

Supplementary Data

SUPPLEMENTARY TABLE S1. TRAINING AND PERCEPTIONS OF COWORKER STIGMA AMONG 1557 HEALTH WORKERS WHO PROVIDE HIV-RELATED SERVICES BY COUNTRY

	<i>Cadre of health worker</i>			<i>p</i>	<i>Country</i>		<i>p</i>
	<i>HFS</i> (n=736), n (%)	<i>CHiP</i> (n=601), n (%)	<i>CHW</i> (n=220), n (%)		<i>Zambia</i> (n=1051), n (%)	<i>South Africa</i> (n=506), n (%)	
Did you ever receive training in infection control and universal precautions (including PEP and waste management)?				0.003			<0.001
No	169 (23.0)	135 (22.5)	63 (28.6)		258 (24.5)	109 (21.5)	
Yes	532 (72.3)	419 (69.7)	134 (60.9)		747 (71.1)	338 (66.8)	
Missing	35 (4.8)	47 (7.8)	23 (10.5)		46 (4.4)	59 (11.7)	
Did you ever receive training in client confidentiality?				<0.001			0.163
No	34 (4.6)	3 (0.5)	16 (7.3)		35 (3.3)	18 (3.6)	
Yes	687 (93.3)	598 (99.5)	200 (90.9)		1007 (95.8)	478 (94.5)	
Missing	15 (2.0)	0 (0.0)	4 (1.8)		9 (0.9)	10 (2.0)	
Did you ever receive training in providing reproductive health services and information to young people?				0.154			0.002
No	117 (15.9)	78 (13.0)	25 (11.4)		170 (16.2)	50 (9.9)	
Yes	606 (82.3)	516 (85.9)	194 (88.2)		865 (82.3)	451 (89.1)	
Missing	13 (1.8)	7 (1.2)	1 (0.5)		16 (1.5)	5 (1.0)	
Did you ever receive training in HIV-related stigma and discrimination in the workplace?				<0.001			<0.001
No	209 (28.4)	101 (16.8)	60 (27.3)		247 (23.5)	123 (24.3)	
Yes	508 (69.0)	482 (80.2)	156 (70.9)		789 (75.1)	357 (70.6)	
Missing	19 (2.6)	18 (3.0)	4 (1.8)		15 (1.4)	26 (5.1)	
Did you ever receive training in providing health services to women who sell sex?				<0.001			<0.001
No	306 (41.6)	142 (23.6)	69 (31.4)		343 (32.6)	174 (34.4)	
Yes	394 (53.5)	430 (71.5)	138 (62.7)		680 (64.7)	282 (55.7)	
Missing	36 (4.9)	29 (4.8)	13 (5.9)		28 (2.7)	50 (9.9)	
Did you ever receive training in providing health services to MSM?				<0.001			<0.001
No	388 (52.7)	193 (32.1)	80 (36.4)		516 (49.1)	145 (28.7)	
Yes	318 (43.2)	375 (62.4)	127 (57.7)		502 (47.8)	318 (62.8)	
Missing	30 (4.1)	33 (5.5)	13 (5.9)		33 (3.1)	43 (8.5)	

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SUPPLEMENTARY TABLE S1. (CONTINUED)

