand whether interventions and campaigns that focus on influencing a subset of masculine norms can drive declines in rigid masculine norms more broadly. This research could also explore what this means for the impact of these interventions on the life outcomes of men and those around them.

Decreasing adherence to masculine norms is only one aspect of achieving objectives such as ending violence, improving mental health and decreasing risk-taking behaviours. These are complex issues with a multitude of underlying causes and therefore responses need to be tailored to the needs of individual people and families. This study, though, highlights that masculine norms have an important role in underpinning improvements in the well-being of men, women and children.

To that end, based on the findings of this study, we provide the following recommendations:

Recommendation #1: Encourage greater public discussion to challenge societal pressures of the Man Box rules.

We must look at societal pressure to act a certain way as a man, paying attention to the characteristics of specific contexts, communities and cultures. As part of this work, we must highlight that men's personal endorsement of traditional masculine norms is lower than the pressure they perceive from society to conform to these norms. The reality is that approximately two-thirds of young men do not personally endorse most Man Box rules. Sharing this knowledge could give other men permission to step out of the Man Box. Efforts could also focus on targeting groups that appear to be more likely to endorse masculine norms.

Recommendation #2: Build workforce capacity to engage on issues related to the Man Box with a focus on influencers working with men and boys in sectors related to violence, bullying, sexual harassment prevention, mental health and substance use.

Work that uses an 'influence the influencer' approach presents an opportunity to improve the capacity of people working with boys and men in settings where attitudes and behaviour can be influenced. In contrast to one-off sessions delivered directly to boys or men, this capacity building approach provides an opportunity for role models to build a deeper understanding of key issues, develop greater self-awareness, learn how to model positive change, and recognise and challenge problematic attitudes and behaviours. Engagement with these influencers should be tailored to their specific contexts and could form part of current place-based approaches being adopted by federal and state governments. This work should support influencers and role models such as teachers, community sector workers (e.g. social workers, youth workers, psychologists), faith leaders, sports coaches and parents. These people, with the right scaffolding and supports over an extended period, have an opportunity to positively influence the behaviour and attitudes of men and boys.

Recommendation #3: Secondary and tertiary prevention programs that are responding to and seeking a reduction in different forms of violence, sexual harassment, bullying, mental illness and substance use should:

- **3a: consider using the Man Box survey as a screening tool to assess risk and target program participation; and**
- **3b: include program components that seek to positively influence masculine norms.**

This study found that rigid adherence to stereotypical masculine norms has a substantial impact on the use and experience of violence as well as online bullying, sexual harassment, binge drinking and negative mood. These findings have significant implications for the design of programs to address these life outcomes.

Specifically, measurement of adherence to masculine norms could be used as part of initial assessment potentially to inform program targeting. There may be merit to including assessment of Man Box attitudes as part of system-wide risk assessments in sectors such as family violence. These assessments could also inform tailoring of the design of program components that raise awareness of and decrease adherence to masculine norms. Given their impact, seeking to decrease adherence to masculine norms as part of programs to address violence, sexual harassment or bullying should be akin to public health efforts to reduce the consumption of sugar when tackling obesity.

Recommendation #4: Future research should focus on understanding the most effective ways to positively influence adherence to masculine norms so that boys and men are free to choose who they want to be.

There are gaps in our understanding and the associated research evidence about the interventions that are most effective to decrease adherence to stereotypical masculine norms. There may be merit in focussing on the individual pillars of masculinity that appear to be particularly damaging such as hypersexuality and the combination of rigid gender roles and aggression/control. This work should also examine the extent to which shifting adherence to masculine norms results in a subsequent shift in life outcomes such as use of violence and mental health. To facilitate improved understanding, pilot programs focussing on decreasing adherence to masculine norms should be subject to evaluation, ideally working with university partners with expertise in masculinities research, with lessons from these evaluations shared widely.

Recommendation #5: Future research should focus on understanding the impact of adhering to masculine norms across different situational contexts, including the potential for positive impacts and the influence on men's relationships with others in their lives.

In specific contexts, some stereotypical masculine norms may play a protective role or have a positive impact. As part of research to better understand the moderating role of specific contexts, there could be a focus on the protective, positive and healthy aspects of masculinities. There are also specific contexts that warrant further exploration given there are periods where the risk of violence is higher such as post breakdown of an intimate relationship, pregnancy and post the birth of a child. Context specific work to understand the influence of masculine norms will allow men to positively influence key people in their lives including partners, children, peers, and workmates.

Recommendation #6: Governments and other funders should adequately fund co-design and partnerships between organisations that provide service delivery that prevents aggression among men as well as violence towards women and families.

It is important that governments continue to fund partnership work between organisations to implement programs that prevent aggression among men and violence towards women and families. This work should particularly seek involvement from the Women's Health sector. Programs need be to co-designed and co-delivered across organisations with expertise in the use of violence to ensure they address the specific needs of the men in each program. Funding of programs should be mindful of the time required to complete genuine co-design when programs are seeking to address complex behavioural and attitudinal challenges.

1. Why this study?

More than ever before, the behaviour and attitudes of Australian boys and men are in the spotlight. Too many of our boys and men are in trouble or causing trouble. They are over-represented in key indicators of harmful social behaviours and negative social outcomes: the perpetration of violence and other crimes; in suicide rates; and, in accidental drug induced or alcohol related deaths (AIHW, 2018; Diemer, 2015; ABS, 2019). Recent public attention has rightly focused on the tragically high number of women who are being murdered by their current or former intimate partners, the abuses perpetrated by some men and exposed through the #MeToo movement, and inquiries into family violence, sexual harassment and child sexual abuse in institutions.

As a society we are at a watershed moment when it comes to men and masculinities, making it timely for us to ask what it means to be a young man today. Answering this question is important in order to better understand what young men are thinking and feeling, and how they behave.

Reflecting on the behaviour and attitudes of young men will provide a basis to better understand which attitudes matter most and where action is required to better support the next generation of men.

To achieve this goal, The Men's Project undertook the first national study that focuses on the associations between attitudes to manhood or masculinity and the behaviours of young Australian men. Our aim was to explore young men's attitudes and behaviours towards a range of topics including masculine norms, mental health and wellbeing, body image, relationships, binge drinking, traffic accidents, pornography use, violence, bullying, and sexual harassment.

The central analytical tool used for the current study is called the Man Box. The Man Box was provided by the US-based organisation Promundo with the support of Unilever brand AXE. The Man Box was developed by Promundo as part of a study of young men's attitudes and behaviours in the United States, United Kingdom and Mexico that was released in 2017.

Put simply, the Man Box is a set of beliefs or attitudes within society that place pressure on young men to act in a certain way. The Man Box survey allows for an understanding of how men encounter, and then internalise, these beliefs. It also looks at the influence of these beliefs on different areas of young men's lives.

We surveyed young men in Australia about their attitudes and behaviours relating to manhood using an online survey of a representative and random sample of 1,000 18 to 30-year-old men from across the country.

Previous analysis of the findings from this survey, published by Jesuit Social Services in 2018, examined societal pressures and the personal endorsement of masculine norms as well as a descriptive analysis of men who showed high levels of endorsement of these norms. Other studies have addressed the influence of traditional masculine norms on violence in Australia although mostly using qualitative methods or through evidence reviews such as in Our Watch's Men in Focus (Our Watch, 2019). Similarly, there has been work that has explored the impact of masculine norms on the well-being of men themselves (Keener & Mehta, 2017).

The current "Unpacking the Man Box" research extends prior work by understanding, through regression analyses, the unique contribution of the Man Box and its pillars to the well-being of young men. It answers the following questions:

1. How does personal endorsement of masculine norms and perception of related social pressures uniquely predict depressive symptoms; thoughts of suicide; positive and negative mood; body satisfaction; life and relationship satisfaction; support seeking; binge drinking; traffic accidents; experience and perpetration of bullying and violence; perpetration of sexual harassment; and, pornography access?
2. What is the unique contribution of conformity to the individual pillars of the Man Box to the life outcome variables outlined in 1 above?

This report provides an overview of the findings from this research. In the next sections we provide a detailed description of the Man Box, followed by a brief outline of how we conducted the study. We then move on to sections that explore the relationships between the Man Box attitudes and the self-reported behaviours such as mental health, bullying and violent behaviours of young Australian men. The report concludes with a discussion of the findings and recommendations for future research, practice, and policy.

II. What is the Man Box?

The Man Box is a set of beliefs or attitudes within society that place pressure on young men to act in a certain way. These 17 messages were organised under seven pillars of the Man Box, which are: self-sufficiency; acting tough; physical attractiveness; rigid gender roles; heterosexuality and homophobia; hypersexuality; and, aggression and control.

The following table shows the seven pillars of the Man Box and the 17 messages associated with each.

Table 1: Overview of the Man Box

Pillar	Man Box Messages
Self-Sufficiency	A man who talks a lot about his worries, fears, and problems shouldn't really get respect.
	Men should figure out their personal problems on their own without asking others for help.
Acting Tough	A guy who doesn't fight back when others push him around is weak.
	Guys should act strong even if they feel scared or nervous inside.
Physical Attractiveness	It is very hard for a man to be successful if he doesn't look good.
	Women don't go for guys who fuss too much about their clothes, hair, and skin.
	A guy who spends a lot of time on his looks isn't very manly.
Rigid Gender Roles	It is not good for a boy to be taught how to cook, sew, clean the house or take care of younger children.
	A man shouldn't have to do household chores.
	Men should really be the ones to bring money home to provide for their families, not women.
Heterosexuality and Homophobia	A gay guy is not a 'real man'.
	Straight guys being friends with gay guys is totally fine and normal. (reverse scored)
Hypersexuality	A 'real man' should have as many sexual partners as he can.
	A 'real man' would never say no to sex.
Aggression and Control	Men should use violence to get respect if necessary.
	A man should always have the final say about decisions in his relationship or marriage.
	If a guy has a girlfriend or wife, he deserves to know where she is all the time.

Personal endorsement of the Man Box

In order to understand whether young men personally endorsed the messages of the Man Box, they were asked whether they agreed, strongly agreed, disagreed or strongly disagreed with each of the rules of the Man Box. There was *'no' 'don't know'* or *'not sure'* options for these questions.

Each young man was then given a 'Total Masculinity Score' for personal endorsement by totalling their survey responses to the 17 messages under the seven pillars. The mean Total Masculinity Score for personal endorsement was 34.57, with the lowest possible score being 17, and the highest being 68.

Scores were also broken down by the separate pillars, with the pillar of physical attractiveness demonstrating the highest average score for personal endorsement, and the pillar of heterosexuality and homophobia demonstrating the lowest average score for personal endorsement (see Table 2).

Social pressures and the Man Box

The findings of our earlier report (The Men's Project and Flood, 2018) demonstrated that young men see the rules of the Man Box being communicated and reinforced throughout society. These social pressures are present from a young age and can shape the lives of men, with results from the earlier Man Box study showing more than two thirds of young men report being told, since they were a boy, that a "real man" behaves a certain way. The strongest of these Man Box rules were where men felt pressure to comply with the masculine norms related to acting strong, being the primary income earner, and not saying no to sex.

We had three measures of pressure from society. In order to understand how young men perceived social pressures associated with the Man Box, we examined whether they agreed, strongly agreed, disagreed or strongly disagreed that each of the rules of the different pillars of masculinity presented in the Man Box were what society as a whole expects from men their age. There was 'no' 'don't know' or 'not sure' option for these questions. Similar to the above approach for personal endorsement, these results were used to create a 'Total Masculinity Score' for social pressure (see Table 2).

In addition, we asked respondents a single question rated on a ten point scale from one (not at all) to ten (extremely), regarding how much pressure from society to be a certain kind of man had shaped how they are today. The average score was 6.2 and 51.5% of men rate pressure to behave in a certain way at a score of seven or higher Finally, men were asked to respond 'yes' or 'no' to whether they had been told since they were a boy that a man behaves in a certain kind of way – over two-thirds of men responded yes.

See Appendix A for a summary of the correlation between the Personal endorsement, Social pressures and the Outcome variables.

Table 2. Descriptive Statistics of the Pillars of Masculinity

Pillar	Mean personal endorsement	Mean societal endorsement	Min	Max
Total Masculinity Score (Composite)	34.57 (10.04)	41.56 (9.77)	17	68
Pillar 1. Self-Sufficiency	3.95 (1.54)	5.00 (1.58)	2	8
Pillar 2. Acting Tough	4.50 (1.52)	5.46 (1.53)	2	8
Pillar 3. Physical Attractiveness	6.83 (1.82)	7.48 (1.91)	3	12
Pillar 4. Rigid Gender Roles	5.74 (2.19)	7.10 (2.14)	3	12
Pillar 5. Heterosexuality and Homophobia	3.74 (1.49)	4.70 (1.27)	2	8
Pillar 6. Hypersexuality	3.86 (1.55)	4.97 (1.59)	2	8
Pillar 7. Aggression and Control	5.93 (2.20)	6.86 (2.14)	3	12

III. About the study

How we have conducted this research

In late 2017, Promundo provided The Men's Project with access to the Man Box survey, and work to undertake this research in Australia began. The Men's Project oversaw the delivery of the Man Box study in Australia in 2018.

Ethics approval for the study was obtained through Jesuit Social Services' Ethics Committee and a governance structure was established. This included an Advisory Group to provide expert advice and oversight to the project.

The online survey

The online survey involved 1,000 randomly selected respondents who mostly (98.6 percent) identified as males and were aged between 18 and 30. Essential Research was engaged to coordinate this part of the project.

The survey was sampled from the Your Source online panel. Your Source is a major provider of online research services in Australia and has an established panel of people experienced in conducting social and market research surveys. The majority of the panel members were recruited using offline methodologies, effectively ruling out concerns associated with online self-selection. Additionally, Your Source has validation methods in place that prevent panellist overuse and ensure member authenticity. For this survey, quotas were set for each state to ensure the sample and results were weighted to match the population according to age and geographical location.

The focus groups

In order to complement and allow for a more detailed understanding of the issues covered in the online survey, two focus groups of eight young men aged 18-30 were conducted. QDOS Research was engaged to conduct the focus groups.

Focus groups were held in two locations in suburban Melbourne (Narre Warren and Heidelberg), and young men were randomly recruited from a market research panel. The focus groups were semi-structured, with a series of conversation topics modelled on the focus group methodology used for focus groups as part of the US and UK Man Box research.

QDOS research prepared a summary report identifying the key themes and findings from the focus groups on topics including society's expectations of men, masculinity, family and future, emotions, health and body image, and sex and relationships. Quotes from young men who participated in the research have been incorporated in the results section of this report to expand on the quantitative findings.

Additional analyses in this report

In this report we outline findings from analysis of the data from the online survey which was done using the Statistical Package for the Social Sciences software. To explore the relationships between the Man Box pillars and self-reported behaviours for young men we conducted a number of different analyses:

1. Analyses to test the extent to which the Total Masculinity Score (both personal endorsement and social pressures) as well as the separate Man Box pillars, predicted changes in attitudes, behaviours, and life outcomes. This included use of regression analyses - a statistical method used to determine how one dependent variable relates to other variables, including determining which ones are having an impact on the dependent variable, and which ones are not;
2. Analyses to determine the extent to which responses to questions about one pillar are related to responses about another pillar, as well as whether or not there are particular groups of men who are more likely to personally endorse masculine norms. This included Latent class analysis – a statistical method that identifies groups or "classes" in the data based on their responses, and compares their characteristics with those of another group.

For a full explanation of the statistical analyses used in this study, as well as a summary of the latent class analysis, please see Appendix B. For a summary of the regression analyses see Appendix C.

IV. Life outcomes for young men

Exploring young men's views on the Man Box attitudes provides insights into the nature of socially constructed masculinity among young Australian men. To better understand the effect that these ideas can have on men's lives, we asked questions about a number of areas of their lives, specifically:

- Demographics;
- Life and relationship satisfaction;
- Mood;
- Mental health;
- Body satisfaction;
- Friendship and support seeking;
- Binge drinking;
- Traffic accidents;
- Bullying, violence, and sexual harassment; and,
- Pornography access.

Demographics

Demographics included age, highest level of education, employment and occupation, Aboriginal or Torres Strait Islander origin, ethnicity, religious background, relationship status, sexual orientation, and gender identity.

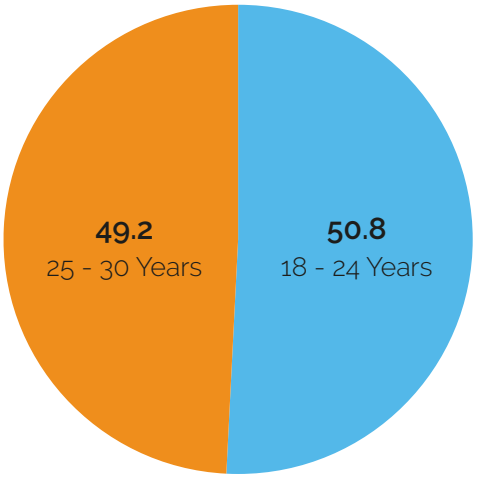
A total of 1,000 Australian men aged between the ages of 18 - 30 took part in the online survey, with results showing:

- approximately equal numbers of men aged between 18 – 24 years (50.8%) and 25 – 30 years (49.2%)
- the majority of men identified as male and heterosexual (87.3%)
- the men's relationship status was varied (single 44.3%, dating casually 9.2%, dating exclusively 13.3%, married 12.4%, de facto 18.8%)
- there were relatively equal numbers of men whose highest level of education was secondary school (31.9%), vocational training (29.2%), or tertiary education (38.2%), and 52.2% identified as currently being students
- in terms of employment status, over half of the young men were currently employed (full time 41.4%, part-time 18.6%, casually 11.6%) while 23.9% were currently unemployed
- 6.7% of men identified as Aboriginal or Torres Strait Islander and 76.6% of the young men were born in Australia
- the young men's religious background varied significantly - approximately half of the sample identified as having no religion (56.0%), followed by Catholic (18.5%) and smaller percentages of other religions.

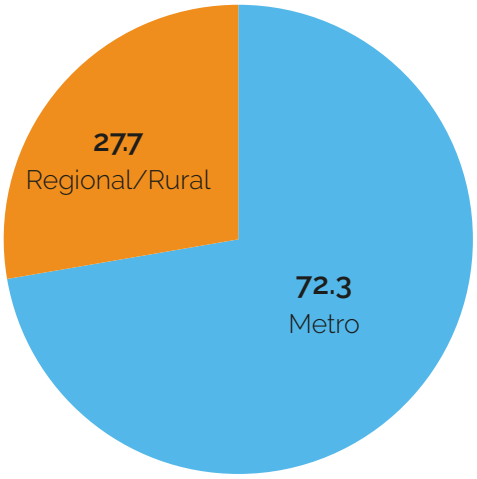
The demographic results show our sample broadly reflects the general population, noting gender and age are the obvious exceptions, given our study was focused on young Australian men. We see through examples such as people born overseas (26% of the general population), having no religion (60% of the general population), and living in metro areas (67% of the general population), that our sample is generally reflective of the Australia population as per the most recent ABS Census (Australian Bureau of Statistics, 2017). That said, our sample includes an over-representation of indigenous Australians (6.7 % is our sample relative to 2.8% in the general population) and our sample is also likely to over represent heterosexual men (87% in our sample)

Please see the following charts for an overview of the demographic data. Appendix B provides more information about the demographic data, including how it was coded and analysed.

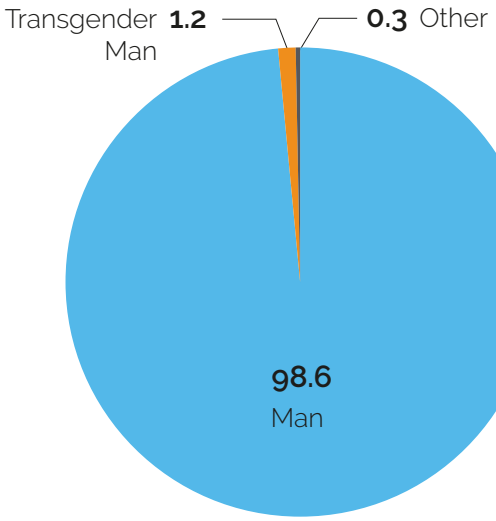
Age



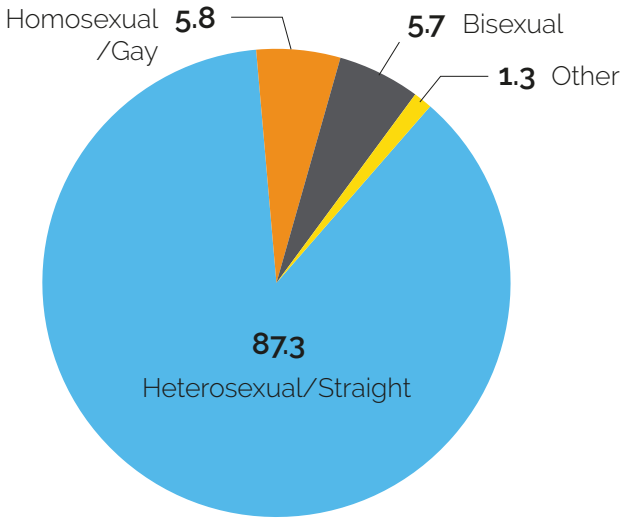
Region



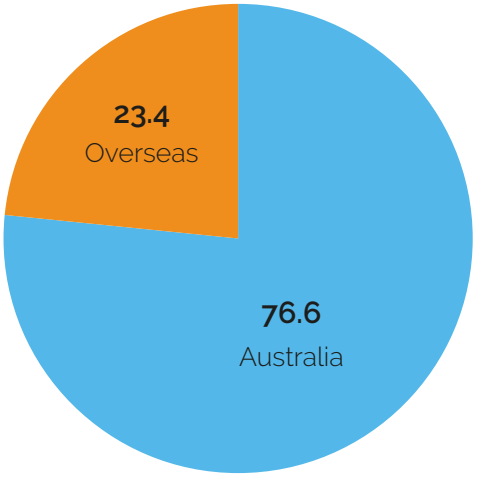
Gender identity



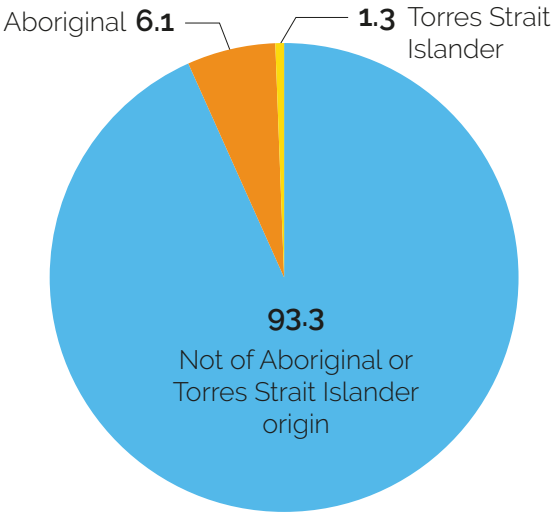
Sexual orientation



Country of birth

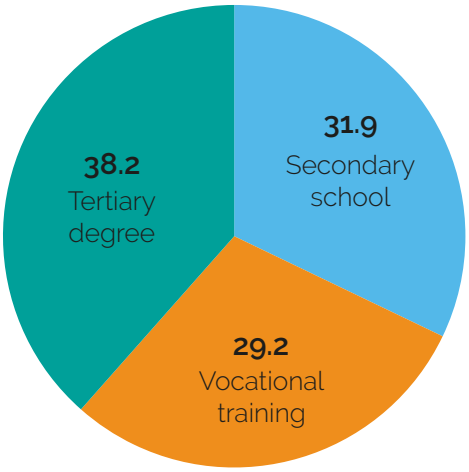


Indigenous Australians

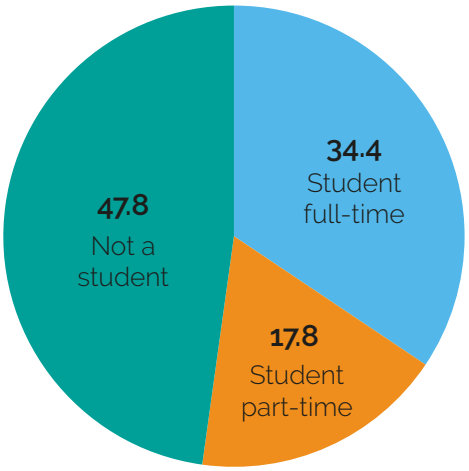


* Pie Chart Data is in %)

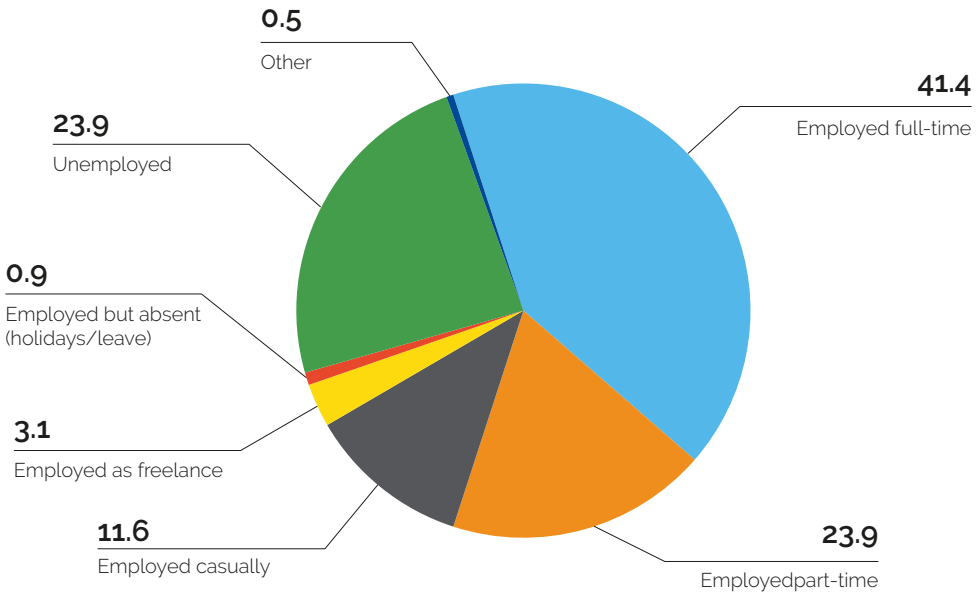
Highest level of education



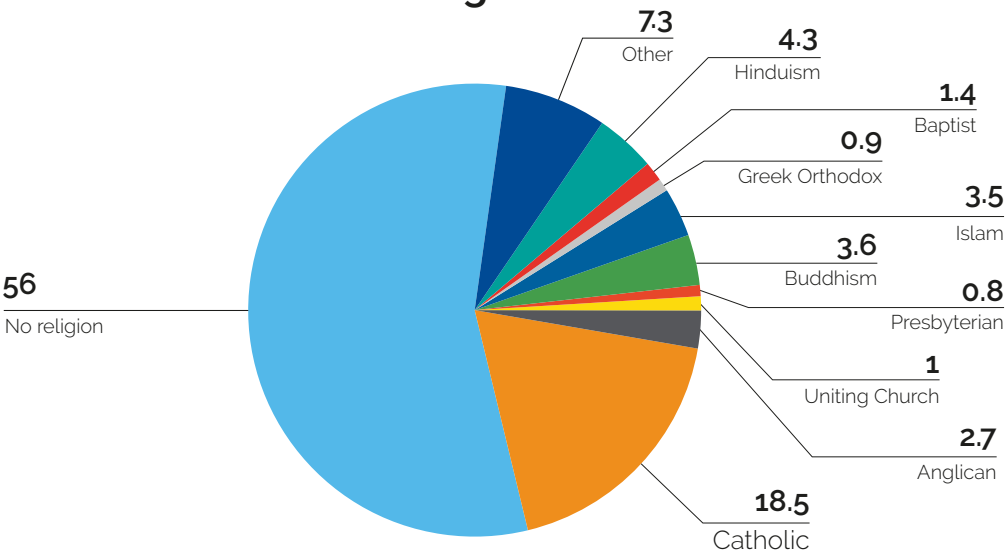
Students



Employment

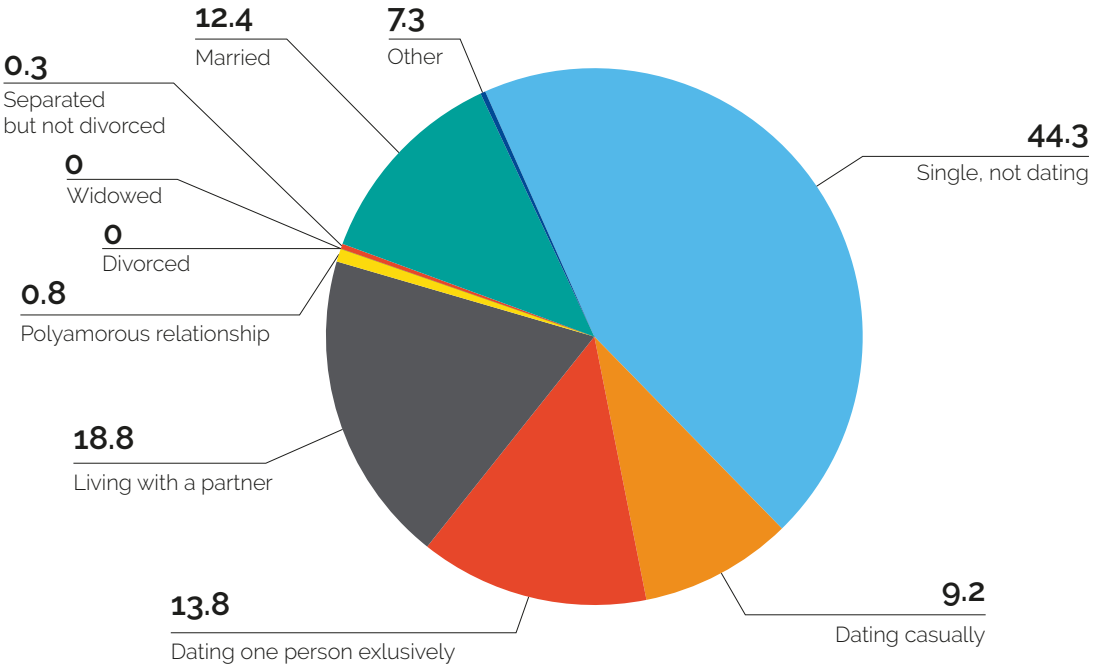


Religion



* Pie Chart Data is in %)

Relationship status



Life Satisfaction

The young men were asked to rate their level of life satisfaction on a one to 10 scale, where one was extremely dissatisfied and 10 was extremely satisfied. This same scale was used by respondents to rate their level of satisfaction related to their freedom to choose what to do with their life. The three items were used in the same scale for men to rate how much they feel they can really be themselves in their day to day lives. The men's responses to the three items were used to calculate a total score of life satisfaction (range 3-30), where a higher score indicates greater levels of life satisfaction. The average score for the scale was 20.94 (see Table 4).

Mood

Respondents were asked to answer a series of questions on how often they have experienced emotionally positive and negative moods over the past week (10 positive items, 10 negative items). The *Positive and Negative Affect Scale* is widely used in clinical and non-clinical research and is considered a reliable measure for positive and negative mood (Watson, Clark, & Tellegen, 1988). The self-report questionnaire lists positive emotions (attentive, active, alert, excited, enthusiastic, determined, inspired, proud, interested, strong) and negative emotions (hostile, irritable, ashamed, guilty, distressed, upset, scared, afraid, jittery, nervous). Respondents rate their experience of the mood over the past week on a five-point scale from 'not at all' to 'extremely'. The men's responses to the items were used to calculate a total score of positive and negative affect (range 10-50 for each scale), where a higher score indicates higher levels of positive and negative affect. The average score for positive affect was 31.24 and for negative affect was 23.68 (see Table 4).

Mental Health

We asked the young men a series of questions on symptoms of mental health and suicidal ideation. The two questions on indicators of mental health were taken from the *Patient Health Questionnaire-2 (PHQ-2),* a validated instrument that is widely used as an initial screening tool for depression (Kroenke, Spitzer, & Williams, 2003). It asks participants to use a two-item scale to rate the degree to which they have experienced the following symptoms over the past two weeks: feeling down or depressed, and secondly, experiencing a lack of interest or pleasure in doing things. The questions were rated on a four-point scale according to how frequently the young men had experienced the symptom, with options from 'not at all' to *'nearly every day'.* The men's responses to the items were used to calculate a total score of depressive symptoms, where a higher score indicates more frequent depressive symptoms (range 2-8); the average score was 4.22 (see Table 4).

When these questions are used in clinical practice, patients are given a weighted score based on their responses to the two questions, and those with higher scores are further tested for depressive symptoms. Our results do not act as an indicator of respondents who would screen positive for a depression. Instead, they give an indication of the presence and frequency with which young men experience these symptoms.

An additional question was asked regarding whether young men have had thoughts of suicide in the last two weeks; this question is not part of the PHQ-2 scale. Because of the limited number of responses to *'some days', 'more than half the days'* and *'nearly every day',* it was dichotomised with two responses: 'not at all' and, *'some days or more frequent'.* Two thirds of the sample experienced no suicidal thoughts in the past two weeks, with the other third experiencing suicidal thoughts at least some of the time over the past two weeks.

Relationship Satisfaction

We asked the young men five questions about their relationships. They were asked about their level of satisfaction related to the number of close friendships they have and their ability to be themselves with their friends, at work, with their family, and in an intimate or sexual relationship. Satisfaction was rated on a four-point scale ranging from *'very dissatisfied'* to *'very satisfied'.* The men's responses to the items were used to calculate a total score of relationship satisfaction, where a higher score indicates greater levels of relationship satisfaction (range 5-20); the average score was 14.40 (see Table 4).

Body Satisfaction

To better understand how young men's ideas about masculinity relate to their body image, we asked them about their satisfaction with their physical attractiveness. Eleven items asked about specific aspects of the young men's appearance including overall appearance, weight, height, facial hair, skin condition, and muscularity. Level of satisfaction was rated on a four-point scale from *'very dissatisfied'* to *'very satisfied'.* The men's responses to the items were used to calculate a total score of body satisfaction, where a higher score indicates greater satisfaction with physical appearance; the average score was 32.40 (range 11-44) (see Table 4).

Support-Seeking

We asked the young men about whether they had friends who they were comfortable talking to about a personal or emotional issue (yes/no). In total 80 percent of the men indicated that they felt comfortable seeking support from their friends. The men were also asked who they sought support from when they were sad or depressed (list of 12 different groups of people). Only one-fifth of the sample indicated that they were likely to seek help from a professional.

Binge Drinking

We asked them three questions about how frequently they had got drunk, failed to fulfil expectations because of drinking, and had feelings of remorse or guilt associated with drinking. The men were asked to rate the frequency on a six-point scale ranging from *'never'* to *'every day or almost every day'.* Once every two months or more frequently, 37 percent of the men engaged in binge drinking, 20 percent failed to do something that was expected of them due to drinking and 21 percent experienced remorse or guilt after drinking. The men's responses to the items were used to calculate a total score of binge drinking, where a higher score indicates greater levels of binge drinking (range 3-18); the average score was 6.22 (see Table 4).

Traffic accidents

We asked respondents a single question about the frequency with which they had been involved in a traffic accident in the past year. The responses were *'none', 'once', 'more than once'.* Because of the small number of young men who responded *'more than once',* a binary variable was created with responses being *'none'* and *'once or more'*. Seventy-five per cent of the sample had not experienced a traffic accident in the past year, with the other twenty-five per cent having experienced one or more traffic accidents.

Bullying, Violence, and Sexual Harassment

Table 3. Experience and Perpetration of Bullying, Violence, and Sexual Harassment.

Bullying and Violence			
Experienced			
Verbal	Physical	Online	
Someone, or a group of people, made jokes about you, teased you, or called you names that you did not like, for any reason.	Someone, or a group of people, physically hurt you on purpose by pushing you down, kicking you, or hitting you with a hand, clenched fist, object, or weapon.	Someone, or a group of people, insulted you, posted photos meant to embarrass you, or made threats to you on SMS, Facebook, Instagram, Snapchat, Twitter, or another app or website.	
Perpetrated			
Verbal	Physical	Online	Sexual harassment
You made jokes about someone, teased someone, or called someone names that they did not like, for any reason.	You physically hurt someone on purpose by pushing them down, kicking them, or hitting them with a hand, clenched fist, object, or weapon.	You insulted someone, posted photos meant to embarrass someone, or made threats to someone on SMS, Facebook, Instagram, Snapchat, Twitter, or another app or website.	You made sexual comments to a woman or girl you didn't know, in a public place, like the street, your workplace, your school/university, or in an internet or social media space.

The Man Box survey included separate questions relating to the experience and perpetration of bullying and violence among young men. The questions distinguished between verbal, physical, and online bullying and violence, with definitions provided to guide the young men (see Table 3). In addition, a question was included to capture whether the young men had perpetrated sexual harassment (see Table 3). The questions asked about the extent to which the young men have experienced or perpetrated bullying and violence over the past month; each question was rated on a four-point scale ranging from *'not at all'* to *'very often'.* Between 18 percent and 22 percent experienced bullying, physical violence and sexual harassment of women often or very often. The men's responses to the items were used individually; a higher score on each of the items indicated greater frequency of the specific aspect of bullying and violence (range 1-4) (see Table 4 for the average score for each of the items). There was a high correlation between the experience and perpetration of bullying and violence: those who experienced these behaviours were more likely to also perpetrate them (the correlations between the behaviours ranged from 0.60 to 0.82). These are also the men who are high on the personal endorsement of masculine norms.

Pornography Access

The young men were asked a single question about how often they had accessed pornography or sexually explicit material in the past month, with response options on a four-point scale from *'not at all'* to *'very often'.* A higher score indicated more frequent access to pornography or sexually explicit material (see Table 4). 59 percent of the young men indicated that they had *'often'* or *'very often'* accessed pornography or sexually explicit material in the past month.

Our survey question did not account for the content, context and frequency of access to pornography and sexually explicit material. It did not take into account variation in the kind of material viewed, whether the viewing was deliberate or accidental, and how often respondents accessed this kind of material.

Table 4. Descriptive Statistics of the Mental Health, Wellbeing, and Violence Outcomes.

	Mean (SD)	Min	Max
Positive Affect	31.24 (8.11)	10	50
Negative Affect	23.68(8.72)	10	50
Life Satisfaction	20.94(5.60)	3	30
Depressive Symptoms	4.22(1.55)	2	8
Relationship Satisfaction	14.40(3.04)	5	20
Body Satisfaction	32.40(8.66)	11	44
Binge Drinking	6.22(3.61)	3	18
Pornography Access	2.69(0.96)	1	4
Experienced Verbal Bullying	2.06(1.14)	1	4
Experienced Online Bullying	1.84(1.15)	1	4
Experienced Physical Violence	1.75(1.14)	1	4
Perpetrated Verbal Bullying	1.82(1.14)	1	4
Perpetrated Online Bullying	1.66(1.12)	1	4
Perpetrated Physical Violence	1.65(1.12)	1	4
Perpetrated Sexual Harassment	1.62(1.08)	1	4

	None	At least some
Suicidal thoughts in last two weeks	666	334

	Yes	No
Comfort talking to friends on emotional issues	685	313

	Likely	Unlikely
Likelihood of seeking help – family and friends	829	171
Likelihood of seeking help – professional	162	838

	None	Once or More
Traffic Accidents	758	242

V. How do we understand the influence of the Man Box on young men's lives?

In this section we examine the impact of endorsing the Man Box attitudes (the Total Masculinity Score) on self-reported behaviours and well-being. We also examine the impact of endorsing the individual pillars of masculinity on these life outcomes, in addition to the impact of perceiving societal pressure to endorse masculine norms.

We analysed the extent to which the Total Masculinity Score and each Man Box pillars predicted changes in: depressive symptom; thoughts of suicide; positive and negative affect; body satisfaction; life and relationship satisfaction; binge drinking; traffic accidents; seeking help from friends and family/professionals; pornography access; sexual harassment; and, experience and perpetration of bullying and violence.

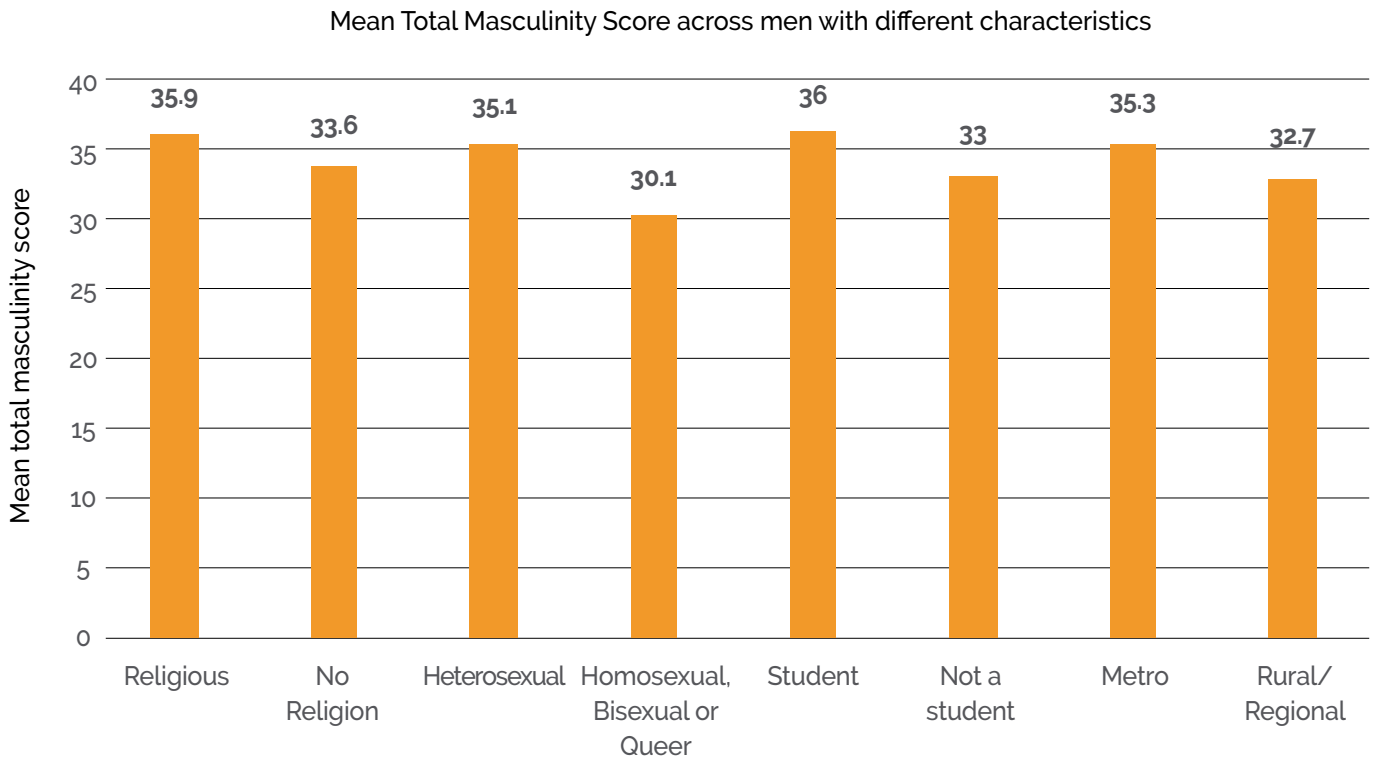
The pillars of Self-Sufficiency, Acting Tough, Physical Attractiveness, Heterosexuality and Homophobia, and Hypersexuality were kept as distinct pillars of masculinity in these analyses. In contrast, the pillars of Rigid Gender Roles and Aggression and Control were combined for the analyses, as the statistical analysis indicated that they did not operate as separate pillars but there was a high level of overlap between these individual pillars in terms of the aspects of masculinity being captured (correlation of 0.79).

a. Differences across men

Young men who identified as being heterosexual, students, from urban locations and being religious were significantly more likely to demonstrate a high level of endorsement of masculine norms, compared with boys who have a lower level of endorsement.

Figure 1 demonstrates that there are statistically significant differences in the mean Total Masculinity Scores between the groups, with sexuality being the most prominent - the mean total masculinity for heterosexual men is much higher than for homosexual, bisexual or queer men. More generally, the magnitude of the differences between means are relatively small ranging from 6 percent for religiosity and 14.5 percent for sexuality.

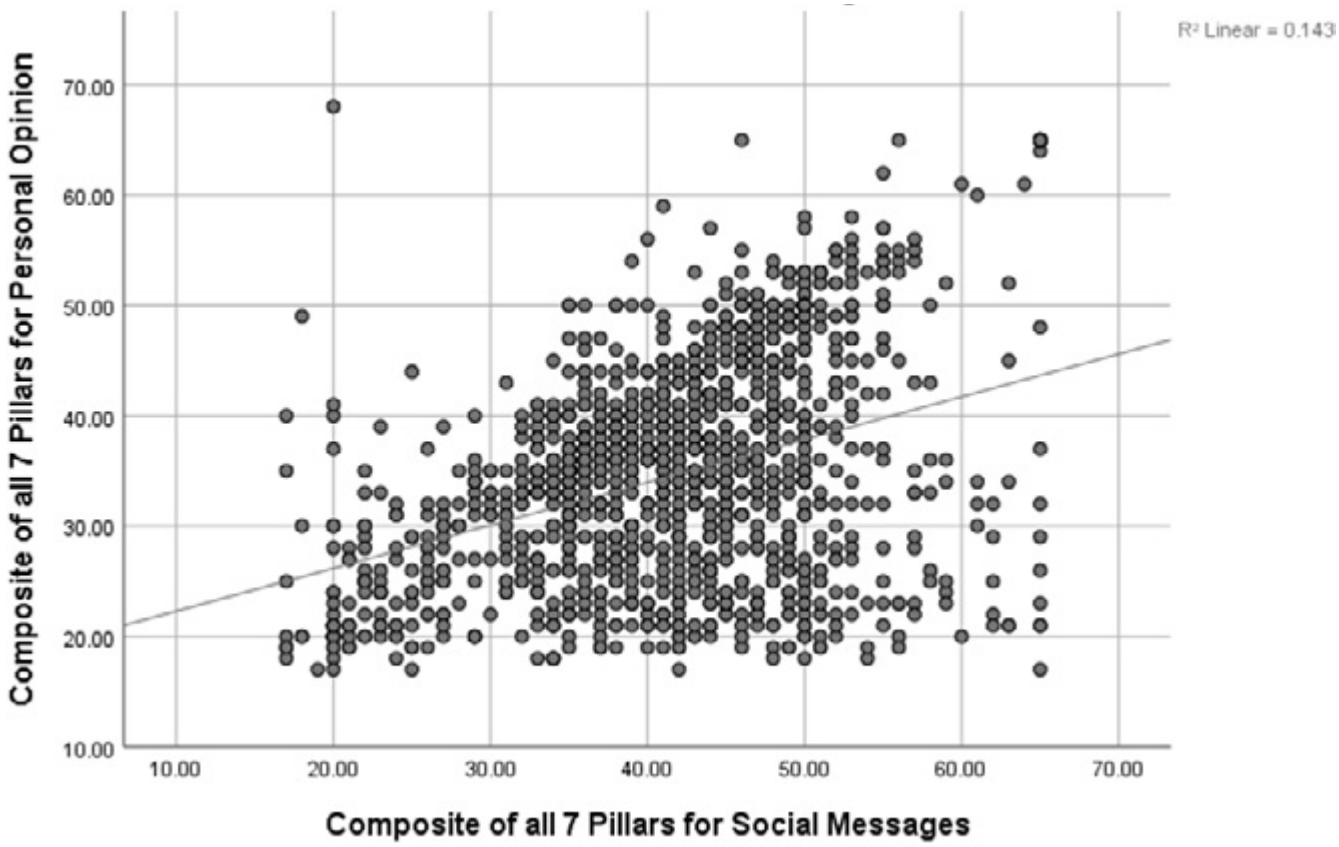
Figure 1.Mean of Total Masculinity Score by self-reported demographic variables



We also found that those young men who responded that they had felt pressure from society to be a certain kind of man were more likely to demonstrate high personal endorsement of masculine norms. The scatterplot below (Figure 2) shows the linear relationship between Total Masculinity Scores for social messages and personal endorsement in our study. Overall, results show a weak-to-moderate positive correlation, broadly indicating that men who feel greater societal pressure to behave in ways that are consistent with Man Box attitudes show higher personal endorsement of Man Box attitudes

Figure 2. Total Masculinity Score societal endorsement and personal endorsement

Simple Scatter with Fit Line of Composite of all pillars for Personal Opinion by Composite of all 7 Pillars for Social Messages

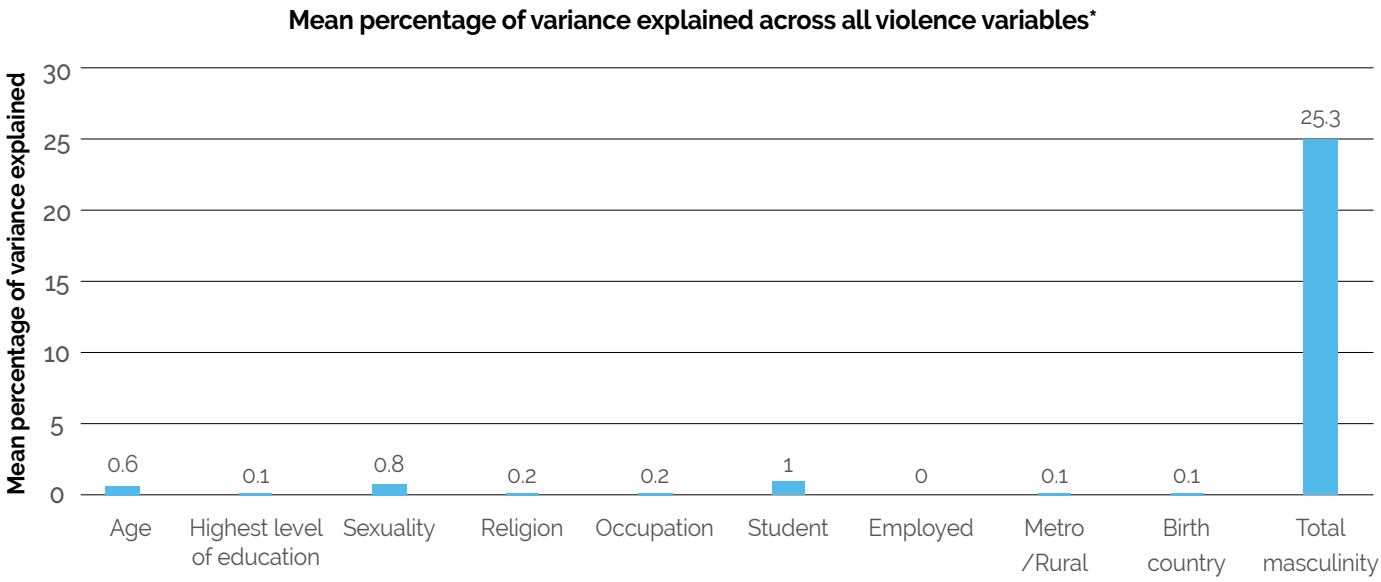


b. The impact of Man Box attitudes

The Total Masculinity Score made a meaningful contribution to all life outcome variables except for positive affect, life satisfaction, relationship satisfaction, and pornography access. The areas in which this contribution was most significant was for perpetrating online bullying, perpetrating sexual harassment, experiencing online bullying, both perpetrating and experiencing physical violence, perpetrating and experiencing verbal bullying, binge drinking, and negative affect. About 25% of the variability in a range of violent behaviours was explained by the Total Masculinity Score, as well as, 15% of the variability in binge drinking and 10% of the variability in negative mood (see Table 5). The variability explained by the Man Box attitudes (and therefore predictive power) across these variables was 10 to 20 times greater than the variability explained by demographics variables such as education level, occupation or where someone lives.

Figure 3 reports on the mean percentage of variance that the Total Masculinity Score (personal endorsement) contributes to the engagement and experience of both physical violence, verbal and online bullying as well as perpetration of sexual harassment of women. Also included are demographic variables to aid in comparison. It shows that personal endorsement of masculine norms is an important contributor to engagement and experience of violence, bullying and sexual harassment of women, given that it contributes a substantial amount of variance (25%), on average, across all violence variables. Put another way, Man Box attitudes are a better predictor of whether someone will use violence than the demographic variables.

Figure 3. Average percentage of variance explained by the Total Masculinity Score and demographic variables for the use of violence



*Violence variables include perpatration and experience of physical violence, verbal and online bullying, as well as perpetration of sexual harassment of women

These are significant findings. The results show that, taking out the influence of other factors that might relate to these behaviours in a young man's life, the Total Masculinity Score is strongly associated with the use and experience of violence. Further, as outlined below, compared to the impact of the Total Masculinity Score, the separate pillars of masculinity have a much smaller impact on mental health as well as sexist and violent behaviours.

c. The impact of the Pillars of Masculinity

Self-Sufficiency

The pillar of 'self-sufficiency' represents traditional ideas around masculinity involving hiding emotions, remaining emotionally invulnerable, and not needing to rely on others for support.

Self-sufficiency was found to be a strong predictor of thoughts of suicide with those who score high on self-sufficiency demonstrating an increase in thoughts of suicide: a one-point increase in self-sufficiency (on an eight point scale) is associated with a 20% increase in the odds of thinking about suicide over the last two weeks. Put another way, for the average man in our sample, this is equivalent to a 3.9 percentage point increase in the probability of thinking about suicide.

Self-sufficiency also predicted reduced odds in seeking help from a friend about a personal or emotional issue: a one-point increase in self-sufficiency is related to a 20% reduction in the odds of having comfort talking to a friend about an emotional issue, a 28% reduction in the odds of seeking help from a friend or family, and a 19% reduction in the odds of seeking help from a professional. Surprisingly, given the above findings, self-sufficiency is not a strong predictor of most mental health or violent behaviours among young men (e.g. depressive symptoms, experienced physical violence, experienced verbal bullying).

Acting Tough

The pillar of 'acting tough' represents ideas about how men must maintain a strong and confident persona in order to appear manly, including acting strong by fighting back if threatened by others.

Endorsement of acting tough predicted decreased thoughts of suicide. A one-point increase in acting tough was associated with 25% reduced odds of thoughts of suicide (or, for the average man in our sample, a 6.6 percentage point decrease in the probability of suicidal thoughts). It appears that maintaining a strong and confident persona plays a protective role with thoughts of suicide. However, those who are more inclined to act tough may also be less likely to self-report suicidal thoughts. The usefulness of acting tough may be highly dependent on the context a young man finds himself in. Acting tough did not significantly predict the other mental health outcomes. In relation to the violent behaviours, acting tough only predicted the perpetration of physical violence and sexual harassment, but at a very low level.

Physical Attractiveness

The pillar of 'physical attractiveness' represents attitudes around men who are physically attractive being more likely to be successful; however, to be masculine and desirable to women, men must not spend significant amounts of time attending to their physical appearance.

High endorsement of this pillar was weakly associated with higher levels of depressive symptoms. Young men who endorsed ideas of men needing to be physically attractive to be successful also reported slightly more frequent pornography access. Endorsement of physical attractiveness did not strongly predict other mental health, well-being or violent behaviours.

"In the last five years, it's growing in popularity men getting haircuts...trying to keep fit and in shape...." – Focus group participant

Heterosexuality and Homophobia

The pillar of 'heterosexuality and homophobia' represents ideas around masculinity as being in opposition to behaviours traditionally considered feminine or "gay".

Men who scored high on heterosexuality and homophobia demonstrated an increased chance of having a traffic accident: a one-point increase in this pillar resulted in a 26% increase in the odds of having a traffic accident. For the average man in our sample, this corresponds to a 4.5 percentage point increase in the probability of having an accident. This pillar is also a weak protective predictor for pornography use. Young men who hold strong attitudes about "real men" needing to avoid behaving in ways that traditionally would be considered feminine or "gay" were less likely to engage in the use of pornography. More broadly, heterosexuality and homophobia did not strongly predict most mental health, wellbeing and violent behaviours.

"It's not a problem unless they're coming onto me...I'd feel more aggressive towards them...you wouldn't feel flattered in any way." – Focus group participant

Hypersexuality

The pillar of 'hypersexuality' represents stereotyped attitudes about "real men" having as many sexual partners as possible and not turning down any opportunities for sex.

Strong adherence to hypersexuality is the strongest predictor of thoughts of suicide: A one-point increase in hypersexuality is associated with 39% greater odds of having thoughts of suicide or, for the average man in our sample, a 6.9% increase in the probability of having thoughts of suicide. Hypersexuality is a weak predictor of most violent behaviours such as experiencing and perpetrating physical violence, perpetrating verbal and online bullying, and sexual harassment. Strong adherence to hypersexuality is the strongest predictor of binge drinking and increased pornography use although the relationships are relatively weak. Hypersexuality is not related to positive or negative affect, life or relationship satisfaction, body satisfaction, or depressive symptoms.

Rigid Gender Roles and Aggression and Control

The combined pillars of Rigid Gender Roles and Aggression and Control represent stereotyped ideas of how traditional gender roles function in opposite-sex relationships. Men who endorse this pillar are more likely to believe dynamics within relationships revolve around power and dominance. Related to that belief is that, they believe "real men" have the position of power and exert their control over the women they are in relationships with (i.e. with decision making and division of labour).

"...mum is expected to stay at home and make sure everything runs smoothly." – Focus group participant

This combined pillar is the strongest contributor to most of the outcome variables, particularly the violent behaviours, although, relative to the impact of the Total Masculinity Score, the magnitude of the relationships are small (see Appendix C for full summary). Strong adherence to ideas about men needing to maintain traditional gender roles and exerting control and power within relationships with women is weakly related to increased negative affect and increased suicidal thoughts as well as traffic accidents. In contrast, this pillar predicted less frequent pornography access. This is perhaps due to those who are more likely to endorse rigid gender roles also conforming to traditional values and therefore believing they shouldn't access pornography. The combined pillar of rigid gender roles and aggression and control did not significantly predict changes in life satisfaction, relationship satisfaction, positive affect and help seeking.

The tables below provide a summary of the impact of Total Masculinity and the different pillars of masculinity on life outcomes, as described above. Table 5 shows Total Masculinity and the different pillars make varying contributions to life outcomes variables:

"It'd have to get to the aggressive point....If it's a friend you'd talk to them afterwards but unless they're being aggressive, that's their relationship, that's not up to me to intervene."– Focus group participant

- the model was not statistically significant = NS
- a low contribution = yellow
- a medium contribution = orange, and
- a high contribution = red.

It should be noted that those correlations that are not colour coded in Table 5 but include a * or **, are statistically significant but make a low contribution to the life outcome variable in terms of the amount of variability explained in the outcome variable (based on Cohen, 1988).

Table 5: Multiple Regression Analysis: Unique Correlations between Masculinity Pillars and life outcomes

Life outcome	Total masculinity	Pillar 1. SelfSufficiency	Pillar 2. Acting Tough	Pillar 3. Physical Attractiveness	Pillar 5. Heterosexuality and Homophobia	Pillar 6. Hypersexuality	Pillar 4 & 7. Rigid Gender Roles/ Aggression and Control	Pressure from society to be a certain kind of man
Positive Affect	NS	NS	NS	NS	NS	NS	NS	NS
Negative Affect	.32**	.05	.04	.05	.05	.07	.12**	.12**
Life Satisfaction	NS	NS	NS	NS	NS	NS	NS	NS
Depressive Symptoms	.20**	.02	.04	.11**	.06	.03	.06	.12**
Relationship Satisfaction	NS	NS	NS	NS	NS	NS	NS	NS
Body Satisfaction	.19**	.04	.00	-.01	.03	.09*	.05	.01
Binge Drinking	.39**	.09**	-.02	-.04	-.01	.17**	.07*	-.03
Pornography Access	NS	.09	.01	.10**	-.16**	.12**	-.10**	.04
Experienced Verbal Bullying	.44**	.06	-.03	-.01	-.01	.08**	.18**	.02
Experienced Online Bullying	.51**	.09**	-.04	-.01	.05	.07*	.10**	.03
Experienced Physical Violence	.51**	.10	-.07	.00	.07*	.10**	.16**	.05
Perpetrated Verbal Bullying	.49**	.05	-.02	.02	-.01	.12**	.16**	.02
Perpetrated Online Bullying	.53**	.08**	-.06	.01	.03	.11**	.18**	.03
Perpetrated Physical Violence	.51**	.06**	-.06*	.02	.07*	.11**	.17**	.08*
Perpetrated Sexual Harassment	.52**	.08**	-.07*	.01	.03	.13**	.17**	.04

NS Non-significant model
Yellow Low contribution
Orange Medium contribution
Red High contribution
* Significant at 0.05 level; ** Significant at 0.01 level
Note that the total masculinity variable was entered in separate regressions from the other pillars / pressure from society

Logistic regression (see Table 6) was used for variables where there were binary responses (e.g. yes/no). These regressions resulted in the calculation of an odds ratio which is an indicator of the likelihood of an event occurring (see detailed definition below Table 6). The more an odds ratio in Table 6 deviates from one – either above or below – the more impact masculinity is having on the life outcome variable being examined for a one unit change in the independent variable (see detailed guidance on interpretation below Table 6)

Table 6: Logistic Regression Analysis: Odds Ratio of Masculinity Pillars and Thoughts of Suicide and Help Seeking Behaviour

	Total masculinity	Pillar 1. SelfSufficiency	Pillar 2. Acting Tough	Pillar 3. Physical Attractiveness	Pillar 5. Heterosexuality and Homophobia	Pillar 6. Hypersexuality	Pillar 4 & 7. Rigid Gender Roles/ Aggression and Control	Pressure from society to be a certain kind of man
Thoughts of Suicide	1.09**	1.20*	0.75**	1.06	1.02	1.39**	1.12**	1.04
Friends to talk to	.96**	.80**	1.05	.90	.82	1.10**	1.00	.94
Seek Help: Friends and Family	.97**	.72**	.84	.94	.87	.96	1.09	1.11*
Seek Help: Professionals	NS	NS	NS	NS	NS	NS	NS	NS
Traffic Accidents	1.10**	1.18	.90	.95	1.26**	1.20	1.13**	1.04

A note on interpretation: An odds ratio is the probability of an event occurring divided by the probability of it not occurring (i.e. Odds of 0.5 corresponds to a probability of .33 – 0.33 divided by 0.67). An odds ratio of 1.2 suggests that a one-unit increase in the sub-pillar, predicts 20% greater odds of the dependent variable (e.g. thoughts of suicide) occurring. Conversely, an odds ratio of .8 suggests that a one-unit increase in the sub-pillar, predicts 20% reduced odds of the dependent variable (e.g. thoughts of suicide) occurring. Throughout this report, using the average value of dependent variables, we have often converted to probabilities for ease of interpretation. Odds ratios are not directly comparable across regressions due to differences in the range of the total masculinity score and the different sub-pillars.
* Significant at 0.05 level; ** Significant at 0.01 level

d. Pressure from society

The variables for pressure from society that we used in the regression analysis were single items that related to being told since you were a boy that real men behave in a certain way (yes/no) and Pressure from society to be a certain kind of man (ten point scale). It was only the second variable that predicted the mental health and violence behaviours.

There were weak associations between this second variable and negative affect as well as depressive symptoms. This means that although the young men's perception of the societal pressure is greater than their personal endorsement, the direct impact of this societal pressure on young men's lives appears to be substantially less.

Although there is a high level of pressure from society to behave in a particular type of way - particularly for the more external behaviours of bullying, physical violence and sexual harassment - these pressures do not generally impact on men's behaviours. The regression analysis indicates that it is the personal endorsement of masculine norms, rather than pressure from society to be a certain kind of man, that predicts both mental health and violent behaviours. It is possible that societal pressure increases the level of personal endorsement of masculine norms, but it is not societal pressure on its own that has a major impact on men's behaviour.

A note on the demographic variables

In our analyses we examined the contribution of the demographic variables (age, highest level of education, occupation, sexual orientation, religious or not, employment, student or not, urban/rural, Australian born or not, and Aboriginal or not) to self-reported behaviours and well-being.

The findings demonstrate that none of these variables made a major unique contribution to men's life satisfaction, mental health, bullying, violent behaviours or sexual harassment. The contribution of the demographic variables to the most extreme behaviours of men (engagement and experience of physical violence and verbal and online bullying, as well as perpetration of sexual harassment) is shown in the aforementioned Figure 3; the findings were very similar for the well-being and mental health variables. The variables that were most likely to explain men's life satisfaction, mental health and extreme behaviours were age (with increasing age, men were most likely to demonstrate positive attitudes and behaviours) and whether or not the man was a student (men who were not students were more likely to demonstrate positive attitudes and behaviours).

However, these demographic variables generally explained less than 1% of the variability in the man's propensity to engage in these more extreme behaviours, whereas the Total Masculinity Score explained over 25% of the variability in the man's propensity for men to experience or perpetrate the more extreme behaviours. As previously mentioned, these are significant effects which show that rigid adherence to stereotypical masculine norms is a major and unique predictor of these destructive behaviours.

VI. Key Findings and Implications for Future Work

In recapping, the findings of our analyses suggest that particular groups of men are likely to personally endorse masculine norms, including those who are heterosexual, students, live in cities, and are religious. It should be noted however that this is just one particular study and these findings should be examined in the context of broader research that has been done in this area, which is explored in greater detail in Section VIII of this report. It was also found that young men who are more aware of societal pressures related to masculinity scored higher in terms of personal endorsement of masculine norms.

The unique contribution of the Total Masculinity Score on violent behaviours, binge drinking and negative affect is high. In fact, for many of the behaviours, the amount of variability in these behaviours explained by the Total Masculinity Score was 15% - 25%. This is very high, given the wide range of personal, interpersonal and broad societal factors that could explain these behaviours. Put another way, the Man Box attitudes are a very powerful predictor of whether men engage in a range of harmful behaviours.

We also find that there are differences in the extent to which the individual pillars of masculinity predict life outcomes. The most harmful pillars appear to be Hypersexuality, Rigid Gender Roles and Aggression and Control.

Finally, we find that although the young men's perception of the societal endorsement of the Man Box rules is greater than their personal endorsement, the direct impact of this societal pressure on young men's lives appears to be substantially less.

The above findings primarily focus on the potentially destructive aspects of adhering to stereotypical masculine norms. In this regard, our findings align with a recent meta-analysis of the impact of conformity to masculine norms on men's health which found that across 11 distinct dimensions of masculine norms, three norms have the most substantial impact on mental health and help seeking: self-reliance, playboy, and power over women (Wong, Ho, Wang, & Miller, 2017). In our study, strong personal endorsement of these masculine norms has a greater impact on violent behaviours (bullying, violence, sexual harassment) rather than internal experiences (i.e. the thoughts, emotions, attitudes of the young men). Those outcomes not strongly related to pillars of masculinity, such as positive affect, negative affect, and life and relationship satisfaction, are those that are reliant on the young men tuning into and understanding their internal experiences. This ability may be inhibited in instances where an individual is conforming to masculine norms. The finding regarding relationship satisfaction is particularly surprising given that several pillars of masculinity themselves are tightly linked to men's views and behaviours in relationships.

As far back as the research of Sandra Bem (Ben, 1974), , it is clear that there are positive and negative aspects to traditional masculine gender roles. As conceptualised initially by Bem, these positive aspects of masculinity include being reliable, analytical, having leadership qualities and being willing to take a stand. Bem also demonstrated that men often adopt both masculine and feminine traits and it is the combination of both sets of characteristics (labelled by Bem as androgynous), that is associated with the highest levels of adaptability and adjustment. Feminine traits included being helpful, sensitive to the needs of others, affectionate, sympathetic.

These initial ideas have been developed further, with studies demonstrating the importance of men and women being able to draw on traditional masculine and feminine characteristics in responding to context specific experiences in life (special edition of Sex Roles Journal, Keener & Mehta, 2017). When men only draw on negative masculine sex role characteristics (e.g. need to control, aggression) it has been shown that they are more likely to engage in violence (Boyhurt et. al., 2015; Flood & Pearce, 2009). These findings demonstrate the need to further develop the positive aspects of masculinity (e.g. being analytical), as well as those characteristics traditionally labelled as feminine, in order to provide men with a wide range of responses to life challenges.

Based on the findings of this study, acting tough may be playing a protective role in terms of thoughts of suicide. Future research should focus on understanding the potentially positive role of some masculine norms in light of specific contexts. For

instance, there may be some occasions where acting tough could play a positive role in light of one's circumstances (e.g. a man who is often under threat of attack; or a particularly challenging period where resilience is required). However, there are also likely to be other occasions where acting tough could be maladaptive. These factors need to be considered when developing programs to address risky behaviours by addressing rigid adherence to masculine norms.

Young men who score high on one or more of the pillars of masculinity score high on others. The same pattern was apparent for those who scored low on the pillars. As a result, it is likely that an individual with a high level of endorsement of hypersexuality, rigid gender roles and aggression and control also adopts the other masculine norms, potentially leading to a harmful mix in terms of violent behaviours and mental ill-health. Future research could explore the impact of targeting specific pillars on other pillars as well as life outcomes, and also how life outcomes shift in response to decreased adherence to masculine norms (see recommendation 4 below).

With regards to intervention design, more work is needed to understand how masculine norms are developed and reinforced (e.g. by peers and romantic partners) including at different stages of development. While women are less likely to endorse the Man Box norms (see e.g. Harris et al., 2015), more research is needed to explore in what ways people in young men's lives – peers, partners and parents – are shaping and perpetuating attitudes.

Given the association between societal pressure to behave a certain way and personal endorsement of masculine norms, it is also important to utilise prevention and intervention programs that target the underlying causes of both perceived societal messages (e.g. from sport, popular culture, and advertising) as well as personal endorsement, in order to reduce men's adherence to traditional masculine norms.

Finally, while our sample was generally representative of Australia's population, there was a distinct lack of variability with the young men sampled in this study in terms of their sexual orientation. In our sample, over 87% of men identified as heterosexual. We found that, on average, young men who do not identify as being heterosexual (i.e. those who identify as homosexual, bisexual, or transgender), are less likely to endorse the masculine norms in this study. However, it may be that these non-heterosexual groups show greater diversity in their expression of masculinity and, further, the findings related to the impact of masculinity in this study may not hold. There is also a need to further explore the cultural representation and variation in what is considered masculine.

VII. Recommendations

The following recommendations are informed by this research, as well as work being done more broadly by The Men's Project. They relate to four main areas: (i) building public awareness of the Man Box rules and associated personal endorsement; (ii) supporting workforce capacity to positively influence attitudes related to the Man Box and model improved behaviours; (iii) incorporating screening tools and components related to masculinity into programs working directly with young men; and (iv) areas of future research. If implemented, these recommendations should improve the well-being of men as well as women and children. Efforts under the recommendations outlined below must: be pro-feminist and align with existing women's rights processes; be non-discriminatory and accommodating of diversity; and, engage men from a positive perspective.

Recommendation #1:

Encourage greater public discussion to challenge societal pressures of the Man Box rules.

We must look at societal pressure to act a certain way as a man, paying attention to the characteristics of specific contexts, communities and cultures. As part of this work, we must highlight that men's personal endorsement of traditional masculine norms is lower than the pressure they perceive from society to conform to these norms. The reality is that approximately two-thirds of young men do not personally endorse most Man Box rules. Sharing this knowledge could give other men permission to step out of the Man Box. Efforts could also focus on targeting groups that appear to be more likely to endorse masculine norms. Building on existing efforts, there is value in governments investing in public campaigns to highlight the fact that young men's actual endorsement of Man Box rules is lower than what they believe society is telling them. Campaigns should also focus on the negative impact and associated costs of endorsing masculine norms.

Recommendation #2:

Build workforce capacity to engage on issues related to the Man Box with a focus on influencers working with men and boys in sectors related to violence, bullying and sexual harassment prevention, mental health and substance use.

Dominant ideals of masculinity do not materialise out of thin air, but are produced and reproduced by people, institutions, policies, and other social forces. Professionals working with boys and men – social workers, teachers, psychologists, youth workers and faith leaders – can often act as role models and are uniquely placed to influence attitudes towards masculinities. In contrast to one-off sessions delivered directly to boys or men, this capacity building approach provides an opportunity for role models to build a deeper understanding of key issues, develop greater self-awareness, learn how to model positive change, and recognise and challenge problematic attitudes and behaviours.

These are often challenging discussions that need to meet men and boys where they are. Many of these people will require support – language, frameworks, tools and facilitated self-reflection – to attain the knowledge and confidence to effectively engage on these issues. Engagement with these influencers should be tailored to their specific contexts and could form part of current place-based approaches being adopted by Federal and State governments. Based on the findings related to the Total Masculinity Score, sectors that should be prioritised should be those seeking a reduction in violence, bullying and sexual harassment of women, improved mental health of men and decreased substance use. Our findings highlight that each of these challenges is underpinned to a large extent by adherence to masculine norms.

Recommendation #3:

Secondary and tertiary prevention programs that are responding to and seeking a reduction in different forms of violence, sexual harassment, bullying, mental illness and substance use should:

- 3a: consider using the Man Box survey as a screening tool to assess risk and target program participation; and
- 3b: include program components that seek to positively influence masculine norms.This study found that rigid adherence to stereotypical masculine norms has a substantial impact on the use and experience of violence as well as online bullying, sexual harassment, binge drinking and negative mood. These findings have significant implications for the design of programs to address these life outcomes. For men and boys already experiencing negative outcomes, our results suggest there is merit in including program components that seek to positively influence attitudes towards masculinity. This is in keeping with current efforts to promote this approach throughout Australia such as VicHealth's Healthy Masculinities framework.

Specifically, measurement of adherence to masculine norms could be used as part of initial assessment potentially to inform program targeting. There may be merit to including assessment of Man Box attitudes as part of system-wide risk assessments in sectors such as family violence. These assessments could also inform tailoring of the design of program components that raise awareness of and decrease adherence to masculine norms. Given their impact, seeking to decrease adherence to masculine norms as part of programs to address violence, sexual harassment or bullying should be akin to public health efforts to reduce the consumption of sugar when tackling obesity. Depending on the outcome that is being focused on (e.g. violence, mental health or substance use), the design of these components could be tailored to target specific pillars.

Recommendation #4:

Future research should focus on understanding the most effective ways to positively influence adherence to masculine norms so that boys and men are free to choose who they want to be.

Our findings highlight the importance of interventions that include program components that seek to influence adherence to masculine norms. This could be pursued in a variety of ways:

- engaging young men in the discussion of and critical reflection on their gender transformative roles including challenging traditional masculine norms and raising awareness of their impact;
- decreasing incentives to rigidly adhere to stereotypical masculine norms;
- supporting young men to positively express themselves in their relationships;
- engaging with peers and partners to shift the attitudes of young men; and
- working with role models who can promote more positive masculinities or provide mechanisms that allow men to trial the adoption of less rigid gender roles (e.g. expressing emotional or personal difficulties) and then positively reinforcing these behaviours.

These approaches are not exhaustive and rigorous evaluation, in partnership with academic experts, is required to determine which approach is likely to be most effective for different target groups including men with different sexual orientations and from different backgrounds. High endorsement of masculine norms is strongly associated with both perpetration and experience of bullying and violence: both of these behaviours are also strongly inter-correlated. It is important to break this cycle of bullying and violence through utilising the above strategies. Further work could also focus on whether interventions are better to focus on specific pillars of masculinity or, in light of inter-relationships between pillars, whether interventions should relate to masculinities broadly.

In addition to assessing the effectiveness of shifting adherence to masculine norms, evaluation efforts should maintain focus on the life outcomes considered in this study such as use of violence and mental health. The links between masculine norms and life outcomes established in this study may not be causative. More work is needed to understand how life outcomes change for a given individual when their attitudes related to masculine norms shift. This is particularly important given the limitations of the self-reported cross-sectional data that form the basis of this study.

Recommendation #5:

Future research should focus on understanding the impact of adhering to masculine norms across different situational contexts including the potential for positive impacts and the influence of men's relationships with others in their lives.

Our findings highlight several areas where masculine norms appear to be playing a protective role (e.g. acting tough and suicidal thoughts; heterosexuality/ homophobia and pornography access). There are also several areas where masculine norms do not appear to be having a big impact on life outcomes that, intuitively, appear closely related to the pillars of masculinity (e.g. relationship satisfaction). There also needs to be further research to determine positive or healthy masculinities and how this might vary across different contexts.

Further work is required to understand the above findings, including that the adherence to masculine norms may negatively impact a young man's ability to perceive forthcoming challenges in their lives. For instance, it may be that while acting tough decreases thoughts of suicide, it also increases fragility to crises. These relationships are likely to be situationally dependent and heavily influenced by other people in men's lives. There are also specific contexts that warrant further exploration given they are periods where the risk of violence is higher such as post-separation of an intimate relationship, pregnancy and post the birth of a child. Context specific work to understand the influence of masculine norms will allow men to positively influence key people in their lives including partners, children, peers, and workmates.

Recommendation #6:

Governments and other funders should adequately fund co-design and partnerships between organisations that provide service delivery that prevents aggression among men as well as violence towards women and families.

It is important that governments continue to fund partnership work between organisations to implement programs that prevent aggression among men and violence towards women and families. This work should particularly seek involvement from the Women's Health sector. Programs need be to co-designed and co-delivered across organisations with expertise in the use of violence to ensure they address the specific needs of the men in each program. Funding of programs should be mindful of the time required to complete genuine co-design when programs are seeking to address complex behavioural and attitudinal challenges.

VIII. Men, masculine norms, and gender-transformative change

A commentary by Michael Flood

Unpacking the Man Box makes five vital contributions to our knowledge of men's conformity to masculine norms and the impacts of this conformity.

The first two contributions help us to map men's patterns of conformity and non-conformity to traditional masculine norms.

1. A significant minority of young men agree with traditional masculine norms, including troubling patriarchal norms. Larger proportions – majorities, in some cases – agree that these masculine norms are enforced in society.
2. There is variation in young men's support for traditional masculine norms, depending in part on demographic and social factors.

However, it is the third, fourth, and fifth contributions that are most significant. The first of these adds to a very large body of scholarship on the links between conformity to masculinity and various outcomes among men, and the next two push the boundaries of this scholarship.

3. Men's endorsement of masculine norms has a unique and powerful influence on a large number of harmful attitudes and behaviours, over and above other possible influences.
4. Some elements of traditional masculinity have far stronger relationships than others with negative outcomes, and some elements even have associations with positive outcomes.
5. Specific unhealthy outcomes and behaviours are shaped more by some masculine norms than others.

Let us look at the detail of these findings.

Young men and the Man Box

1. Patterns of endorsement of ideals of masculinity

The Man Box assesses societal ideals of manhood in terms of seven qualities: self-sufficiency, toughness, physical attractiveness, rigid gender roles, heterosexuality and homophobia, hypersexuality, and aggression and control. Young men's endorsement of such qualities is higher for qualities such as strength, physical attractiveness, control over women, and breadwinning, although only one-third to one-half of young men personally endorse these qualities as being part of manhood. Other qualities such as avoiding household work, using violence to get respect, and hypersexuality receive less endorsement. Men's levels of personal endorsement of these ideals of manhood are lower than the levels of perceived societal endorsement. Higher proportions of young men, including substantial majorities for some rules, agree that the Man Box rules are part of the messages they receive from society.

It is troubling to see that significant minorities of young men endorse explicitly patriarchal norms that men should have the final say in relationships (27%) or know their partner's movements (37%). It is also troubling that substantial minorities of men endorse the ideas that men should always act strong (47%), be the breadwinners in households (35%), and fight back when pushed (34%).

Most young men – around half to two-thirds – do not themselves endorse the Man Box pillars. Nonadherence to traditional masculine norms among men has been documented in other studies as well. In studies of men's agreement with masculine norms or reports on their own behaviour, group means tend to be near, and often below, scale midpoints (Smiler, 2014). In other words, among men there is often only moderate conformity to stereotypical norms of masculinity.

We cannot assess ideals of manhood among men in general in Australia using these data alone. The sample for this report is young adults aged 18 to 30, and it is likely that older men's ideals of masculinity are different. Older men tend to have more conservative attitudes towards gender than young

men (ANROWS et al., 2018, p. 95), and it is possible therefore that the Man Box pillars are a stronger reflection of younger men's attitudes. Other data, from a study that asked men in Queensland about the characteristics that made someone a 'real man', suggest more diverse notions of manhood, although there were overlaps with the Man Box pillars. Many men emphasised qualities to do with personality and character (honesty, calmness, confidence, and so on), roles and relationships (parenting, being a breadwinner or provider, a role model, taking leadership in the family, and so on), and physical qualities (being male, muscular, and so on) (Adegbosin et al., 2019).

2. Varying endorsement

The degree of endorsement of dominant masculine norms is uneven across men, as other scholarship on masculinities has documented (The Men's Project & Flood, 2018, pp. 48-49). Unpacking the Man Box finds higher levels of personal endorsement of the Man Box ideals among young men who are religious, heterosexual, from urban locations, or students. While the first two of these are largely expected, the second two are surprising.

Religiosity: In the Man Box study, young men with a religious identification had higher levels of endorsement of the Man Box statements. That said, while differences were statistically significant, the magnitude of this difference is relatively small. The differences that do exist fit with a general idea that people with higher levels of religiosity (religious belief, church attendance, and so on) also have more conservative attitudes to gender. However, research finds mixed associations between religiosity and masculinity. Some studies find links between traditional masculinity and religious involvement, but others find that men with greater religious involvement also have less stereotypically masculine orientations (Ward & Cook, 2011). The Man Box survey's findings are in contrast to a similar survey among young US men that found a negative association between religiosity and overall conformity to masculine norms (Ward & Cook, 2011).

Three factors shape the potential associations between masculinity and religiosity: the specific masculine norms in question, the dimensions of religiosity being examined, and the character of the religion itself. First, there is evidence that religiousness has positive associations with some masculine norms and negative associations with others. In the US survey, religiousness was positively correlated with three aspects of traditional masculinity: winning, power over women, and homophobia. But it was negatively correlated with three other aspects: emotional control, violence, and a 'playboy' mentality or a desire for multiple sexual partners (Ward & Cook, 2011). Second, it matters which aspects of religiosity we examine. In the US survey, for example, conformity to the norm of power over women went along with religious fundamentalism, but not with general religious commitment. Third, it depends which religion we are talking about. Within Christianity for example, there are more masculinised, 'tough' and 'muscular' forms and more tender, feminine forms (Hofstede, 2016). In the Man Box survey, the data focused on religious background rather than other dimensions of religiosity, and religion was coded in the analysis only in binary terms. Further examination of the Man Box data might shed light on these possible patterns.

Sexuality: This research finds that heterosexual men show greater endorsement of the Man Box ideals than gay, bisexual, or queer men.

Very little other research has compared the gender attitudes of people with differing sexual orientations, e.g. comparing heterosexual and gay and lesbian people. While there is a substantial body of research on gender stereotypes about gay men and lesbians, there is far less comparing the gender stereotypes held by gay men, lesbians, and heterosexuals (Clarke & Arnold, 2017, pp. 149-150). There is considerable research on how gender attitudes influence attitudes towards members of sexual minorities, but far less on the gender attitudes of members of sexual minorities (Kowalski & Scheitle, 2019).

However, there are reasons to think that heterosexual people will have more conformist attitudes towards gender than gay men, lesbians, and bisexual people. Constructions of gender and sexuality are intertwined, and because gay, lesbian, and bisexual people's sexualities violate aspects of traditional gender roles they may be more aware of these and more critical of them (Clarke & Arnold, 2017, p. 151). Because gay, lesbian, and bisexual people are more likely to reject heteronormativity, they are also more likely to reject traditional attitudes and norms regarding gender that

are interrelated with heteronormativity (Kowalski & Scheitle, 2019).

The Man Box survey lends support to this proposal with large differences between heterosexual and non-heterosexual men. Other studies find similar patterns. A study of couples in Israel found that same-sex couples had more liberal attitudes toward gender roles than heterosexual couples (Shechory & Ziv, 2007). A representative survey of US adults found that both gay men and lesbian women were more likely than their heterosexual peers to reject traditional gender roles when it came to household and family roles. But when it came to gender roles in the public sphere, specifically the suitability of women for political office, gay men's opinions did not differ from the opinions of their heterosexual counterparts (Kowalski & Scheitle, 2019). On the other hand, a study among US adults found no differences between heterosexual and gay and lesbian individuals in the gender stereotypes they held. This study focused on gender stereotypes of gay men, lesbian women, and heterosexual men and women as masculine or feminine (Clarke & Arnold, 2017). The authors of this study conclude that this may reflect the cultural prevalence of gender stereotypes of sexual minorities, with gay men and lesbians, like heterosexuals, influenced by these (Clarke & Arnold, 2017, p. 155).

Location: It is surprising that the Man Box study found that young men in urban locations had slightly greater levels of endorsement of the Man Box ideals than those living elsewhere. Other studies typically find the reverse pattern, with more progressive gender attitudes in cities than in rural and remote areas. A recent national survey of community attitudes in Australia found that people in major cities and inner regional areas had more progressive attitudes towards gender and violence than people in outer regional and remote areas, although this was reversed on some dimensions of gender attitudes (ANROWS et al., 2018, pp. 98, 155-156).

Education: The Man Box study found that young men currently at university had slightly greater levels of endorsement of the Man Box ideals than those not at university. This is not quite equivalent to a finding regarding levels of education given that some of the non-students in this sample may have already attended university, but it is worth noting that more conservative attitudes towards gender tend to be correlated with lower levels of education, not higher levels. A national survey of Australian adults found that people with post-school (university) qualifications had more positive attitudes towards gender equality and better understandings of violence against women than those with only secondary school education or less (ANROWS et al., 2018, p. 97). Other studies have also found correlations between higher levels of education and progressive attitudes towards gender (Bolzendahl & Myers, 2004; Davis & Greenstein, 2009).

3. The impacts of men's endorsement of masculinity

It is the following three findings that represent the most significant contributions of *Unpacking the Man Box.*

Unpacking the Man Box finds that young men's endorsement of traditional masculinity has a substantial and negative association with wellbeing. The study uses statistical techniques of regression analysis to determine the unique contribution of masculinity to men's health and wellbeing. Demographic factors that may also shape health and wellbeing were controlled for in the analyses. Men's level of agreement with the seven pillars of the Man Box, as well as their 'total masculinity' score, explained substantial proportions of men's involvement in harmful behaviours for themselves or others. Conformity to masculinity explains, for example:

- over 25 percent of men's likelihood of perpetrating physical violence, sexual harassment, and online bullying;
- over 25 percent of men's likelihood of experiencing physical violence and online bullying;
- over 15 percent of men's likelihood of binge drinking.

Indeed, the impact of men's overall conformity to masculine norms on these outcomes simply dwarfed the impact of other potential influences such as education, occupation, and ethnicity. Masculine conformity had more power than these other variables in explaining young men's involvement in these harmful or risky behaviours.

This finding is striking. It should be a wake-up call to policy makers and advocates addressing these social problems to pay attention to masculinity. At the same time, this finding is not at all surprising. Over 500 studies over the past three decades have consistently documented that men's belief in and conformity to masculine norms is linked to poor health outcomes (Gerdes & Levant, 2018).

4. Which masculine norm?

The fourth vital finding of *Unpacking the Man Box* is a more novel one: that some elements of traditional masculinity have far stronger relationships than others with negative outcomes, and some elements may even have associations with positive outcomes.

This finding fits with both recent meta-analyses of the research linking masculine norms and men's health and recent reviews of this scholarship:

- A content analysis of studies assessing men's conformity to masculine norms found that particular masculine norms can have positive or negative associations with men's health (Gerdes, Alto, Jadaszewski, D'Auria, & Levant, 2018);
- A recent meta-analysis on masculine norms and men's health, addressing 11 distinct dimensions of masculine norms, found that three of these had negative associations with men's mental health and help-seeking, others had no impact, and some had both positive and negative associations (Wong, Ho, Wang, & Miller, 2017);
- A review of 17 studies which examined correlations between the 11 sub-scales of the Conformity to Masculine Norms Inventory (Winning, Emotional Control, Risk-Taking, Violence, Dominance, Playboy, Self-Reliance, Primacy of Work, Power over Women, Disdain for Homosexuality, and Pursuit of Status) found that some of these were associated largely with negative outcomes and had few associations with positive outcomes, some sub-scales had both negative and positive associations, and at least one sub-scale (Primacy of Work) had only positive associations (Gerdes & Levant, 2018).

Thus, men's endorsement of particular masculine norms seems to be just as important as their overall conformity to masculine norms.

There is a growing encouragement in the research to examine the links between conformity to specific masculine norms and outcomes among men. If we only look at men's overall conformity with measures of masculine norms, whether in the Man Box or other commonly used scales such as the Conformity to Masculine Norms Inventory, this may hide more complex relationships between conformity to specific masculine norms and men's health and well-being (Gerdes & Levant, 2018) Thus, as well as reporting on overall conformity, we should examine and report on associations with specific masculine norms.

Unpacking the Man Box embodies this shift in scholarship on masculinity. It finds that while some masculine norms contribute to men's poor health, others are protective. For example, endorsing the norm of 'acting tough' was associated with decreased thoughts of suicide. (However, it may be that men invested in 'acting tough' also are less likely to disclose thoughts of suicide, or less aware of their actual thoughts of self-harm.) On the other hand, young men's endorsement of the masculine norm of self-sufficiency was a strong predictor of thoughts of suicide and lesser likelihood of seeking help.

Unpacking the Man Box shows that some masculine norms are more harmful than others. That is, they have stronger associations with men's poor health or with men's harmful behaviour towards others. In particular, the masculine norms of Rigid Gender Roles and Aggression and Control are the strongest predictor for most of the outcome variables, particularly the violent behaviours.

5. Which outcome?

The influence of men's endorsement of traditional masculine norms also depends on the outcome in question. Focusing on particular outcomes among young men, *Unpacking the Man Box* documents that they are shaped more by some masculine norms and less by others. This is a fifth important contribution to knowledge.

The analysis in *Unpacking the Man Box* included analysis of the relationships between the outcomes and each of the seven pillars of the Man Box: Self-sufficiency, Acting Tough, Physical Attractiveness, Rigid Gender Norms, Heterosexuality and Homophobia, Hypersexuality, Aggression and Control. What associations are visible for example for violence?

The first analysis of The Man Box study found that men with higher levels of overall conformity to traditional masculinity were far more likely than other men to perpetrate violence, both against women and against other men. In the follow-up analysis, for violent behaviour, it was the combined pillars of Rigid Gender Roles and Aggression and Control that was most strongly associated with

perpetrating violence. Hypersexuality also had an association with violent behaviour, albeit a weak one.

These findings make sense. The belief among some young men that men should be dominant in households and relationships and controlling of female partners is likely to have a stronger relationship to their perpetration of sexual harassment against women than the belief, for example, that men should sort out their own personal problems. 'Hypersexuality' here is understood in terms of a focus on having many sexual partners and constant sexual interest. This has been documented in other studies as a risk factor for young men's sexual violence against women, with young men seeking to prove themselves and assert dominance over women through sexual conquests (Fahlberg & Pepper, 2016, p. 676). Surprisingly, the pillar Acting Tough had a negative association with perpetrating physical violence.

What about sexual harassment against women (here measured in terms of making sexual comments to an unknown woman in a public place or online in the last month)? Young men had significantly higher rates of perpetration of sexual harassment if they endorsed the pillars Rigid Gender Norms, Aggression and Control, Hypersexuality, and Self-sufficiency, but lower rates if they endorsed the pillar Acting Tough. It may be that the two statements associated with the pillar Acting Tough are a poor expression of this norm, and thus do not pick up on associations between men's use of violence and norms of toughness. The Man Box survey did not assess young men's perpetration of sexual violence or relationship and partner violence.

Further questions: Which men in what context?

In explaining diverse relationships between conformity to masculine norms and outcomes among men, I have highlighted so far that we must consider two factors: the specific norms, and the specific outcomes.

The first involves a variable- or predictor-centered perspective. It emphasises that depending on the masculine norm in question, conformity to it may be adaptive or maladaptive, that is, healthy or unhealthy.

The second involves an outcome-centered perspective. It emphasises that the link between conformity to masculine norms and outcomes can vary as a function of the type of outcomes in question (Gerdes & Levant, 2018; Wong et al., 2017).

There is a third factor, however; the men and their contexts. A person-centered perspective emphasises that "the consequences of conformity to masculine norms differ for diverse groups of individuals. Because of cultural and gender differences, diverse groups of individuals may experience varying levels of rewards and sanctions associated with conformity and non-conformity to masculine norms." (Wong et al., 2017, p. 2). The positive or negative impacts of conformity to particular masculine norms may vary depending on the person or group – depending on their ethnicity, class, and so on. As an example, Wong et al. (2017) note that the impacts of the masculine norm of emotional control may be less serious among Asian American men than Latin American men, because emotional control is more congruent with Asian cultural values than Latin ones.

There is an increasing suggestion that the outcomes of conformity to masculine norms "are largely culturally, situationally, and contextually dependent" (Gerdes & Levant, 2018, p. 230). Thus, examinations of the impacts among men of masculine norms should pay attention to the specific contexts of these men's lives and communities, taking up the intersectional approaches that are increasingly common in masculinities scholarship. Unpacking the Man Box goes some way towards this in its investigation of the demographic correlates of conformity to the Man Box statements. However, a person-centered approach to the issue of men's conformity to masculinity could be extended by examining groups or profiles of men themselves – by examining how men themselves are clustered in terms of their endorsement of masculine norms and their participation in particular behaviours.

There is growing evidence to suggest that among men there is "a clustering of antisocial and violent ideas and behaviors and gender inequitable attitudes" (Jewkes & Morrell, 2017, p. 2). For example, the men who rape and abuse women are also more likely than other men to fight with other men, to have gender-inequitable ideas, and so on.

It is valuable, therefore, to examine patterns of masculine beliefs and behaviours among men in order to identify the groups or clusters of men who engage in high-risk behaviours and the men who do not. This would use the same techniques of Latent Class Analysis (LCA) employed in the Man Box survey, but rather than using them to identify associations among the Man Box pillars and outcomes, it would use them to identify the groups of men who show higher and lower levels of endorsement of masculinity and higher and lower engagement in risky behaviours. Such techniques can be used to identify relatively homogeneous subgroups of individuals within larger, heterogeneous samples, where each group has a unique profile based on responses to a set of indicator variables (Casey, Masters, et al., 2016).

Identifying how men's attitudes and behaviours combine to form different patterns of masculinity is precisely what two recent studies do. A study among 18-25 year-old heterosexual men in the U.S. documented three groups, which it termed Normative, Misogynistic, and Sex-Focused (Casey, Masters, et al., 2016). Comprising the Normative group, most young men (88%) had low levels of adherence to traditional masculine norms and low levels of relationship violence and sexual risk behaviours. Comprising the Misogynistic group, a small minority (8%) showed high endorsement of traditional masculinity and hostility towards women and high levels of sexual assault and violence towards female partners. A third, smaller group (4% of the men) had high numbers of sexual partners, but not high levels of aggression or traditional ideas about gender. Another study involved a similar investigation among men in two provinces in South Africa. It also found three groups of men with differing patterns of attitudes and behaviours related to violence, crime, drinking, gender attitudes, and other variables: highly violent / antisocial (24.7%), medium violence (29.6%), and lowest violence / most pro-social (45.7%) (Jewkes & Morrell, 2017).

ImplicationsThe Man Box studies, and the other research that complements it, have a series of important implications.

Above all, the two Man Box studies reaffirm the finding that among men, endorsement of masculine norms has a distinct and powerful association with a large number of harmful attitudes and behaviours. Thus, if policy-makers, educators, and others wish to address such social problems as violent behaviour in and around pubs and clubs, intimate partner violence, sexual harassment, or binge-drinking, for example, then their efforts should include attention to the role Tof masculine norms.

Unpacking the Man Box also suggests other, perhaps more novel implications. The Man Box study finds that most young men, just over two-thirds, do not personally endorse most of the Man Box rules. Higher proportions indicate that the Man Box messages are ones they receive from society. This has important implications:

- Endorsement of most elements identified in the 'Man Box' or similar measures may not be the dominant response among men. Large numbers of men may report attitudes and behaviours that are inconsistent with, or incomplete versions of, 'dominant' notions of masculinity (Casey, Masters, et al., 2016).
- The most common forms of masculinity among men, therefore, may be somewhat different from those identified in the Man Box or other widely used masculinity measures. Many men's attitudes and practices may be more egalitarian, and healthier, than those represented by the Man Box.

Unpacking the Man Box also alerts us to the fact that the relationship between men's support for masculine norms and unhealthy or harmful outcomes is complicated, and depends in part on both the norms and the outcomes in question. Again, this has important implications:

- Endorsing one or some aspects of traditional masculinity does not mean endorsing all aspects of traditional masculinity or the harmful or risky behaviours that may go along with this (Casey, Masters, et al., 2016).
- Men's endorsement of particular aspects of traditional masculinity does not necessarily generate risk or harm (Casey, Masters, et al., 2016).
- Behaviours associated with traditional masculinity may not hold the same risk across all men.

We have long known that there are diverse and distinct patterns of gender identity and practice among men. Preeminent theorist R.W. Connell noted that there are multiple masculinities, that in many contexts one particular configuration of male attitudes and practices is 'hegemonic' or culturally dominant, and that while many men do not live up to its ideals all live in its shadows (R.W. Connell, 1995).

The value of the analyses described above is that they allow us to identify more accurately the patterns of

attitudes and practices among men. In particular:

- Particular groups or clusters of men are likely to pose particularly high risks for the problem in question, whether that is suicide, or risky alcohol use, or partner violence. In turn, other groups or clusters of men pose lower risks.

There are several risks to avoid in focusing attention on groups, categories, or types of men. First, we must strive to avoid the racist and classist accounts of 'other' men that plague community understandings of problems such as domestic violence, and their complement, the comforting assumption often among relatively privileged men and communities that these problems are elsewhere (Flood, 2018, pp. 347-354). Instead, we must draw on careful, empirical data on the diverse realities of men's lives. Second, we must avoid the notion of fixed, static categories or 'types' of masculinities (R. W. Connell & Messerschmidt, 2005, pp. 836-837). Men may move from one category to another, and the categories or clusters themselves may shift with wider changes in patterns of gender. Third, in documenting the clustering of certain attitudes and behaviours among men, we should not assume that these are reflected in actual social groups. Certainly there is evidence among men of shared and collective patterns of gender, but men's peer groups and communities may include men with diverse patterns of masculinity.

Recommendations

We must step up the work of changing norms of masculinity in Australia. While there are promising initiatives and approaches underway, we must step up the scale and intensity of this work. On the one hand, this means scaling up existing initiatives to engage men and boys in positive change and to shift patriarchal norms of manhood. On the other hand, it means incorporating such approaches into existing efforts in health promotion and violence prevention.

I identified three urgent tasks in my commentary on the first Man Box report: (1) highlight the harms of the Man Box; (2) weaken its cultural grip; and (3) promote healthy and ethical alternatives (The Men's Project & Flood, 2018, pp. 50-53). All three are part of a gender-transformative approach.

Transform gender

Above all, our work must be gender-transformative – focused on the active transformation of gender roles and relations towards gender justice. A gender-transformative approach seeks to "challenge and redress harmful and unequal gender norms, roles, and power relations that privilege men over women" (World Health Organization, 2011). Unpacking the Man Box, like a wealth of other scholarship, documents that conformity to traditional masculinity is an influential risk factor for men's participation in violence, risky drinking, dangerous driving, and poor mental health. Evaluations of the impact of programs aimed at men and boys find that gender-transformative approaches are more likely to have a positive and substantial impact, whether in addressing HIV and STI transmission, violence, sexual and reproductive health, or gender attitudes (Barker, Ricardo, & Nascimento, 2007; Dunkle & Jewkes, 2007; Dworkin, Treves-Kagan, & Lippman, 2013; Fleming, Lee, & Dworkin, 2014). Gender-transformative approaches thus should be integrated into a wide range of programs, policies, and approaches addressing these and other social problems.

Programs and policies can be placed on a continuum in terms of their approach to gender, as follows:

- Gender-exploitative: perpetuate or worsen gender inequalities;
- Gender-blind: ignore gender norms and conditions;
- Gender-sensitive: consider women's and men's specific needs but do not address gender inequalities;
- Gender-transformative: create more gender-equitable roles and relations (Gupta, 2000; UNFPA & Promundo, 2010).

As this indicates, to be gender-transformative it is not enough to merely pay attention to gender, but it is important to seek also to end gender inequalities and create more gender-equitable relations.

Recommendations for a gender-transformative approach are increasingly visible in work with men and boys, both in Australia and internationally. Our Watch's recent report Men in Focus (2019) urges that, "Prevention efforts should seek to actively challenge dominant norms and practices of masculinity (rather than reinforcing or maintaining them) and promote a range of alternatives that are based on equality and respect". One of Australia's leading health promotion organisations, VicHealth, also endorses a gender-transformative approach in its "Healthier Masculinities" framework (VicHealth, 2019). Other bodies such as Women's Health Victoria have produced guides on the approach for prevention practitioners (Varley & Rich, 2019). Internationally there is also increasing emphasis on a gender-transformative approach as defining

effective practice in work with men and boys (Burrell & Flood, 2019). Gender-transformative approaches should be built into the conceptual approaches and logic models of programs, the methods used to recruit and engage men, and the activities intended to make change (Casey, Carlson, Two Bulls, & Yager, 2016).

Get specific

My second recommendation is that we 'get specific', doing more to address particular norms and particular men. This reflects the findings in Unpacking the Man Box and other studies regarding the diverse links between certain masculine norms and certain outcomes. Efforts to shift men's and boys' gender-related attitudes and behaviours should address the specific norms associated with negative outcomes.

Work with men and boys, moreover, should do more to target those with specific patterns of attitudes and behaviours. Data on groups or profiles of men would be invaluable in designing interventions and tailoring them to local contexts and communities. For example, in violence prevention, we must customise our interventions for men at low risk and high risk of perpetrating violence to increase effectiveness (Casey, Masters, et al., 2016; Flood, 2018, pp. 320-322).

We must also 'get specific' about the forms of manhood we do want. Let us develop and popularise both detailed and diverse models of progressive, healthy, and feminist masculinities (The Men's Project & Flood, 2018, p. 53).

Address men's over-estimation of men's endorsement of the Man Box

Unpacking the Man Box adds to the evidence for the value of publicising the actual character of men's beliefs about manhood: that, in this case, most young men do not support the tenets of the Man Box. While close to half or more than half of young men agree that many of the Man Box messages are the ones they receive from society, most do not themselves endorse them.

I argued in the first report that men often overestimate each other's endorsement of traditional masculine norms. Those men in the majority wrongly assume that they are alone in rejecting patriarchal beliefs and behaviours, while those men in the minority wrongly assume that their patriarchal beliefs and behaviours are widely shared (The Men's Project & Flood, 2018). There is value in publicising this finding. As another study concluded, "Assuring [n]ormative groups that their more gender-equitable approach to masculinity is reflective of the majority of men may increase their confidence in their own masculine identity and empower them to interrupt the non-normative behavior of [m]isogynistic men." (Casey, Masters, et al., 2016, p. 1048). At the same time, we must also directly challenge the actual endorsement of unhealthy and patriarchal beliefs among young men.

Support resistance

Accounts of the workings of masculinity often focus on men's conformity to dominant masculine norms and practices, but we must also focus on resistance. I suggested in the first report that we must "turn up the volume on the facts of diversity and change in manhood [… and] affirm and celebrate diverse forms of manhood, identity, and gender" (The Men's Project & Flood, 2018, p. 52). Extending this, we should:

- Pay more attention to men's and boys' active resistance to masculine norms and relations. How and why do men and boys resist? What makes it possible to sustain resistance? Is it resistance across multiple aspects of masculinity, or only particular masculine norms? How does context or setting shape resistance and conformity (Smiler, 2014)?
- Explore the protective or healthy value of non-conformity. While we know a fair amount about the negative impacts of conformity to traditional masculinity, what are the positive (and negative) impacts of non-conformity?
- Push back against the pervasive policing of masculinity, the wide array of efforts to punish or prevent behaviour among boys and men seen to be insufficiently masculine (Reigeluth & Addis, 2016).
- Reframe men's and boys' 'failure to conform', their inability or unwillingness to follow dominant masculine norms, in positive terms, as a desirable, healthy, and even courageous path to tread.

Go beyond norms

Finally, changing masculine norms is itself only one part of a wider project. We must work for positive change in men's and boys' behaviours and interpersonal relations, but also in larger institutions and social structures. The 'engaging men' field, like the violence prevention field with which it overlaps, has often focused on attitudes and norms as the only or most important object of change. Yet these attitudes and behaviours are bound up with patterns and structures of power and inequality. A properly gender-transformative approach to men and masculinities, then, will "be concerned with

transforming unequal relations of power, and the social, economic and political institutions through which such power is structured" (Flood & Greig, 2020). Thus, we must tackle not only the norms that express unhealthy and oppressive forms of manhood, but the institutional and structural forces that sustain these.

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APPENDIX A - Correlations

Table 1. Correlations between pillars of masculinity and mental health, self-efficacy and relationship outcomes.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1. Pillar 1. Self-sufficiency		0.60**	0.59**	0.70**	0.48**	0.64**	0.68**	0.08**	0.28**	0.14**	0.27**	0.03	-0.01	0.16**
2. Pillar 2. Acting tough			0.57**	0.60**	0.42**	0.59**	0.56**	0.08**	0.16**	0.08*	0.13**	0.05	0.03	0.13**
3. Pillar 3. Physical attractiveness				0.63**	0.38**	0.56**	0.62**	0.07*	0.26**	0.16**	0.22**	0.03	0.02	0.12**
4. Pillar 4. Rigid Gender roles					0.58**	0.73**	0.79**	0.13**	0.30**	0.14**	0.29**	0.09**	0.06	0.21**
5. Pillar 5. Heterosexuality homophobia						0.48**	0.54**	0.08*	0.15**	0.04	0.17**	0.05	-0.01	0.18**
6. Pillar 6. Hypersexuality							0.72**	0.12**	0.30**	0.15**	0.32**	0.04	0.03	0.14**
7. Pillar 7. Aggression and control								0.13**	0.34**	0.18**	0.33**	0.03	0.02	0.14**
8. Positive affect									0.05	-0.19**	-0.06*	0.59**	0.52**	0.40**
9. Negative affect										0.58**	0.53**	-0.26**	-0.22**	-0.09**
10. Depression											0.57**	-0.35**	-0.35**	-0.21**
11. Thoughts of suicide											1	-0.19**	-0.21**	-0.07*
12. Life satisfaction													0.63**	0.43**
13. Relationship satisfaction														0.41**
14. Rating of physical appearance														

**p<.001, *p<.05

Table 2. Correlations between pillars of masculinity and risk behaviours, bullying and violence.

	Binge drinking	Traffic accidents	Experienced bullying or violence			Perpetrator of bullying or violence			Sexual comments about women	Pornography use
			Verbal	Online	Physical	Verbal	Online	Physical		
Pillar 1. Self-sufficiency	0.18**	0.30**	0.38**	0.43**	0.45**	0.42**	0.44**	0.44**	0.44**	0.07*
Pillar 2. Acting tough	0.12**	0.18**	0.22**	0.26**	0.25**	0.30**	0.29**	0.28**	0.28**	0.06
Pillar 3. Physical attractiveness	0.11**	0.22**	**0.29****	0.31**	0.31**	0.33**	0.34**	0.33**	0.34**	0.12**
Pillar 4. Rigid gender roles	0.15**	0.33**	0.43**	0.49**	0.48**	0.47**	0.50**	0.51**	0.51**	0.01
Pillar 5. Heterosexuality & homophobia	0.07*	0.26**	0.27**	0.34**	0.36**	0.30**	0.34**	0.37**	0.35**	-0.13**
Pillar 6. Hypersexuality	0.23**	0.31**	0.40**	0.44**	0.45**	0.45**	0.47**	0.47**	0.48**	0.14**
Pillar 7. Aggression and control	0.19**	0.36**	0.47**	0.50**	0.51**	0.49**	0.52**	0.52**	0.51**	0.06

**p<.001, *p<.05

APPENDIX B – Analyses and equations

Demographics

In this report we outline the findings from analysis of the data from the Man Box online survey using Statistical Package for the Social Sciences (SPSS). Demographic information was collected and analysed, as per the below table.

Please note:

- the table shows that some variables were recoded for ease of analysis where there were multiple answers, without compromising the integrity and meaning of the data
- It was not possible to categorise the Relationship Status variable in such a way that it could be included in the regression analyses
- Region was based on Australian Bureau of Statistics data
- Education was converted to a continuous variable going from years 10-12 (coded 2-4), TAFE training which is further education (5-8) to university degree which is higher education (9-11).

	%	SPSS Scoring	Any Recoding?
Age			
18-24 years	50.8%	continuous	Age is entered as a continuous variable in all further analyses.
25-30 years	49.2%	continuous	
Location where someone lives			
Metro	72.3%	1	RECODE INTO 0 = 'Metro' 1 = 'Regional/Rural'
Regional/Rural	27.7%	2	
Relationship status			
Single, not dating	44.3%	1	
Dating casually	9.2%	2	
Dating one person exclusively	13.8%	3	
Living with a partner	18.8%	4	
Polyamorous relationship	0.8%	5	
Widowed	0.0%	6	
Divorced	0.0%	7	
Separated but not divorced	0.3%	8	
Married	12.4%	9	
Other	0.3%	10	

	%	SPSS Scoring	Any Recoding?
Highest level of education			
Secondary school	31.9%	2-4	
Vocational training (apprenticeships, certificates, diplomas)	29.2%	5-8	
Tertiary degree	38.2%	9-11	
Employment			
Employed full-time	41.4%	1 (employed)	RECODE INTO 0 = 'Employed' 1= 'Unemployed'.
Employed part-time	18.6%	2 (employed)	
Employed casually	11.6%	3 (employed)	
Employed as freelance/consultant/contractor	3.1%	4 (employed)	
Employed but absent on holidays, paid leave, on strike, or temporarily stood down	.9%	5 (employed)	
Unemployed	23.9%	6 (unemployed)	
Other	.5%	7 (unemployed)	
Students			
Student, Full-time	34.4%	1	RECODE INTO Student. 0 = 'Student' 1= 'Not a student'.
Student, Part-time	17.8%	2	
Not a student	47.8%	3	
Indigenous Australians			
Not of Aboriginal or Torres Strait Islander origin	93.3%	1	RECODE INTO Aboriginal. 0= 'Not Aboriginal' 1= 'Aboriginal or Torres Straight Islander'.
Aboriginal	6.1%	2	
Torres Strait Islander	0.6%	3	
Sexual orientation			
Heterosexual/Straight	87.3%	1	RECODE into Sexuality. 0= 'Heterosexual' 1= 'Homosexual, Bisexual or Other'.
Homosexual/Gay	5.8%	2	
Bisexual	5.7%	3	
Other	1.3%	4	
Gender identity			
Man	98.6%	1	
Transgender man	1.2%	2	
Other	0.3%	3	

	%	SPSS Scoring	Any Recoding?
Religion			
No religion	56.0%	1	RECODE into Religion. 0= 'No Religion' 1= 'Religious'.
Catholic	18.5%	2 (Religious)	
Anglican	2.7%	3 (Religious)	
Uniting Church	1.0%	4 (Religious)	
Presbyterian	0.8%	5 (Religious)	
Buddhism	3.6%	6 (Religious)	
Islam	3.5%	7 (Religious)	
Greek Orthodox	0.9%	8 (Religious)	
Baptist	1.4%	9 (Religious)	
Hinduism	4.3%	10 (Religious)	
Other	7.3%	11 (Religious)	
Country of birth			
Australia	76.6%	1	RECODE INTO Birth Country. 0= 'Born in Australia' 1- 'Born in another country'.
Overseas	23.4%	2-11 (Born in another country)	

Regression Analyses

To explore the relationships between the pillars of masculinity and outcomes for young men we conducted a number of different analyses:

- Analyses to test the extent to which the Total Masculinity Score (personal endorsement and social pressures) as well as the separate pillars of masculinity predicted changes in depressive symptoms, thoughts of suicide, positive and negative mood, body satisfaction, life and relationship satisfaction, binge drinking, traffic accidents, experience and perpetration of bullying and violence, perpetration of sexual harassment, and pornography access.
    a. For the continuous variables, multiple regression analyses were conducted to determine the unique contribution of each of the separate pillars of masculinity to the mental health and violent behaviours, after controlling for the demographic variables. Due to the skewness of the responses, it was necessary to do a log transformation of the data for negative mood and a root transformation for the life satisfaction and binge drinking variables. A measure of the association between the masculinity pillars and the dependant variables, after controlling for all of the other independent variables is a semipartial coefficient. According to calculations developed by Cohen (Cohen, 1988), a correlation of .1 is a small effect, .3 is a medium effect and .5 is a large effect.
    b. For the binary variables (yes/no responses), logistic regression analyses were conducted. These analyses determined the odds ratios which reflect the change in odds of the dependent variable occurring associated with a one-point change in each of the pillars. The variables subject to logistic regression were thoughts of suicide, help seeking behaviours and traffic accidents.

    (See Appendix C for a summary of the regression analyses).

Regression equations for total masculinity (a) and sub-pillars (b) are presented below:

a. $Y = B_1$ (Total Masculinity Score) + $B_x X_{x1} + \alpha + \xi$

- Y = life outcome per person
- B_1 = Total Masculinity Score
- X_{x1} = Vector of control/demographic variables per person
- α = constant
- ξ = error term per person

b. $Y = B_1$ (sub pillar score) + $B_x X_{x1} + \alpha + \xi$

- Y = life outcome per person
- B_1 = Vector of masculinity sub pillar per person
- X_{x1} = Vector of control/demographic variables per person
- α = constant
- ξ = error term per person

Throughout this report, we have marked statistically significant relationships. A statistically significant difference is, in principle, one that is not attributed to chance. We used p-values of less than 0.05 (*), less than 0.01 (**), and less than 0.001 (***).

Latent Class Analyses

Overview

Latent class analysis (LCA) was performed for the pillars of masculinity in order to examine whether there were distinct classes of membership based on the range of responses. The process of LCA typically involves examining solutions with varying number of classes to find the optimal separation of individuals into homogenous classes. Fit of LCA models with varying numbers of classes was evaluated with a range of fit indices, including the likelihood ratio test (LRT), parsimony fit measures, and classification entrophy. Three LRT measures were used, including the Vuong-Lo-Mendell_Rubin (VLMR), the Lo-Mendell-Rubin (LMR), and a bootrapped likelihood ratio test (BLRT). LRT test assess the improvement in model fit when the number of classes is increased by 1, with significant p-values indicating a better fit of the model.

Two measures of parsimony were used, the Bayesuan information criterion (BIC) and the Akaike information criterion (AIC). These measures provide an indication of the degree of model misfit per model paramter by penalizing the model with the higher number of parameters. Lower AIC and BIC values indicate a better model.

Classification entrohpy provides an indication of class membership enumeration quality. Values range from 0 to 1 and higher vaules indicate a better model, or that each case is classified with greater certinty.

Once the optimal solution has been found, the charcteristics of latent classes is examined. In addition, demographic variables are examined in relation to each of the latent classes. Strength of associations are assessed with odds ratios (OR).

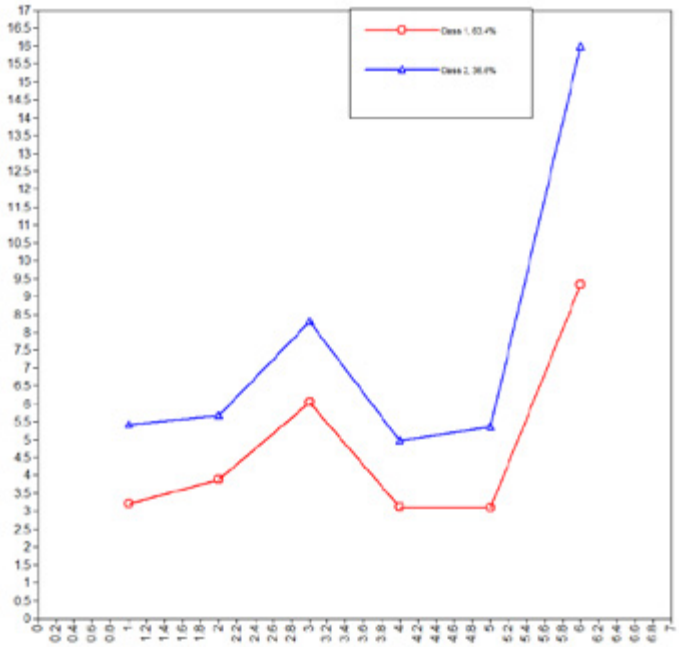
Results

The fit indices of the different class models examined are shown in Table 1. Graphs displaying different class models are also presented. Table 1 shows that the BLRT, LMR and VLMR all remained significant for the 5-class solution and entropy was highest for the 4-class solution. However, the smallest classes in the 4 and 5-class solution were 25 and 24 respectively, and therefore not meaningful classes. The characteristics of the classes remains consistent across the models examined, with each class-solution separating men who are higher, lower and average on endorsement of each of the pillars. There were no distinguishable differences between the classes apart from having higher or lower scores, regardless of how many classes within the model. **The 3-class solution was selected as the preferred solution due to combination of fit indices and class sizes. In the 3-class solution, class 1 had the largest number of observations (n = 551, 44.1%), followed by class 2 (n = 444, 35.5%), followed by class 3 (n = 254, 20.4%). Average levels of endorsement of masculine norms was highest in class 3, and lowest in class 2.**

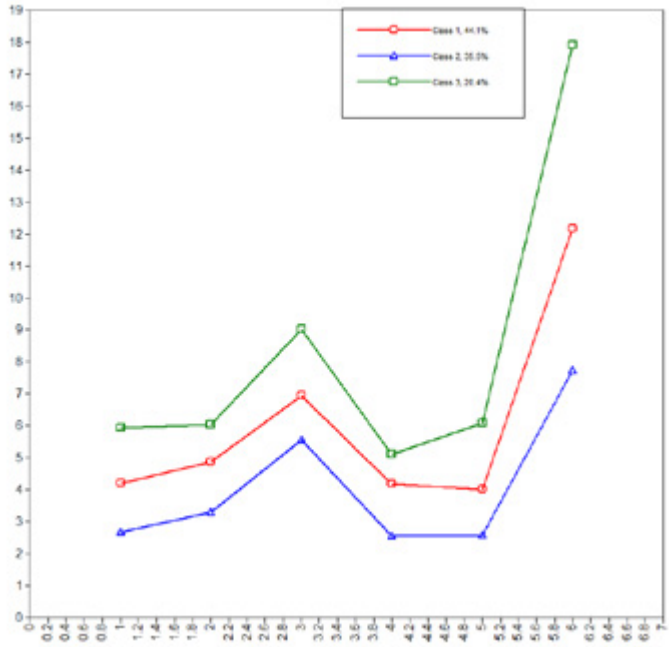
Table 1. Latent class models and fit indices

Number of classes	Number of parameters	Ho LL	AIC	BIC	cBIC	Entropy	Smallest class N	Ho LL K-1	VLMR p-value	LMR p-value	BLMR p-value
1	12	-15358	30740	30801	30763		1250				
2	19	-13922	27881	27979	27918	0.868	458	-15358	0.000	0.000	0.000
3	26	-13308	26667	26801	26718	0.886	254	-13922	0.000	0.000	0.000
4	33	-13143	26352	26522	26417	0.904	25	-13308	0.000	0.000	0.000
5	40	-13036	26153	26358	26231	0.839	24	-13143	0.000	0.000	0.000

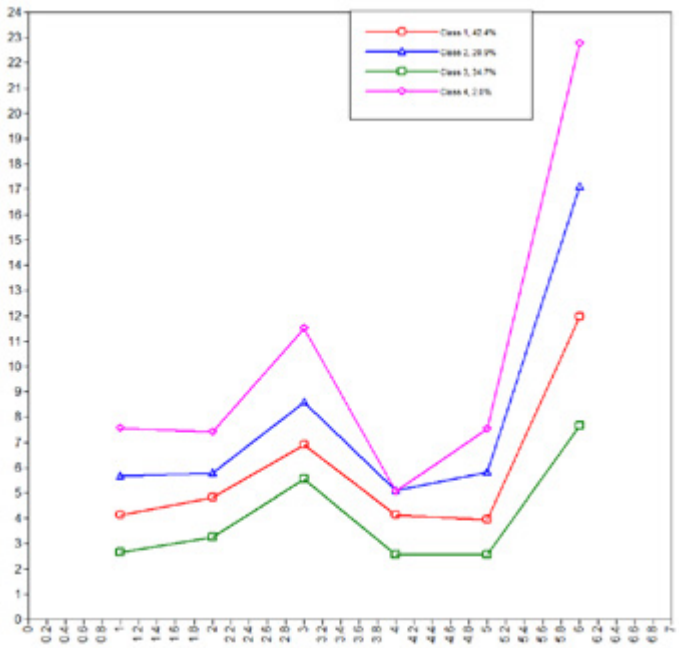
Two-class soultion



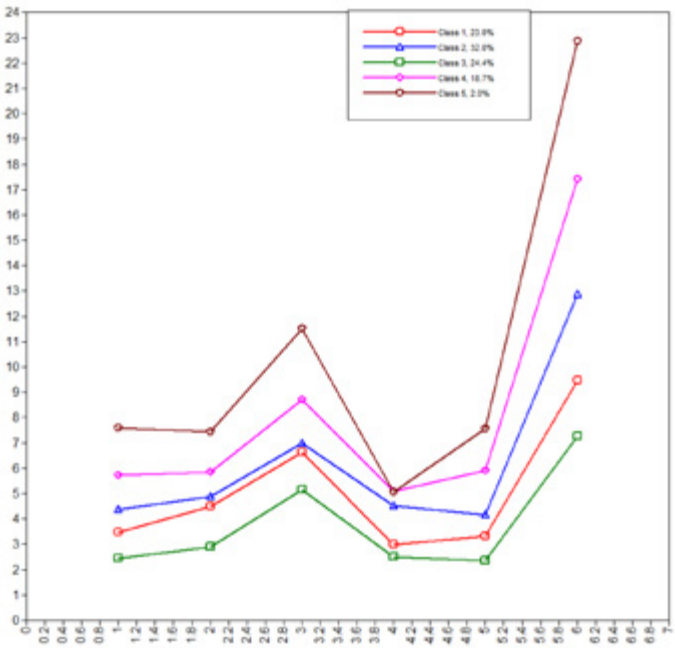
Two-class soultion



Four-class soultion



Five-class soultion



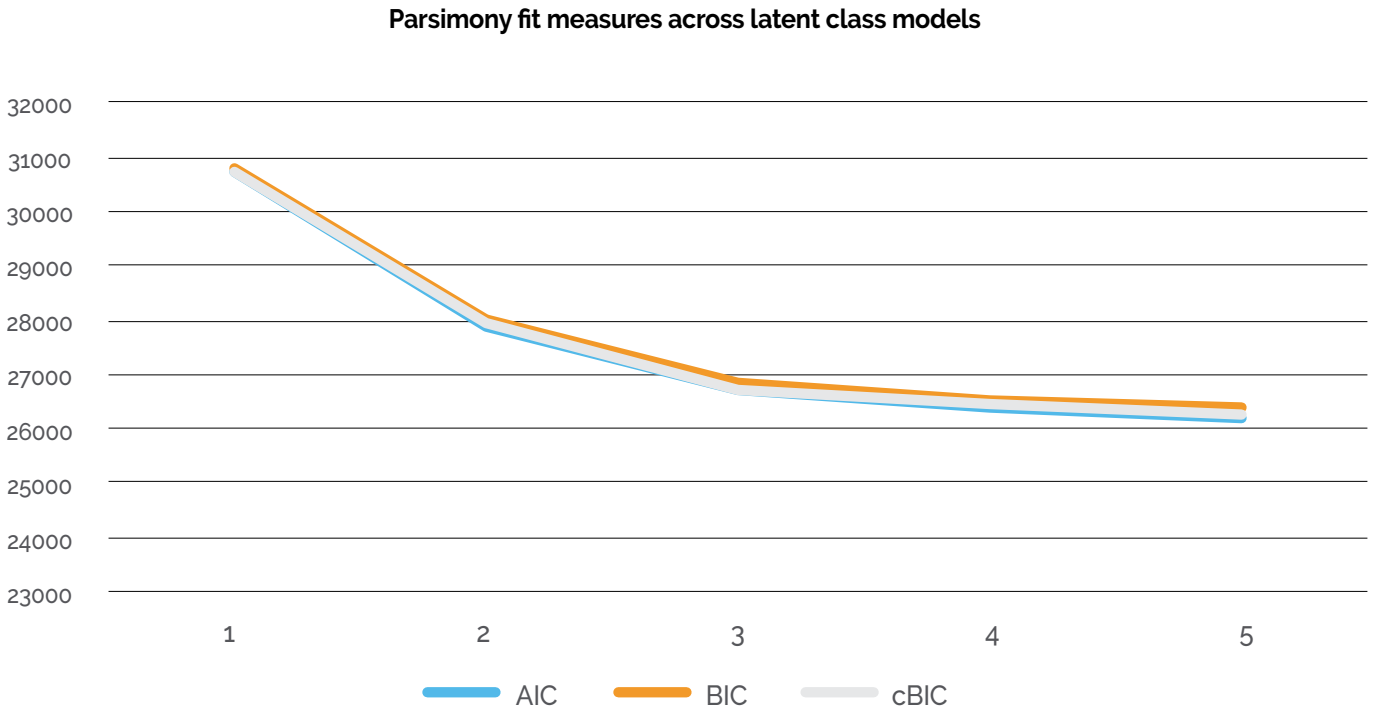


Table 2. Means for each latent class within the three-class soultion

	Latent class 1	Latent class 2	Latent class 3
Pillar 1	4.20	2.66	5.94
Pillar 2	4.86	3.28	6.02
Pillar 3	6.93	5.56	9.01
Pillar 5	4.18	2.56	5.11
Pillar 6	4.01	2.57	6.09
Pillar 4 & 7	12.16	7.73	17.90

Table 3. Demographic variables as predictors of class membership: Reference class = 1 Class 2 (compared to class 1)

	Estimate	S.E	Est./S.E	P-value	Odds Ratio
Rural/Metro	0.14	0.22	0.63	0.529	1.15
Age	0.01	0.03	0.19	0.849	1.01
Education	0.06	0.04	1.61	0.108	1.06
C19	0.09	0.19	0.48	0.630	1.10
C20	-0.07	0.04	-1.72	0.085	0.93
Occupation	0.09	0.20	0.43	0.666	1.09
Religion	-0.29	0.19	-1.58	0.114	0.75
Sexuality	1.70	0.31	5.52	0.000	5.46
Country of birth	-0.61	0.23	-2.60	0.009	0.54
Student	0.02	0.19	0.09	0.927	1.02
Aboriginal/Torres Strait Islander	-0.56	0.43	-1.29	0.197	0.57

C19 = Told that a real man behaves certain way
C20 = Pressure from society to be a certain kind of man

Table 4. Demographic variables as predictors of class membership: Reference class = 1

Class 3 (compared to class 1)

	Estimate	S.E	Est./S.E	P-value	Odds Ratio
Rural/Metro	-0.48	0.28	-1.69	0.091	0.62
Age	0.02	0.03	0.65	0.519	1.02
Education	0.07	0.04	1.64	0.100	1.07
C19	0.03	0.23	0.14	0.891	1.03
C20	0.29	0.06	5.05	0.000	1.34
Occupation	0.02	0.22	0.10	0.919	1.02
Religion	0.15	0.20	0.77	0.444	1.16
Sexuality	0.66	0.39	1.70	0.089	1.93
Country of birth	-0.63	0.24	-2.62	0.009	0.53
Student	-1.28	0.22	-5.79	0.000	0.28
Aboriginal/Torres Strait Islander	0.24	0.35	0.69	0.493	1.27

Table 5. Demographic variables as predictors of class membership: Reference class = 3

Class 2 (compared to class 3)

	Estimate	S.E	Est./S.E	P-value	Odds Ratio
Rural/Metro	0.61	0.29	2.11	0.035	1.85
Age	-0.01	0.03	-0.45	0.656	0.99
Education	-0.01	0.05	-0.20	0.838	0.99
C19	0.06	0.23	0.26	0.793	1.06
C20	-0.37	0.06	-6.07	0.000	0.69
Occupation	0.06	0.24	0.27	0.789	1.07
Religion	-0.45	0.21	-2.12	0.034	0.64
Sexuality	1.04	0.32	3.21	0.001	2.83
Country of birth	0.03	0.27	0.10	0.921	1.03
Student	1.30	0.23	5.65	0.000	3.65
Aboriginal/Torres Strait Islander	-0.80	0.45	-1.78	0.074	0.45

As shown in Table 3

- Compared with heterosexual men, non-heterosexual men were significantly ***more*** likely to be members of class 2 (lowest endorsement), than class 1 (middle level of endorsement).
- Compared with men born in Australia, men born in another country were significantly less likely to be members of class 2 than class 1.

As shown in Table 4

- Men with higher scores on C20 (felt pressure from society to be a certain kind of man) had higher odds of being in class 3 (highest endorsement) rather than class 1 (middle level of endorsement).
- Compared with men born in Australia, men born in another country were significantly less likely to be members of class 3 than class 1.
- Compared with students, non-students were significantly less likely to be members of class 3, than class 1.

As shown in Table 5

- Compared with men from a metro location, men from a rural location were significantly more likely to be members of class 2 (lowest endorsement), than class 3 (highest level of endorsement).
- Men with higher scores on C20 had lower odds of being in class 2 relative to class 3.
- Compared with men who were not religious, men who were religious were significantly less likely to be members of class 2, than class 3.
- Compared with heterosexual men, non-heterosexual men were significantly ***more*** likely to be members of class 2, than class 3.
- Compared with students, men who were not students were significantly ***more*** likely to be members of class 2, than class 3.

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Appendix C – Regression Analyses

For the analyses, demographic variables as well as societal pressures are entered on step 1 of the analyses, with the personal endorsement of masculinity total score (for the first set of the analyses), and the personal endorsement of the separate pillars of masculinity (for the second set of analyses), entered on the second step of analyses. The outcome variables for the analyses are listed on Table 5 in the main report. The F statistic at step 1 tells us if the demographic and social pressure variables significantly impact on the outcome variable (if significance of F is less than .05, there is a significant impact). The F change statistic tells us if the addition of total masculinity as well as the separate Pillars of masculinity for the second set of analyses, makes a significant contribution to the regression equation. Again the F change needs to be significant at $p < .05$. The contribution of the demographic variables and the pressure from society variable, with the inclusion of masculinity, can be seen in the second step of the analyses. This is demonstrated by whether or not the t statistic at step 2 for each of these variables is significant. It is clear that the impact of many of the demographic variables as well as the pressure from society variable are very much reduced when masculinity is included (total masculinity as well as the separate pillars). The main statistics associated with regression equations have been included in the table as well as the significance of the impact of each of the variables on the outcome variable (* $p<.05$, ** $p< 0.1$, *** $p<.001$). Squaring the sr statistic provides information on the amount of variance explained by that variable.

Hierarchical linear Regression Models for Total Masculinity Score: Personal Endorsement

Positive affect

Stage 1: F (12, 712) = 4.081, p <.001 Stage 2: F (13, 711) = 3.987, p <.001 F change: F (1, 711) = 2.737, p = .098

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.254a	0.064	0.049	4.081
Age	-0.079	-2.001	-0.073				
Education	0.158	3.987	0.144				
Sexuality	0.017	0.474	0.017				
Religion	0.018	0.471	0.017				
Occupation	0.053	1.382	0.05				
Student	0.001	0.029	0.001				
Employed	-0.091	-2.465	-0.089				
Metro/Rural location	0	0	0				
Country of birth	0.086	2.213	0.08				
Aboriginal/Torres Strait Islander	0.017	0.458	0.017				
C19 Messages about being real man	-0.037	-0.993	-0.036				
C20 Pressure from society	0.104	2.734	0.099				
Step 2				.261b	0.068	0.051	3.987
Age	-0.08	-2.027	-0.073				
Education	0.16	4.036	0.146				
Sexuality	0.027	0.726	0.026				
Religion	0.012	0.308	0.011				
Occupation	0.055	1.422	0.051				
Student	0.012	0.298	0.011				
Employed	-0.091	-2.48	-0.09				
Metro/Rural location	0.004	0.119	0.004				
Country of birth	0.088	2.263	0.082				
Aboriginal/Torres Strait Islander	0.013	0.34	0.012				
C19 Messages about being real man	-0.038	-1.009	-0.037				
C20 Pressure from society	0.089	2.296	0.083				
Composite of all 7 Pillars for Personal Endorsement	0.064	1.654	0.06				

Negative affect

Stage 1: F (12, 712) = 4.081, p <.001 Stage 2: F (13, 711) = 3.987, p <.001 F change: F (1, 711) = 2.737, p = .098

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.388a	0.151	0.136	10.52
Age	-0.067	-1.776	-0.061				
Education	0.025	0.672	0.023				
Sexuality	0.048	1.371	0.047				
Religion	0.046	1.273	0.044				
Occupation	-0.078	-2.129	-0.074				
Student	-0.186	-5.039	-0.174				
Employed	0.052	1.488	0.051				
Metro/Rural location	-0.107	-2.981	-0.103				
Country of birth	0.037	1.01	0.035				
Aboriginal/Torres Strait Islander	0.121	3.428	0.118				
C19 Messages about being real man	0.009	0.26	0.009				
C20 Pressure from society	0.191	5.299	0.183				
Step 2				.502b	0.252	0.238	18.426
Age	-0.071	-2.028	-0.066				
Education	0.035	0.988	0.032				
Sexuality	0.098	2.967	0.096				
Religion	0.013	0.388	0.013				
Occupation	-0.07	-2.036	-0.066				
Student	-0.13	-3.695	-0.12				
Employed	0.05	1.514	0.049				
Metro/Rural location	-0.083	-2.461	-0.08				
Country of birth	0.047	1.366	0.044				
Aboriginal/Torres Strait Islander	0.098	2.946	0.096				
C19 Messages about being real man	0.006	0.188	0.006				
C20 Pressure from society	0.115	3.295	0.107				
Composite of all 7 Pillars for Personal Endorsement	0.343	9.818	0.318				

Depression

Stage 1: F (12, 712) = 7.308, p < .001 Stage 2: F (13, 711) = 9.514, p <.001 F change: F (1, 711) = 32.145, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.331a	0.11	0.095	7.308
Age	-0.023	-0.611	-0.022				
Education	-0.098	-2.522	-0.089				
Sexuality	0.005	0.15	0.005				
Religion	0.012	0.322	0.011				
Occupation	-0.108	-2.873	-0.102				
Student	-0.13	-3.434	-0.121				
Employed	0.106	2.952	0.104				
Metro/Rural location	-0.078	-2.139	-0.076				
Country of birth	0.036	0.961	0.034				
Aboriginal/Torres Strait Islander	0.105	2.895	0.102				
C19 Messages about being real man	-0.024	-0.646	-0.023				
C20 Pressure from society	0.181	4.889	0.173				
Step 2				.385b	0.148	0.133	9.514
Age	-0.026	-0.703	-0.024				
Education	-0.092	-2.418	-0.084				
Sexuality	0.036	1.032	0.036				
Religion	-0.008	-0.227	-0.008				
Occupation	-0.103	-2.801	-0.097				
Student	-0.095	-2.538	-0.088				
Employed	0.105	2.975	0.103				
Metro/Rural location	-0.064	-1.773	-0.061				
Country of birth	0.043	1.149	0.04				
Aboriginal/Torres Strait Islander	0.09	2.549	0.088				
C19 Messages about being real man	-0.025	-0.711	-0.025				
C20 Pressure from society	0.133	3.594	0.124				
Composite of all 7 Pillars for Personal Endorsement	0.211	5.67	0.196				

Life satisfaction

Stage 1: F (12, 712) = 2.675, p = .002 Stage 2: F (13, 711) = 2.483, p = .003 F change: F (1, 711) = 0.22, p = .639

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.208a	0.043	0.027	2.675
Age	0.005	0.128	0.005				
Education	-0.114	-2.836	-0.104				
Sexuality	0.005	0.124	0.005				
Religion	-0.006	-0.157	-0.006				
Occupation	-0.037	-0.942	-0.035				
Student	-0.024	-0.609	-0.022				
Employed	0	0.004	0				
Metro/Rural location	-0.066	-1.751	-0.064				
Country of birth	-0.023	-0.596	-0.022				
Aboriginal/Torres Strait Islander	0.073	1.944	0.071				
C19 Messages about being real man	0.027	0.709	0.026				
C20 Pressure from society	-0.136	-3.552	-0.13				
Step 2				.208b	0.043	0.026	2.483
Age	0.005	0.122	0.004				
Education	-0.113	-2.82	-0.103				
Sexuality	0.007	0.196	0.007				
Religion	-0.008	-0.203	-0.007				
Occupation	-0.036	-0.93	-0.034				
Student	-0.021	-0.524	-0.019				
Employed	0	0.001	0				
Metro/Rural location	-0.065	-1.712	-0.063				
Country of birth	-0.023	-0.582	-0.021				
Aboriginal/Torres Strait Islander	0.072	1.905	0.07				
C19 Messages about being real man	0.027	0.704	0.026				
C20 Pressure from society	-0.14	-3.565	-0.131				
Composite of all 7 Pillars for Personal Endorsement	0.019	0.469	0.017				

Relationship satisfaction

Stage 1: F (12, 712) = 1.96, p = .025 Stage 2: F (13, 711) = 1.83, p = .035 F change: F (1, 711) = 0.294, p = .588

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.179a	0.032	0.016	1.96
Age	-0.027	-0.68	0.113				
Education	0.123	3.053	-0.011				
Sexuality	-0.011	-0.298	-0.038				
Religion	-0.04	-1.029	0.061				
Occupation	0.065	1.653	0.061				
Student	0.065	1.642	-0.068				
Employed	-0.069	-1.838	0.024				
Metro/Rural location	0.025	0.662	0.006				
Country of birth	0.007	0.176	-0.069				
Aboriginal/Torres Strait Islander	-0.071	-1.878	0.009				
C19 Messages about being real man	0.009	0.238	-0.003				
C20 Pressure from society	-0.003	-0.08	0.113				
Step 2				.180b	0.032	0.015	1.83
Age	-0.027	-0.672	-0.025				
Education	0.123	3.035	0.112				
Sexuality	-0.014	-0.378	-0.014				
Religion	-0.038	-0.971	-0.036				
Occupation	0.064	1.639	0.06				
Student	0.061	1.531	0.056				
Employed	-0.069	-1.833	-0.068				
Metro/Rural location	0.024	0.621	0.023				
Country of birth	0.006	0.16	0.006				
Aboriginal/Torres Strait Islander	-0.069	-1.834	-0.068				
C19 Messages about being real man	0.009	0.243	0.009				
C20 Pressure from society	0.002	0.043	0.002				
Composite of all 7 Pillars for Personal Endorsement	-0.022	-0.543	-0.02				

Rating of appearance

Stage 1: F (12, 712) = 4.076, p <.001 Stage 2: F (13, 711) = 5.38, p <.001 F change: F (1, 711) = 19.746, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.253a	0.064	0.048	4.076
Age	-0.019	-0.477	0.091				
Education	0.1	2.511	-0.018				
Sexuality	-0.018	-0.493	0.043				
Religion	0.045	1.175	0.062				
Occupation	0.066	1.709	-0.005				
Student	-0.006	-0.146	-0.106				
Employed	-0.108	-2.923	-0.01				
Metro/Rural location	-0.011	-0.284	0.012				
Country of birth	0.012	0.319	0.029				
Aboriginal/Torres Strait Islander	0.03	0.812	-0.013				
C19 Messages about being real man	-0.013	-0.351	0.158				
C20 Pressure from society	0.166	4.367	0.091				
Step 2				.299b	0.09	0.073	5.38
Age	-0.021	-0.545	-0.02				
Education	0.105	2.666	0.095				
Sexuality	0.007	0.197	0.007				
Religion	0.028	0.75	0.027				
Occupation	0.07	1.835	0.066				
Student	0.022	0.577	0.021				
Employed	-0.109	-2.994	-0.107				
Metro/Rural location	0.001	0.032	0.001				
Country of birth	0.017	0.454	0.016				
Aboriginal/Torres Strait Islander	0.019	0.506	0.018				
C19 Messages about being real man	-0.015	-0.396	-0.014				
C20 Pressure from society	0.127	3.314	0.119				
Composite of all 7 Pillars for Personal Endorsement	0.171	4.444	0.159				

Binge drinking

Stage 1: F (12, 712) = 4.352, p <.001 Stage 2: F (13, 711) = 15.152, p <.001 F change: F (1, 711) = 134.398, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.261a	0.068	0.053	4.352
Age	-0.085	-2.16	-0.078				
Education	-0.033	-0.83	-0.03				
Sexuality	0.056	1.543	0.056				
Religion	0.026	0.696	0.025				
Occupation	-0.006	-0.144	-0.005				
Student	-0.123	-3.177	-0.115				
Employed	-0.045	-1.22	-0.044				
Metro/Rural location	-0.026	-0.687	-0.025				
Country of birth	0.012	0.306	0.011				
Aboriginal/Torres Strait Islander	0.135	3.647	0.132				
C19 Messages about being real man	0.032	0.855	0.031				
C20 Pressure from society	0.072	1.897	0.069				
Step 2				.466b	0.217	0.203	15.152
Age	-0.091	-2.516	-0.083				
Education	-0.021	-0.582	-0.019				
Sexuality	0.117	3.466	0.115				
Religion	-0.013	-0.381	-0.013				
Occupation	0.004	0.115	0.004				
Student	-0.055	-1.524	-0.051				
Employed	-0.048	-1.414	-0.047				
Metro/Rural location	0.003	0.087	0.003				
Country of birth	0.024	0.677	0.022				
Aboriginal/Torres Strait Islander	0.107	3.142	0.104				
C19 Messages about being real man	0.028	0.827	0.027				
C20 Pressure from society	-0.021	-0.592	-0.02				
Composite of all 7 Pillars for Personal Endorsement	0.415	11.616	0.385				

Pornography use

Stage 1: F (12, 712) = 4.14, p < .001 Stage 2: F (13, 711) = 4.048, p <.001 F change: F (1, 711) = 2.822, p = .093

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.255a	0.065	0.049	4.14
Age	-0.045	-1.144	-0.041				
Education	0.015	0.386	0.014				
Sexuality	0.19	5.205	0.189				
Religion	-0.028	-0.744	-0.027				
Occupation	-0.085	-2.204	-0.08				
Student	-0.058	-1.5	-0.054				
Employed	-0.015	-0.397	-0.014				
Metro/Rural location	0.023	0.611	0.022				
Country of birth	-0.036	-0.928	-0.034				
Aboriginal/Torres Strait Islander	0.039	1.043	0.038				
C19 Messages about being real man	0.033	0.88	0.032				
C20 Pressure from society	0.075	1.981	0.072				
Step 2				.262b	0.069	0.052	4.048
Age	-0.046	-1.169	-0.042				
Education	0.017	0.433	0.016				
Sexuality	0.2	5.409	0.196				
Religion	-0.035	-0.906	-0.033				
Occupation	-0.083	-2.167	-0.078				
Student	-0.047	-1.208	-0.044				
Employed	-0.015	-0.41	-0.015				
Metro/Rural location	0.027	0.731	0.026				
Country of birth	-0.034	-0.879	-0.032				
Aboriginal/Torres Strait Islander	0.034	0.923	0.033				
C19 Messages about being real man	0.032	0.866	0.031				
C20 Pressure from society	0.06	1.556	0.056				
Composite of all 7 Pillars for Personal Endorsement	0.065	1.68	0.061				

Perpetrated verbal bullying

Stage 1: F (12, 681) = 6.579, p <.001 Stage 2: F (13, 680) = 26.943, p <.001 F change: F (1, 679) = 243.228, p < .001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.322a	0.104	0.088	6.579
Age	-0.02	-0.513	-0.019				
Education	-0.007	-0.181	-0.007				
Sexuality	-0.027	-0.74	-0.027				
Religion	0.07	1.848	0.067				
Occupation	-0.053	-1.369	-0.05				
Student	-0.185	-4.774	-0.173				
Employed	0	0.005	0				
Metro/Rural location	-0.102	-2.729	-0.099				
Country of birth	-0.018	-0.47	-0.017				
Aboriginal/Torres Strait Islander	0.056	1.523	0.055				
C19 Messages about being real man	-0.034	-0.92	-0.033				
C20 Pressure from society	0.148	3.902	0.142				
Step 2				.583b	0.34	0.327	26.943
Age	-0.032	-0.946	-0.029				
Education	-0.004	-0.112	-0.003				
Sexuality	0.054	1.701	0.053				
Religion	0.014	0.439	0.014				
Occupation	-0.044	-1.335	-0.042				
Student	-0.099	-2.932	-0.091				
Employed	-0.006	-0.197	-0.006				
Metro/Rural location	-0.056	-1.719	-0.054				
Country of birth	0.001	0.015	0				
Aboriginal/Torres Strait Islander	0.03	0.935	0.029				
C19 Messages about being real man	-0.028	-0.878	-0.027				
C20 Pressure from society	0.028	0.845	0.026				
Composite of all 7 Pillars for Personal Endorsement	0.526	15.596	0.486				

Perpetrated online bullying

Stage 1: F (12, 689) = 8.193, p <.001 Stage 2: F (13, 688) = 36.364, p <.001 F change: F (1, 688) = 327.795, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1							
Age	-0.065	-1.688	-0.06	.353a	0.125	0.11	8.193
Education	0.023	0.591	0.021				
Sexuality	-0.005	-0.134	-0.005				
Religion	0.067	1.8	0.064				
Occupation	-0.043	-1.148	-0.041				
Student	-0.16	-4.182	-0.149				
Employed	-0.016	-0.448	-0.016				
Metro/Rural location	-0.103	-2.787	-0.099				
Country of birth	-0.027	-0.705	-0.025				
Aboriginal/Torres Strait Islander	0.139	3.83	0.136				
C19 Messages about being real man	0.011	0.305	0.011				
C20 Pressure from society	0.173	4.645	0.166				
Step 2				.638b	0.407	0.396	36.364
Age	-0.072	-2.261	-0.066				
Education	0.025	0.782	0.023				
Sexuality	0.083	2.761	0.081				
Religion	0.003	0.096	0.003				
Occupation	-0.034	-1.106	-0.032				
Student	-0.067	-2.094	-0.061				
Employed	-0.022	-0.743	-0.022				
Metro/Rural location	-0.054	-1.762	-0.052				
Country of birth	-0.007	-0.23	-0.007				
Aboriginal/Torres Strait Islander	0.106	3.524	0.103				
C19 Messages about being real man	0.014	0.478	0.014				
C20 Pressure from society	0.044	1.395	0.041				
Composite of all 7 Pillars for Personal Endorsement	0.575	18.105	0.531				

Perpetrated physical violence

Stage 1: F (12, 692) = 10.821, p <.001 Stage 2: F (13, 691) = 38.729, p <.001 F change: F (1, 691) = 314.775, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.397a	0.158	0.143	10.821
Age	0.009	0.23	0.008				
Education	-0.039	-1.107	-0.039				
Sexuality	0.052	1.428	0.05				
Religion	-0.083	-2.234	-0.078				
Occupation	-0.204	-5.472	-0.191				
Student	0.002	0.07	0.002				
Employed	-0.078	-2.171	-0.076				
Metro/Rural location	-0.041	-1.089	-0.038				
Country of birth	0.109	3.071	0.107				
Aboriginal/Torres Strait Islander	0.055	1.532	0.053				
C19 Messages about being real man	0.221	6.061	0.211				
C20 Pressure from society	-0.076	-2.012	-0.07				
Step 2				.649b	0.421	0.411	38.729
Age	-0.084	-2.673	-0.077				
Education	0.011	0.353	0.01				
Sexuality	0.047	1.608	0.047				
Religion	-0.007	-0.215	-0.006				
Occupation	-0.076	-2.461	-0.071				
Student	-0.114	-3.642	-0.105				
Employed	-0.004	-0.119	-0.003				
Metro/Rural location	-0.035	-1.172	-0.034				
Country of birth	-0.019	-0.617	-0.018				
Aboriginal/Torres Strait Islander	0.083	2.793	0.081				
C19 Messages about being real man	0.056	1.864	0.054				
C20 Pressure from society	0.095	3.065	0.089				
Composite of all 7 Pillars for Personal Endorsement	0.554	17.742	0.513				

Experienced verbal bullying

Stage 1: F (12, 687) = 8.685, p <.001 Stage 2: F (13, 686) = 25.855, p <.001 F change: F (1, 685) = 201.473, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.363a	0.132	0.117	8.685
Age	-0.086	-2.245	-0.08				
Education	-0.014	-0.353	-0.013				
Sexuality	0.006	0.166	0.006				
Religion	0.08	2.128	0.076				
Occupation	-0.048	-1.27	-0.045				
Student	-0.226	-5.964	-0.212				
Employed	0.029	0.796	0.028				
Metro/Rural location	-0.09	-2.45	-0.087				
Country of birth	-0.086	-2.26	-0.08				
Aboriginal/Torres Strait Islander	0.021	0.577	0.021				
C19 Messages about being real man	-0.006	-0.161	-0.006				
C20 Pressure from society	0.14	3.784	0.135				
Step 2				.574b	0.329	0.316	25.855
Age	-0.094	-2.775	-0.087				
Education	-0.008	-0.236	-0.007				
Sexuality	0.072	2.256	0.071				
Religion	0.03	0.914	0.029				
Occupation	-0.044	-1.317	-0.041				
Student	-0.146	-4.302	-0.135				
Employed	0.042	1.318	0.041				
Metro/Rural location	-0.056	-1.732	-0.054				
Country of birth	-0.063	-1.893	-0.059				
Aboriginal/Torres Strait Islander	0.003	0.09	0.003				
C19 Messages about being real man	-0.004	-0.121	-0.004				
C20 Pressure from society	0.034	1.009	0.032				
Composite of all 7 Pillars for Personal Endorsement	0.478	14.194	0.444				

Experienced online bullying

Stage 1: F (12, 687) = 8.397, p Stage 2: F (13, 686) = 33.058, p F change: F (1, 686) = 287.035, p

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.358a	0.128	0.113	8.397
Age	-0.081	-2.089	-0.074				
Education	0.038	0.977	0.035				
Sexuality	0.004	0.118	0.004				
Religion	0.1	2.679	0.095				
Occupation	-0.054	-1.434	-0.051				
Student	-0.168	-4.427	-0.158				
Employed	0.038	1.059	0.038				
Metro/Rural location	-0.08	-2.17	-0.077				
Country of birth	-0.033	-0.872	-0.031				
Aboriginal/Torres Strait Islander	0.127	3.504	0.125				
C19 Messages about being real man	0.014	0.378	0.013				
C20 Pressure from society	0.162	4.382	0.156				
Step 2				.621b	0.385	0.373	33.058
Age	-0.086	-2.64	-0.079				
Education	0.047	1.421	0.043				
Sexuality	0.091	2.971	0.089				
Religion	0.042	1.328	0.04				
Occupation	-0.047	-1.476	-0.044				
Student	-0.082	-2.538	-0.076				
Employed	0.052	1.727	0.052				
Metro/Rural location	-0.037	-1.179	-0.035				
Country of birth	-0.012	-0.375	-0.011				
Aboriginal/Torres Strait Islander	0.101	3.32	0.099				
C19 Messages about being real man	0.01	0.329	0.01				
C20 Pressure from society	0.036	1.13	0.034				
Composite of all 7 Pillars for Personal Endorsement	0.549	16.942	0.507				

Experienced physical violence

Stage 1: F (12, 685) = 9.092, p <.001 Stage 2: F (13, 684) = 35.244, p <.001 F change: F (1, 684) = 301.278, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.371a	0.137	0.122	9.092
Age	-0.071	-1.847	-0.066				
Education	0.043	1.112	0.039				
Sexuality	-0.031	-0.859	-0.03				
Religion	0.063	1.699	0.06				
Occupation	-0.067	-1.765	-0.063				
Student	-0.192	-5.058	-0.179				
Employed	-0.005	-0.146	-0.005				
Metro/Rural location	-0.064	-1.755	-0.062				
Country of birth	-0.075	-1.975	-0.07				
Aboriginal/Torres Strait Islander	0.097	2.689	0.095				
C19 Messages about being real man	0.006	0.161	0.006				
C20 Pressure from society	0.188	5.107	0.181				
Step 2				.633b	0.401	0.39	35.244
Age	-0.081	-2.511	-0.074				
Education	0.051	1.57	0.046				
Sexuality	0.052	1.706	0.05				
Religion	0.011	0.348	0.01				
Occupation	-0.055	-1.751	-0.052				
Student	-0.097	-3.009	-0.089				
Employed	0.009	0.302	0.009				
Metro/Rural location	-0.029	-0.931	-0.028				
Country of birth	-0.047	-1.489	-0.044				
Aboriginal/Torres Strait Islander	0.077	2.562	0.076				
C19 Messages about being real man	0.005	0.151	0.004				
C20 Pressure from society	0.061	1.929	0.057				
Composite of all 7 Pillars for Personal Endorsement	0.554	17.357	0.513				

Made sexual comments about women

Stage 1: F (12, 693) = 9.588, p <.001 Stage 2: F (13, 692) = 37.822, p <.001 F change: F (1, 691) = 323.109, p <.001

	β	t	sr	R	R^2	ΔR^2	F
Step 1				.377a	0.142	0.128	9.588
Age	-0.058	-1.528	-0.054				
Education	0.013	0.343	0.012				
Sexuality	-0.031	-0.872	-0.031				
Religion	0.081	2.191	0.077				
Occupation	-0.065	-1.742	-0.061				
Student	-0.206	-5.489	-0.193				
Employed	-0.011	-0.312	-0.011				
Metro/Rural location	-0.074	-2.046	-0.072				
Country of birth	-0.056	-1.478	-0.052				
Aboriginal/Torres Strait Islander	0.123	3.418	0.12				
C19 Messages about being real man	0.028	0.775	0.027				
C20 Pressure from society	0.18	4.89	0.172				
Step 2				.645b	0.416	0.405	37.822
Age	-0.067	-2.112	-0.061				
Education	0.02	0.627	0.018				
Sexuality	0.058	1.961	0.057				
Religion	0.023	0.733	0.021				
Occupation	-0.055	-1.771	-0.051				
Student	-0.117	-3.72	-0.108				
Employed	-0.017	-0.564	-0.016				
Metro/Rural location	-0.031	-1.039	-0.03				
Country of birth	-0.033	-1.064	-0.031				
Aboriginal/Torres Strait Islander	0.087	2.939	0.085				
C19 Messages about being real man	0.027	0.908	0.026				
C20 Pressure from society	0.05	1.589	0.046				
Composite of all 7 Pillars for Personal Endorsement	0.565	17.975	0.523				

Logistic Regression Models for Total Masculinity Score: Personal Endorsement

Suicidal thoughts

X2 (6) = 160.202, p < .001 Cox & Snell R Square = 0.198 Nagelkerke R Square = 0.275

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e^{β}	*Lower*	*Upper*
Age	0.001	0.027	0.002	1.001	0.96	1.05
Education	-0.082	0.038	4.69	0.921	0.85	0.97
Sexuality	0.336	0.297	1.277	1.399	0.63	2.10
Religion	-0.107	0.188	0.325	0.898	0.60	1.29
Occupation	-0.546	0.194	7.919	0.579	0.44	0.90
Student	-0.764	0.19	16.187	0.466	0.33	0.69
Employed	-0.019	1.443	0	0.981	0.06	15.10
Metro/Rural location	-0.172	0.22	0.609	0.842	0.60	1.42
Country of birth	-0.073	0.228	0.103	0.93	0.62	1.55
Aboriginal/Torres Strait Islander	0.917	0.347	6.976	2.502	1.14	4.86
C19 Messages about being real man	0.037	0.196	0.035	1.037	0.68	1.60
C20 Pressure from society	0.038	0.045	0.732	1.039	0.94	1.86
Composite of all 7 Pillars for Personal Endorsement	0.086	0.01	71.713	1.09	0.93	0.96

Traffic accidents

X2 (13) = 172.832, p < .001 Cox & Snell R Square = 0.212 Nagelkerke R Square = 0.306

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e^{β}	*Lower*	*Upper*
Age	-.067	.029	5.305	.935	.883	.990
Education	-.020	.040	.249	.980	.905	1.061
Sexuality	-.088	.334	.069	.916	.476	1.763
Religion	.092	.200	.212	1.096	.741	1.622
Occupation	-.327	.206	2.512	.721	.481	1.081
Student	-.380	.204	3.456	.684	.458	1.021
Employed	-19.534	19649.847	.000	.000	.000	.000
Metro/Rural location	-.416	.247	2.834	.660	.407	1.071
Country of birth	.386	.237	2.667	1.472	.926	2.340
Aboriginal/Torres Strait Islander	.680	.360	3.581	1.975	.976	3.995
C19 Messages about being real man	-.511	.218	5.477	.600	.391	.920
C20 Pressure from society	.033	.049	.473	1.034	.940	1.137
Composite of all 7 Pillars for Personal Endorsement	.099	.011	79.910	1.104	1.080	1.128

Friends, excluding family members, who you feel comfortable talking to about a personal, emotional issue in your life

X2 (13) = 52.531, p < .001 Cox & Snell R Square = 0.07 Nagelkerke R Square = 0.098

					95% C.I.for EXP(B)	
	β	SE β	Wald	e β	Lower	Upper
Age	0.007	0.025	0.066	1.007	0.958	1.058
Education	0.024	0.036	0.438	1.024	0.955	1.098
Sexuality	0.192	0.284	0.456	1.212	0.694	2.115
Religion	0.043	0.176	0.06	1.044	0.74	1.473
Occupation	0.141	0.18	0.608	1.151	0.808	1.639
Student	0.283	0.179	2.486	1.327	0.934	1.885
Employed	-1.658	1.123	2.18	0.19	0.021	1.721
Metro/Rural location	0.204	0.206	0.979	1.227	0.818	1.838
Country of birth	0.109	0.212	0.263	1.115	0.735	1.691
Aboriginal/Torres Strait Islander	0.576	0.357	2.596	1.778	0.883	3.582
C19 Messages about being real man	0.159	0.184	0.74	1.172	0.816	1.682
C20 Pressure from society	-0.054	0.042	1.631	0.947	0.872	1.029
Composite of all 7 Pillars for Personal Endorsement	-0.045	0.009	25.35	0.956	0.94	0.973

Seeking help from family or friends when feeling sad or depressed

X2 (13) = 31.726, p = .003 Cox & Snell R Square = 0.043 Nagelkerke R Square = 0.077

					95% C.I.for EXP(B)	
	β	SE β	Wald	e β	Lower	Upper
Age	-0.033	0.034	0.971	0.967	0.906	1.033
Education	0.035	0.047	0.564	1.036	0.945	1.134
Sexuality	-0.091	0.366	0.061	0.913	0.446	1.872
Religion	-0.013	0.231	0.003	0.987	0.627	1.554
Occupation	-0.266	0.235	1.275	0.767	0.484	1.216
Student	0.357	0.241	2.195	1.429	0.891	2.291
Employed	0.382	1.747	0.048	1.465	0.048	44.958
Metro/Rural location	0.184	0.277	0.44	1.202	0.698	2.068
Country of birth	0.232	0.294	0.622	1.261	0.709	2.242
Aboriginal/Torres Strait Islander	-0.358	0.388	0.853	0.699	0.327	1.495
C19 Messages about being real man	-0.085	0.239	0.126	0.918	0.575	1.468
C20 Pressure from society	0.097	0.053	3.3	1.102	0.992	1.224
Composite of all 7 Pillars for Personal Endorsement	-0.052	0.012	19.844	0.949	0.928	0.971

Seeking help from a professional when feeling sad or depressed

X2 (13) = 12.294, p = .504 Cox & Snell R Square = 0.017 Nagelkerke R Square = 0.03

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e $^{\beta}$	*Lower*	*Upper*
Age	0.031	0.033	0.874	1.031	0.967	1.1
Education	-0.037	0.045	0.668	0.964	0.882	1.053
Sexuality	0.486	0.307	2.503	1.625	0.891	2.965
Religion	-0.099	0.226	0.189	0.906	0.581	1.412
Occupation	-0.229	0.235	0.95	0.796	0.502	1.26
Student	-0.419	0.233	3.247	0.657	0.417	1.037
Employed	0.868	1.272	0.466	2.381	0.197	28.794
Metro/Rural location	-0.416	0.282	2.184	0.66	0.38	1.145
Country of birth	0.144	0.266	0.294	1.155	0.685	1.947
Aboriginal/Torres Strait Islander	-0.116	0.439	0.07	0.89	0.376	2.107
C19 Messages about being real man	-0.041	0.235	0.031	0.96	0.606	1.52
C20 Pressure from society	-0.038	0.052	0.542	0.962	0.869	1.066
Composite of all 7 Pillars for Personal Endorsement	0.009	0.011	0.622	1.009	0.987	1.031

Hierarchical Linear Regression Models for Separate Pillars of Masculinity

Positive Affect

Stage 1: F(12, 712) = 4.081, p <.001 Stage 1: F(18, 706) = 3.074, p <.001 F change : F(6, 706) = 1.056, p = .388

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				.25	0.06	0.06	4.081
Age	-0.08	-2.00	-0.07				
Education	0.16	3.99***	0.14				
Sexuality	0.02	0.47	0.02				
Religion	0.02	0.47	0.02				
Occupation	0.05	1.38	0.05				
Student	0.00	0.03	0.00				
Employed	-0.09	-2.47*	-0.09				
Metro/Rural location	0.00	0.00	0.00				
Country of birth	0.09	2.21	0.08				
Aboriginal/Torres Strait Islander	0.02	0.46	0.02				
C19 Messages about being real man	-0.04	-0.99	-0.04				
C20 Pressure from society	0.10	2.73**	0.10				
Step 2				0.27	0.07	0.01	3.074
Age	-0.08	-1.95	-0.07				
Education	0.16	3.98***	0.14				
Sexuality	0.02	0.61	0.02				
Religion	0.02	0.42	0.02				
Occupation	0.05	1.37	0.05				
Student	0.01	0.27	0.01				
Employed	-0.09	-2.35	-0.09*				
Metro/Rural location	0.00	0.09	0.00				
Country of birth	0.09	2.29	0.08				
Aboriginal/Torres Strait Islander	0.02	0.49	0.02				
C19 Messages about being real man	-0.04	-0.95	-0.04				
C20 Pressure from society	0.09	2.22	0.08*				
Pillar 1. Self-sufficiency	-0.03	-0.51	-0.02				
Pillar 2. Acting tough	0.05	0.90	0.03				
Pillar 3. Physical Attract.	0.02	0.42	0.02				
Pillar 5. Hetero/homosexuality	-0.06	-1.36	-0.05				
Pillar 6. Hypersexuality	0.00	0.04	0.00				
Pillars 4 & 7 Combined	0.08	1.14	0.04				

Negative Affect

Stage 1: F(12, 712) = 10.52, p <.001 Stage 1: F(18, 706) = 14.421, p <.001 F change : F(6, 706) = 19.03, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.39	0.15	0.15	10.52
Age	-0.07	-1.78	-0.06				
Education	0.03	0.67	0.02				
Sexuality	0.05	1.37	0.05				
Religion	0.05	1.27	0.04				
Occupation	-0.08	-2.13*	-0.07				
Student	-0.19	-5.04***	-0.17				
Employed	0.05	1.49	0.05				
Metro/Rural location	-0.11	-2.98**	-0.10				
Country of birth	0.04	1.01	0.04				
Aboriginal/Torres Strait Islander	0.12	3.43**	0.12				
C19 Messages about being real man	0.01	0.26	0.01				
C20 Pressure from society	0.19	5.30***	0.18				
Step 2				0.52	0.27	0.12	14.421
Age	-0.07	-1.87	-0.06				
Education	0.03	0.74	0.02				
Sexuality	0.08	2.38*	0.08				
Religion	0.02	0.59	0.02				
Occupation	-0.07	-1.90	-0.06				
Student	-0.13	-3.62***	-0.12				
Employed	0.05	1.54	0.05				
Metro/Rural location	-0.07	-2.22*	-0.07				
Country of birth	0.06	1.58	0.05				
Aboriginal/Torres Strait Islander	0.10	3.01**	0.10				
C19 Messages about being real man	0.00	0.11	0.00				
C20 Pressure from society	0.11	3.09**	0.12				
Pillar 1. Self-sufficiency	0.11	2.08*	0.05				
Pillar 2. Acting tough	-0.07	-1.49	-0.04				
Pillar 3. Physical Attract.	0.06	1.37	0.05				
Pillar 5. Hetero/homosexuality	-0.06	-1.55	-0.05				
Pillar 6. Hypersexuality	0.10	1.94	0.07				
Pillars 4 & 7 Combined	0.23	3.48**	0.12				

Depression

Stage 1: F(12, 712) = 7.308, p <.001 Stage 1: F(18, 706) = 7.81, p <.001 F change : F(6, 706) = 7.957, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.33	0.11	0.11	7.308
Age	-0.02	-0.61	-0.02				
Education	-0.10	-2.52*	-0.09				
Sexuality	0.01	0.15	0.01				
Religion	0.01	0.32	0.01				
Occupation	-0.11	-2.87**	-0.10				
Student	-0.13	-3.43**	-0.12				
Employed	0.11	2.95*	0.10				
Metro/Rural location	-0.08	-2.14	-0.08				
Country of birth	0.04	0.96	0.03				
Aboriginal/Torres Strait Islander	0.11	2.90*	0.10				
C19 Messages about being real man	-0.02	-0.65	-0.02				
C20 Pressure from society	0.18	4.89***	0.17				
Step 2				0.41	0.17	0.06	7.81
Age	-0.03	-0.66	-0.02				
Education	-0.10	-2.74**	-0.09				
Sexuality	0.02	0.66	0.02				
Religion	0.00	-0.11	0.00				
Occupation	-0.10	-2.81**	-0.10				
Student	-0.10	-2.62**	-0.09				
Employed	0.11	3.04**	0.10				
Metro/Rural location	-0.06	-1.75	-0.06				
Country of birth	0.05	1.34	0.05				
Aboriginal/Torres Strait Islander	0.10	2.71**	0.09				
C19 Messages about being real man	-0.03	-0.70	-0.02				
C20 Pressure from society	0.13	3.50***	0.12				
Pillar 1. Self-sufficiency	0.04	0.70	0.02				
Pillar 2. Acting tough	-0.06	-1.21	-0.04				
Pillar 3. Physical Attract.	0.16	3.33**	0.11				
Pillar 5. Hetero/homosexuality	-0.07	-1.59	-0.06				
Pillar 6. Hypersexuality	0.04	0.73	0.03				
Pillars 4 & 7 Combined	0.12	1.67	0.06				

Life Satisfaction

Stage 1: F(12, 712) = 2.675, p = .002 Stage 1: F(18, 706) = 1.978, p = .009 F change : F(6, 706) = 0.602, p = .729

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.21	0.04	0.04	2.675
Age	0.01	0.13	0.01				
Education	-0.11	-2.84**	-0.10				
Sexuality	0.01	0.12	0.01				
Religion	-0.01	-0.16	-0.01				
Occupation	-0.04	-0.94	-0.04				
Student	-0.02	-0.61	-0.02				
Employed	0.00	0.00	0.00				
Metro/Rural location	-0.07	-1.75	-0.06				
Country of birth	-0.02	-0.60	-0.02				
Aboriginal/Torres Strait Islander	0.07	1.94	0.07				
C19 Messages about being real man	0.03	0.71	0.03				
C20 Pressure from society	-0.14	-3.55***	-0.13				
Step 2				0.22	0.05	0.01	1.978
Age	0.00	0.01	0.00				
Education	-0.12	-2.95**	-0.11				
Sexuality	0.00	0.03	0.00				
Religion	0.00	-0.02	0.00				
Occupation	-0.03	-0.86	-0.03				
Student	-0.02	-0.45	-0.02				
Employed	0.00	0.04	0.00				
Metro/Rural location	-0.07	-1.71	-0.06				
Country of birth	-0.02	-0.57	-0.02				
Aboriginal/Torres Strait Islander	0.07	1.85	0.07				
C19 Messages about being real man	0.03	0.70	0.03				
C20 Pressure from society	-0.14	-3.63***	-0.13				
Pillar 1. Self-sufficiency	0.03	0.56	0.02				
Pillar 2. Acting tough	-0.03	-0.53	-0.02				
Pillar 3. Physical Attract.	0.00	0.00	0.00				
Pillar 5. Hetero/homosexuality	0.02	0.34	0.01				
Pillar 6. Hypersexuality	0.10	1.66	0.06				
Pillars 4 & 7 Combined	-0.09	-1.21	-0.04				

Relationship Satisfaction

Stage 1: F(12, 712) = 1.96, p = .025 Stage 1: F(18, 706) = 1.923, p = .012 F change : F(6, 706) = 1.821, p = .092

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.12	0.03	0.03	1.96
Age	-0.03	-0.68	-0.03				
Education	0.12	3.05**	0.11				
Sexuality	-0.01	-0.30	-0.01				
Religion	-0.04	-1.03	-0.04				
Occupation	0.07	1.65	0.06				
Student	0.07	1.64	0.06				
Employed	-0.07	-1.84	-0.07				
Metro/Rural location	0.03	0.66	0.02				
Country of birth	0.01	0.18	0.01				
Aboriginal/Torres Strait Islander	-0.07	-1.88	-0.07				
C19 Messages about being real man	0.01	0.24	0.01				
C20 Pressure from society	0.00	-0.08	0.00				
Step 2				0.22	0.05	0.02	1.923
Age	-0.02	-0.54	-0.02				
Education	0.12	3.06**	0.11				
Sexuality	-0.02	-0.49	-0.02				
Religion	-0.03	-0.83	-0.03				
Occupation	0.06	1.53	0.06				
Student	0.06	1.47	0.05				
Employed	-0.06	-1.64	-0.06				
Metro/Rural location	0.02	0.59	0.02				
Country of birth	0.01	0.22	0.01				
Aboriginal/Torres Strait Islander	-0.06	-1.64	-0.06				
C19 Messages about being real man	0.01	0.34	0.01				
C20 Pressure from society	0.00	-0.03	0.00				
Pillar 1. Self-sufficiency	-0.11	-1.80	-0.07				
Pillar 2. Acting tough	0.08	1.46	0.05				
Pillar 3. Physical Attract.	0.00	-0.04	0.00				
Pillar 5. Hetero/homosexuality	-0.11	-2.34**	-0.09				
Pillar 6. Hypersexuality	-0.02	-0.30	-0.01				
Pillars 4 & 7 Combined	0.11	1.44	0.05				

Rating of Physical Attractiveness

Stage 1: F(12, 712) = 4.076, p <.001 Stage 1: F(18, 706) = 4.29, p <.001 F change : F(6, 706) = 4.48, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.25	0.06	0.06	4.076
Age	-0.02	-0.48	-0.02				
Education	0.10	2.51*	0.09				
Sexuality	-0.02	-0.49	-0.02				
Religion	0.05	1.18	0.04				
Occupation	0.07	1.71	0.06				
Student	-0.01	-0.15	-0.01				
Employed	-0.11	-2.92**	-0.11				
Metro/Rural location	-0.01	-0.28	-0.01				
Country of birth	0.01	0.32	0.01				
Aboriginal/Torres Strait Islander	0.03	0.81	0.03				
C19 Messages about being real man	-0.01	-0.35	-0.01				
C20 Pressure from society	0.17	4.37***	0.16				
Step 2				0.31	0.10	0.03	4.29
Age	-0.02	-0.48	-0.02				
Education	0.10	2.62**	0.09				
Sexuality	0.00	-0.01	0.00				
Religion	0.03	0.82	0.03				
Occupation	0.07	1.87	0.07				
Student	0.02	0.62	0.02				
Employed	-0.11	-2.96**	-0.11				
Metro/Rural location	0.01	0.15	0.01				
Country of birth	0.02	0.57	0.02				
Aboriginal/Torres Strait Islander	0.01	0.28	0.01				
C19 Messages about being real man	-0.02	-0.40	-0.01				
C20 Pressure from society	0.13	3.25**	0.12				
Pillar 1. Self-sufficiency	-0.06	-1.01	-0.04				
Pillar 2. Acting tough	0.00	0.07	0.00				
Pillar 3. Physical Attract.	-0.02	-0.36	-0.01				
Pillar 5. Hetero/homosexuality	0.03	0.73	0.03				
Pillar 6. Hypersexuality	0.14	2.42*	0.09				
Pillars 4 & 7 Combined	0.09	1.29	0.05				

Binge Drinking

Stage 1: F(12, 712) = 4.352, p <.001 Stage 1: F(18, 706) = 12.726, p <.001 F change : F(6, 706) = 27.53, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.26	0.07	0.07	4.352
Age	-0.09	-2.16*	-0.08				
Education	-0.03	-0.83	-0.03				
Sexuality	0.06	1.54	0.06				
Religion	0.03	0.70	0.03				
Occupation	-0.01	-0.14	-0.01				
Student	-0.12	-3.18**	-0.12				
Employed	-0.05	-1.22	-0.04				
Metro/Rural location	-0.03	-0.69	-0.03				
Country of birth	0.01	0.31	0.01				
Aboriginal/Torres Strait Islander	0.14	3.65***	0.13				
C19 Messages about being real man	0.03	0.86	0.03				
C20 Pressure from society	0.07	1.90	0.07				
Step 2				0.50	0.25	0.18	12.726
Age	-0.09	-2.53	-0.08				
Education	-0.03	-0.84	-0.03				
Sexuality	0.09	2.77**	0.09				
Religion	0.01	0.15	0.01				
Occupation	0.01	0.37	0.01				
Student	-0.04	-1.24	-0.04				
Employed	-0.04	-1.30	-0.04				
Metro/Rural location	0.01	0.36	0.01				
Country of birth	0.03	0.81	0.03				
Aboriginal/Torres Strait Islander	0.11	3.10**	0.10				
C19 Messages about being real man	0.03	0.77	0.03				
C20 Pressure from society	-0.03	-0.94	-0.03				
Pillar 1. Self-sufficiency	0.14	2.64**	0.09				
Pillar 2. Acting tough	-0.02	-0.46	-0.02				
Pillar 3. Physical Attract.	-0.05	-1.08	-0.04				
Pillar 5. Hetero/homosexuality	-0.01	-0.15	-0.01				
Pillar 6. Hypersexuality	0.28	5.08***	0.17				
Pillars 4 & 7 Combined	0.14	2.07*	0.07				

Perpetrated verbal bullying

Stage 1: F(12, 681) = 6.579, p <.001 Stage 1: F(18, 675) = 21.073, p <.001 F change : F(6, 674) = 44.963, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.32	0.10	0.10	6.579
Age	-0.02	-0.51	-0.02				
Education	-0.01	-0.18	-0.01				
Sexuality	-0.03	-0.74	-0.03				
Religion	0.07	1.85	0.07				
Occupation	-0.05	-1.37	-0.05				
Student	-0.19	-4.77***	-0.17				
Employed	0.00	0.01	0.00				
Metro/Rural location	-0.10	-2.73*	-0.10				
Country of birth	-0.02	-0.47	-0.02				
Aboriginal/Torres Strait Islander	0.06	1.52	0.06				
C19 Messages about being real man	-0.03	-0.92	-0.03				
C20 Pressure from society	0.15	3.90**	0.14				
Step 2				0.60	0.78	0.26	21.073
Age	-0.03	-0.76	-0.02				
Education	-0.01	-0.33	-0.01				
Sexuality	0.03	1.07	0.03				
Religion	0.02	0.64	0.02				
Occupation	-0.04	-1.14	-0.04				
Student	-0.09	-2.71**	-0.08				
Employed	-0.01	-0.20	-0.01				
Metro/Rural location	-0.04	-1.36	-0.04				
Country of birth	0.01	0.38	0.01				
Aboriginal/Torres Strait Islander	0.03	0.89	0.03				
C19 Messages about being real man	-0.03	-0.91	-0.03				
C20 Pressure from society	0.02	0.54	0.02				
Pillar 1. Self-sufficiency	0.08	1.73	0.05				
Pillar 2. Acting tough	-0.03	-0.70	-0.02				
Pillar 3. Physical Attract.	0.02	0.52	0.02				
Pillar 5. Hetero/homosexuality	-0.02	-0.39	-0.01				
Pillar 6. Hypersexuality	0.20	3.86***	0.12				
Pillars 4 & 7 Combined	0.33	5.29***	0.16				

Perpetrated online bullying

Stage 1: F(12, 689) = 8.193, p <.001 Stage 1: F(18, 683) = 28.886, p <.001 F change : F(6, 683) = 61.624, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.35	0.13	0.13	8.193
Age	-0.07	-1.69	-0.06				
Education	0.02	0.59	0.02				
Sexuality	-0.01	-0.13	-0.01				
Religion	0.07	1.80	0.06				
Occupation	-0.04	-1.15	-0.04				
Student	-0.16	-4.18	-0.15				
Employed	-0.02	-0.45	-0.02				
Metro/Rural location	-0.10	-2.79**	-0.10				
Country of birth	-0.03	-0.71	-0.03				
Aboriginal/Torres Strait Islander	0.14	3.83***	0.14				
C19 Messages about being real man	0.01	0.31	0.01				
C20 Pressure from society	0.17	4.65***	0.17				
Step 2				0.66	0.43	0.31	28.886
Age	-0.06	-2.01*	-0.06				
Education	0.02	0.62	0.02				
Sexuality	0.06	2.09*	0.06				
Religion	0.01	0.15	0.00				
Occupation	-0.03	-0.85	-0.03				
Student	-0.06	-1.89	-0.05				
Employed	-0.03	-0.90	-0.03				
Metro/Rural location	-0.04	-1.27	-0.04				
Country of birth	0.00	0.07	0.00				
Aboriginal/Torres Strait Islander	0.10	3.23**	0.09				
C19 Messages about being real man	0.01	0.32	0.01				
C20 Pressure from society	0.04	1.17	0.03				
Pillar 1. Self-sufficiency	0.13	2.83**	0.08				
Pillar 2. Acting tough	-0.08	-1.92	-0.06				
Pillar 3. Physical Attract.	0.02	0.50	0.01				
Pillar 5. Hetero/homosexuality	0.03	0.89	0.03				
Pillar 6. Hypersexuality	0.19	3.99***	0.12				
Pillars 4 & 7 Combined	0.35	6.13***	0.18				

Perpetrated physical violence

Stage 1: F(12, 692) = 10.821, p <.001 Stage 1: F(18, 686) = 30.682, p <.001 F change : F(6, 686) = 59.443, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.40	0.16	0.16	10.821
Age	-0.08	-2.01	-0.07				
Education	0.01	0.23	0.01				
Sexuality	-0.04	-1.11	-0.04				
Religion	0.05	1.43	0.05				
Occupation	-0.08	-2.23*	-0.08				
Student	-0.20	-5.47***	-0.19				
Employed	0.00	0.07	0.00				
Metro/Rural location	-0.08	-2.17*	-0.08				
Country of birth	-0.04	-1.09	-0.04				
Aboriginal/Torres Strait Islander	0.11	3.07*	0.11				
C19 Messages about being real man	0.06	1.53	0.05				
C20 Pressure from society	0.22	6.06***	0.21				
Step 2				0.69	0.47	0.29	30.682
Age	-0.08	-2.43*	-0.07				
Education	0.01	0.26	0.01				
Sexuality	0.03	1.17	0.03				
Religion	-0.01	-0.33	-0.01				
Occupation	-0.07	-2.17*	-0.06				
Student	-0.11	-3.50***	-0.10				
Employed	-0.01	-0.41	-0.01				
Metro/Rural location	-0.02	-0.71	-0.02				
Country of birth	-0.01	-0.30	-0.01				
Aboriginal/Torres Strait Islander	0.07	2.35*	0.07				
C19 Messages about being real man	0.05	1.71	0.05				
C20 Pressure from society	0.09	2.94*	0.08				
Pillar 1. Self-sufficiency	0.09	2.02*	0.06				
Pillar 2. Acting tough	-0.09	-2.27*	-0.06				
Pillar 3. Physical Attract.	0.02	0.53	0.02				
Pillar 5. Hetero/homosexuality	0.10	2.59*	0.07				
Pillar 6. Hypersexuality	0.18	3.86***	0.11				
Pillars 4 & 7 Combined	0.34	5.86***	0.17				

Experienced verbal bullying

Stage 1: F(12, 687) = 8.685, p <.001 Stage 1: F(18, 681) = 20.255, p <.001 F change : F(6, 680) = 37.809, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.36	0.13	0.13	8.685
Age	-0.09	-2.25*	-0.08				
Education	-0.01	-0.35	-0.01				
Sexuality	0.01	0.17	0.01				
Religion	0.08	2.13*	0.08				
Occupation	-0.05	-1.27	-0.05				
Student	-0.23	-5.96***	-0.21				
Employed	0.03	0.80	0.03				
Metro/Rural location	-0.09	-2.45*	-0.09				
Country of birth	-0.09	-2.26*	-0.08				
Aboriginal/Torres Strait Islander	0.02	0.58	0.02				
C19 Messages about being real man	-0.01	-0.16	-0.01				
C20 Pressure from society	0.14	3.78***	0.14				
Step 2				0.59	0.35	0.22	20.255
Age	-0.09	-2.53*	-0.08				
Education	-0.01	-0.34	-0.01				
Sexuality	0.06	1.76	0.05				
Religion	0.03	1.00	0.03				
Occupation	-0.04	-1.09	-0.03				
Student	-0.14	-4.10***	-0.13				
Employed	0.04	1.21	0.04				
Metro/Rural location	-0.04	-1.36	-0.04				
Country of birth	-0.05	-1.59	-0.05				
Aboriginal/Torres Strait Islander	0.00	-0.01	0.00				
C19 Messages about being real man	-0.01	-0.18	-0.01				
C20 Pressure from society	0.03	0.78	0.02				
Pillar 1. Self-sufficiency	0.09	1.85	0.06				
Pillar 2. Acting tough	-0.04	-0.89	-0.03				
Pillar 3. Physical Attract.	-0.01	-0.21	-0.01				
Pillar 5. Hetero/homosexuality	-0.01	-0.34	-0.01				
Pillar 6. Hypersexuality	0.14	2.61**	0.08				
Pillars 4 & 7 Combined	0.36	5.70***	0.18				

Experienced online bullying

Stage 1: F(12, 687) = 8.397, p <.001 Stage 1: F(18, 681) = 26.079, p <.001 F change : F(6, 681) = 53.712, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.36	0.13	0.13	8.397
Age	-0.08	-2.09*	-0.07				
Education	0.04	0.98	0.04				
Sexuality	0.00	0.12	0.00				
Religion	0.10	2.68*	0.10				
Occupation	-0.05	-1.43	-0.05				
Student	-0.17	-4.43***	-0.16				
Employed	0.04	1.06	0.04				
Metro/Rural location	-0.08	-2.17*	-0.08				
Country of birth	-0.03	-0.87	-0.03				
Aboriginal/Torres Strait Islander	0.13	3.50***	0.13				
C19 Messages about being real man	0.01	0.38	0.01				
C20 Pressure from society	0.16	4.38	0.16				
Step 2				0.64	0.41	0.28	26.079
Age	-0.07	-2.32*	-0.07				
Education	0.05	1.52	0.05				
Sexuality	0.08	2.57*	0.08				
Religion	0.04	1.17	0.03				
Occupation	-0.04	-1.25	-0.04				
Student	-0.08	-2.37	-0.07				
Employed	0.05	1.64	0.05				
Metro/Rural location	-0.02	-0.72	-0.02				
Country of birth	-0.01	-0.22	-0.01				
Aboriginal/Torres Strait Islander	0.09	2.98**	0.09				
C19 Messages about being real man	0.00	0.10	0.00				
C20 Pressure from society	0.03	1.04	0.03				
Pillar 1. Self-sufficiency	0.15	3.14**	0.09				
Pillar 2. Acting tough	-0.06	-1.38	-0.04				
Pillar 3. Physical Attract.	-0.02	-0.46	-0.01				
Pillar 5. Hetero/homosexuality	0.07	1.78	0.05				
Pillar 6. Hypersexuality	0.11	2.25*	0.07				
Pillars 4 & 7 Combined	0.37	6.25***	0.18				

Experienced physical violence

Stage 1: F(12, 685) = 9.092, p <.001 Stage 1: F(18, 689) = 28.398, p <.001 F change : F(6, 679) = 57.945, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.37	0.14	0.14	9.092
Age	-0.07	-1.85	-0.07				
Education	0.04	1.11	0.04				
Sexuality	-0.03	-0.86	-0.03				
Religion	0.06	1.70	0.06				
Occupation	-0.07	-1.77	-0.06				
Student	-0.19	-5.06***	-0.18				
Employed	-0.01	-0.15	-0.01				
Metro/Rural location	-0.06	-1.76	-0.06				
Country of birth	-0.08	-1.98	-0.07				
Aboriginal/Torres Strait Islander	0.10	2.69*	0.10				
C19 Messages about being real man	0.01	0.16	0.01				
C20 Pressure from society	0.19	5.11***	0.18				
Step 2				0.66	0.43	0.30	28.398
Age	-0.07	-2.27*	-0.07				
Education	0.05	1.48	0.04				
Sexuality	0.04	1.28	0.04				
Religion	0.01	0.25	0.01				
Occupation	-0.05	-1.49	-0.04				
Student	-0.09	-2.85	-0.08				
Employed	0.01	0.16	0.01				
Metro/Rural location	-0.01	-0.44	-0.01				
Country of birth	-0.04	-1.26	-0.04				
Aboriginal/Torres Strait Islander	0.07	2.27*	0.07				
C19 Messages about being real man	0.00	-0.08	0.00				
C20 Pressure from society	0.06	1.76	0.05				
Pillar 1. Self-sufficiency	0.16	3.57	0.10				
Pillar 2. Acting tough	-0.10	-2.45	-0.07				
Pillar 3. Physical Attract.	0.00	-0.08	0.00				
Pillar 5. Hetero/homosexuality	0.09	2.45*	0.07				
Pillar 6. Hypersexuality	0.16	3.37**	0.10				
Pillars 4 & 7 Combined	0.31	5.36***	0.16				

Made sexual comments about women

Stage 1: F(12, 693) = 9.588, p <.001 Stage 1: F(18, 687) = 30.614, p <.001 F change : F(6, 686) = 62.454, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.38	0.14	0.14	9.588
Age	-0.06	-1.53	-0.05				
Education	0.01	0.34	0.01				
Sexuality	-0.03	-0.87	-0.03				
Religion	0.08	2.19*	0.08				
Occupation	-0.07	-1.74	-0.06				
Student	-0.21	-5.49***	-0.19				
Employed	-0.01	-0.31	-0.01				
Metro/Rural location	-0.07	-2.05*	-0.07				
Country of birth	-0.06	-1.48	-0.05				
Aboriginal/Torres Strait Islander	0.12	3.42**	0.12				
C19 Messages about being real man	0.03	0.78	0.03				
C20 Pressure from society	0.18	4.89***	0.17				
Step 2				0.67	0.46	0.30	30.614
Age	-0.06	-1.83	-0.05				
Education	0.01	0.43	0.01				
Sexuality	0.04	1.20	0.03				
Religion	0.02	0.78	0.02				
Occupation	-0.05	-1.49	-0.04				
Student	-0.11	-3.56***	-0.10				
Employed	-0.02	-0.74	-0.02				
Metro/Rural location	-0.01	-0.48	-0.01				
Country of birth	-0.02	-0.71	-0.02				
Aboriginal/Torres Strait Islander	0.08	2.63**	0.08				
C19 Messages about being real man	0.02	0.71	0.02				
C20 Pressure from society	0.04	1.41	0.04				
Pillar 1. Self-sufficiency	0.12	2.70**	0.08				
Pillar 2. Acting tough	-0.10	-2.42*	-0.07				
Pillar 3. Physical Attract.	0.01	0.28	0.01				
Pillar 5. Hetero/homosexuality	0.04	1.11	0.03				
Pillar 6. Hypersexuality	0.22	4.59***	0.13				
Pillars 4 & 7 Combined	0.34	6.06***	0.17				

Pornography Use

Stage 1: F(12, 712) = 4.14, p <.001 Stage 1: F(18, 706) = 5.978, p <.001 F change : F(6, 706) = 9.091, p <.001

	β	*t*	*sr*	*R*	R^2	ΔR^2	*F*
Step 1				0.26	0.07	0.07	4.14
Age	-0.05	-1.14	-0.04				
Education	0.02	0.39	0.01				
Sexuality	0.19	5.21***	0.19				
Religion	-0.03	-0.74	-0.03				
Occupation	-0.09	-2.20*	-0.08				
Student	-0.06	-1.50	-0.05				
Employed	-0.02	-0.40	-0.01				
Metro/Rural location	0.02	0.61	0.02				
Country of birth	-0.04	-0.93	-0.03				
Aboriginal/Torres Strait Islander	0.04	1.04	0.04				
C19 Messages about being real man	0.03	0.88	0.03				
C20 Pressure from society	0.08	1.98*	0.07				
Step 2				0.36	0.13	0.07	5.978
Age	-0.06	-1.55	-0.05				
Education	-0.01	-0.29	-0.01				
Sexuality	0.17	4.68***	0.16				
Religion	0.00	0.09	0.00				
Occupation	-0.08	-2.19*	-0.08				
Student	-0.04	-1.09	-0.04				
Employed	0.00	0.11	0.00				
Metro/Rural location	0.02	0.49	0.02				
Country of birth	-0.03	-0.85	-0.03				
Aboriginal/Torres Strait Islander	0.06	1.66	0.06				
C19 Messages about being real man	0.04	1.05	0.04				
C20 Pressure from society	0.04	1.13	0.04				
Pillar 1. Self-sufficiency	0.14	2.46	0.09				
Pillar 2. Acting tough	0.01	0.14	0.01				
Pillar 3. Physical Attract.	0.14	2.76**	0.10				
Pillar 5. Hetero/homosexuality	-0.20	-4.52***	-0.16				
Pillar 6. Hypersexuality	0.21	3.54***	0.12				
Pillars 4 & 7 Combined	-0.21	-2.97**	-0.10				

Logistic Regression Models for Separate Pillars of Masculinity

Suicidal thoughts

X2 (18) = 185.10, p <.000 Cox & Snell R Square = 0.23 Nagelkerke R Square = 0.31

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e $^{\beta}$	*Lower*	*Upper*
Age	0.00	0.03	0.02	1.00	0.95	1.06
Education	-0.10	0.04	6.30*	0.91	0.84	0.98
Sexuality	0.14	0.31	0.19	1.15	0.63	2.09
Religion	-0.12	0.20	0.36	0.89	0.61	1.30
Occupation	-0.51	0.20	6.55*	0.60	0.41	0.89
Student	-0.77	0.19	15.74***	0.46	0.32	0.68
Employed	-0.11	1.46	0.01	0.90	0.05	15.64
Metro/Rural location	-0.09	0.23	0.17	0.91	0.59	1.42
Country of birth	-0.03	0.23	0.01	0.97	0.62	1.54
Aboriginal/Torres Strait Islander	0.83	0.36	5.43*	2.30	1.14	4.63
C19 Messages about being real man	-0.01	0.20	0.00	0.99	0.67	1.47
C20 Pressure from society	0.04	0.05	0.64	1.04	0.95	1.14
Pillar 1. Self-sufficiency	0.18	0.09	3.92*	1.20	1.00	1.44
Pillar 2. Acting tough	-0.29	0.09	10.90**	0.75	0.63	0.89
Pillar 3. Physical Attract.	0.06	0.07	0.73	1.06	0.93	1.22
Pillar 5. Hetero/homosexuality	0.02	0.08	0.04	1.02	0.87	1.18
Pillar 6. Hypersexuality	0.33	0.09	12.21***	1.39	1.16	1.67
Pillars 4 & 7 Combined	0.11	0.04	6.79**	1.12	1.03	1.21

Traffic accidents

X2 (18) = 75.68, p <.000 Cox & Snell R Square = 0.10 Nagelkerke R Square = 0.14

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e $^{\beta}$	*Lower*	*Upper*
Age	-.07	.03	4.98*	.94	.88	.99
Education	-.02	.04	.16	.98	.91	1.07
Sexuality	-.11	.34	.10	.90	.46	1.76
Religion	.02	.21	.01	1.02	.68	1.53
Occupation	-.30	.21	2.03	.74	.49	1.12
Student	-.36	.21	3.07	.70	.46	1.04
Employed	-20.16	18896.37	.00	.00	.00	
Metro/Rural location	-.34	.25	1.82	.71	.44	1.17
Country of birth	.40	.24	2.76	1.50	.93	2.40
Aboriginal/Torres Strait Islander	.54	.37	2.13	1.71	.83	3.53
C19 Messages about being real man	-.54	.22	6.07*	.58	.38	.90
C20 Pressure from society	.04	.05	.54	1.04	.94	1.14
Pillar 1. Self-sufficiency	.17	.10	3.23	1.19	.98	1.43
Pillar 2. Acting tough	-.11	.09	1.36	.90	.75	1.07
Pillar 3. Physical Attract.	-.05	.07	.45	.95	.82	1.10
Pillar 5. Hetero/homosexuality	.23	.08	8.18**	1.26	1.07	1.47
Pillar 6. Hypersexuality	.18	.10	3.51	1.20	.99	1.46
Pillars 4 & 7 Combined	.13	.04	8.13**	1.14	1.04	1.24

D9 - Friends, excluding family members, who you feel comfortable talking to about a personal, emotional issue in your life

X2 (18) = 65.75, p <.000 Cox & Snell R Square = 0.09 Nagelkerke R Square = 0.12

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e $^{\beta}$	*Lower*	*Upper*
Age	0.01	0.03	0.13	1.01	0.96	1.06
Education	0.02	0.04	0.32	1.02	0.95	1.10
Sexuality	0.11	0.29	0.13	1.11	0.63	1.96
Religion	0.10	0.18	0.33	1.11	0.78	1.58
Occupation	0.13	0.18	0.52	1.14	0.80	1.63
Student	0.30	0.18	2.75	1.35	0.95	1.93
Employed	-1.39	1.17	1.41	0.25	0.03	2.47
Metro/Rural location	0.22	0.21	1.12	1.25	0.83	1.89
Country of birth	0.15	0.22	0.46	1.16	0.76	1.77
Aboriginal/Torres Strait Islander	0.61	0.36	2.84	1.84	0.91	3.75
C19 Messages about being real man	0.18	0.19	0.89	1.19	0.83	1.72
C20 Pressure from society	-0.06	0.04	2.10	0.94	0.86	1.02
Pillar 1. Self-sufficiency	-0.22	0.09	6.89*	0.80	0.68	0.95
Pillar 2. Acting tough	0.05	0.08	0.42	1.05	0.90	1.23
Pillar 3. Physical Attract.	-0.10	0.07	2.39	0.90	0.80	1.03
Pillar 5. Hetero/homosexuality	-0.20	0.07	7.79*	0.82	0.72	0.94
Pillar 6. Hypersexuality	0.10	0.09	1.25	1.10	0.93	1.31
Pillars 4 & 7 Combined	-0.01	0.04	0.02	1.00	0.92	1.08

D10 – Seeking help from family or friends when feeling sad or depressed

X2 (18) = 45.26, p <.000 Cox & Snell R Square = 0.06 Nagelkerke R Square = 0.11

					95% C.I.for EXP(B)	
	β	***SE* β**	***Wald***	**e ^{β}**	***Lower***	***Upper***
Age	-0.03	0.03	0.65	0.97	0.91	1.04
Education	0.04	0.05	0.58	1.04	0.945	1.138
Sexuality	-0.17	0.38	0.19	0.85	0.405	1.777
Religion	-0.06	0.24	0.06	0.95	0.593	1.509
Occupation	-0.28	0.24	1.41	0.76	0.474	1.202
Student	0.35	0.24	2.09	1.42	0.882	2.297
Employed	0.25	1.76	0.02	1.28	0.041	40.449
Metro/Rural location	0.25	0.28	0.78	1.28	0.74	2.218
Country of birth	0.30	0.30	1.04	1.36	0.755	2.433
Aboriginal/Torres Strait Islander	-0.44	0.40	1.20	0.64	0.293	1.415
C19 Messages about being real man	-0.08	0.24	0.11	0.92	0.573	1.483
C20 Pressure from society	0.11	0.06	3.83	1.11	1	1.239
Pillar 1. Self-sufficiency	-0.34	0.11	8.96**	0.72	0.574	0.891
Pillar 2. Acting tough	-0.18	0.10	2.97	0.84	0.684	1.025
Pillar 3. Physical Attract.	-0.06	0.09	0.53	0.94	0.793	1.112
Pillar 5. Hetero/homosexuality	-0.14	0.09	2.43	0.87	0.728	1.037
Pillar 6. Hypersexuality	-0.04	0.11	0.11	0.96	0.77	1.206
Pillars 4 & 7 Combined	0.09	0.05	2.87	1.09	0.986	1.21

D10 – Seeking help from a professional when feeling sad or depressed

X2 (18) = 18.11, p > 0.05 Cox & Snell R Square = 0.02 Nagelkerke R Square = 0.04

					95% C.I.for EXP(B)	
	β	*SE* β	*Wald*	e $^{\beta}$	*Lower*	*Upper*
Age	0.03	0.03	1.06	1.04	0.97	1.104
Education	-0.04	0.05	0.65	0.96	0.881	1.054
Sexuality	0.43	0.31	1.87	1.54	0.83	2.847
Religion	-0.09	0.23	0.17	0.91	0.581	1.429
Occupation	-0.24	0.24	1.02	0.79	0.494	1.253
Student	-0.43	0.24	3.37	0.65	0.41	1.03
Employed	0.88	1.29	0.47	2.41	0.192	30.402
Metro/Rural location	-0.38	0.28	1.77	0.69	0.393	1.196
Country of birth	0.17	0.27	0.41	1.19	0.703	2.01
Aboriginal/Torres Strait Islander	-0.20	0.45	0.19	0.82	0.341	1.976
C19 Messages about being real man	-0.03	0.24	0.02	0.97	0.61	1.537
C20 Pressure from society	-0.04	0.05	0.48	0.96	0.87	1.069
Pillar 1. Self-sufficiency	-0.21	0.11	3.59	0.81	0.647	1.007
Pillar 2. Acting tough	-0.04	0.10	0.14	0.96	0.793	1.17
Pillar 3. Physical Attract.	0.01	0.08	0.00	1.01	0.857	1.179
Pillar 5. Hetero/homosexuality	-0.02	0.09	0.07	0.98	0.815	1.169
Pillar 6. Hypersexuality	0.12	0.11	1.05	1.12	0.9	1.397
Pillars 4 & 7 Combined	0.07	0.05	1.67	1.07	0.966	1.181

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