	<i>Cadre of health worker</i>			<i>p</i>	<i>Country</i>		<i>p</i>
	<i>HFS</i> (<i>n</i> =736), <i>n</i> (%)	<i>CHiP</i> (<i>n</i> =601), <i>n</i> (%)	<i>CHW</i> (<i>n</i> =220), <i>n</i> (%)		<i>Zambia</i> (<i>n</i> =1051), <i>n</i> (%)	<i>South Africa</i> (<i>n</i> =506), <i>n</i> (%)	
My coworkers sometimes treat people living with HIV poorly when providing them with health services				0.121			<0.001
Strongly disagree	265 (36.0)	240 (39.9)	73 (33.2)		356 (33.9)	222 (43.9)	
Disagree	333 (45.2)	269 (44.8)	101 (45.9)		487 (46.3)	216 (42.7)	
Agree	88 (12.0)	58 (9.7)	34 (15.5)		151 (14.4)	29 (5.7)	
Strongly agree	25 (3.4)	13 (2.2)	2 (0.9)		30 (2.9)	10 (2.0)	
Missing	25 (3.4)	21 (3.5)	10 (4.5)		27 (2.6)	29 (5.7)	
My coworkers sometimes talk badly about people thought to be living with HIV				0.322			<0.001
Strongly disagree	146 (19.8)	135 (22.5)	46 (20.9)		185 (17.6)	142 (28.1)	
Disagree	347 (47.1)	270 (44.9)	103 (46.8)		472 (44.9)	248 (49.0)	
Agree	177 (24.0)	136 (22.6)	43 (19.5)		287 (27.3)	69 (13.6)	
Strongly agree	54 (7.3)	41 (6.8)	23 (10.5)		94 (8.9)	24 (4.7)	
Missing	12 (1.6)	19 (3.2)	5 (2.3)		13 (1.2)	23 (4.5)	
My coworkers sometimes treat women who sell sex poorly when providing them with health services				0.242			<0.001
Strongly disagree	185 (25.1)	128 (21.3)	50 (22.7)		240 (22.8)	123 (24.3)	
Disagree	365 (49.6)	346 (57.6)	115 (52.3)		554 (52.7)	272 (53.8)	
Agree	97 (13.2)	70 (11.6)	29 (13.2)		160 (15.2)	36 (7.1)	
Strongly agree	37 (5.0)	26 (4.3)	14 (6.4)		57 (5.4)	20 (4.0)	
Missing	52 (7.1)	31 (5.2)	12 (5.5)		40 (3.8)	55 (10.9)	
My coworkers sometimes talk badly about women who sell sex				0.004			<0.001
Strongly disagree	65 (8.8)	45 (7.5)	26 (11.8)		86 (8.2)	50 (9.9)	
Disagree	178 (24.2)	200 (33.3)	76 (34.5)		256 (24.4)	198 (39.1)	
Agree	316 (42.9)	225 (37.4)	80 (36.4)		480 (45.7)	141 (27.9)	
Strongly agree	121 (16.4)	93 (15.5)	27 (12.3)		187 (17.8)	54 (10.7)	
Missing	56 (7.6)	38 (6.3)	11 (5.0)		42 (4.0)	63 (12.5)	
My coworkers sometimes treat MSM poorly when providing them with health services				0.001			<0.001
Strongly disagree	189 (25.7)	116 (19.3)	37 (16.8)		233 (22.2)	109 (21.5)	
Disagree	362 (49.2)	353 (58.7)	121 (55.0)		539 (51.3)	297 (58.7)	
Agree	72 (9.8)	52 (8.7)	35 (15.9)		122 (11.6)	37 (7.3)	
Strongly agree	50 (6.8)	37 (6.2)	16 (7.3)		86 (8.2)	17 (3.4)	
Missing	63 (8.6)	43 (7.2)	11 (5.0)		71 (6.8)	46 (9.1)	

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SUPPLEMENTARY TABLE S1. (CONTINUED)

	<i>Cadre of health worker</i>			<i>p</i>	<i>Country</i>		<i>p</i>
	<i>HFS</i> (n=736), n (%)	<i>CHiP</i> (n=601), n (%)	<i>CHW</i> (n=220), n (%)		<i>Zambia</i> (n=1051), n (%)	<i>South Africa</i> (n=506), n (%)	
My coworkers sometimes talk badly about men who are thought to have sex with men				0.019			<0.001
Strongly disagree	80 (10.9)	49 (8.2)	21 (9.5)		73 (6.9)	77 (15.2)	
Disagree	190 (25.8)	211 (35.1)	76 (34.5)		256 (24.4)	221 (43.7)	
Agree	272 (37.0)	210 (34.9)	76 (34.5)		434 (41.3)	124 (24.5)	
Strongly agree	141 (19.2)	90 (15.0)	36 (16.4)		225 (21.4)	42 (8.3)	
Missing					63 (6.0)	42 (8.3)	
My coworkers sometimes treat young women who become pregnant before marriage poorly when providing them with health services				0.197			<0.001
Strongly disagree	196 (26.6)	140 (23.3)	47 (21.4)		248 (23.6)	135 (26.7)	
Disagree	372 (50.5)	339 (56.4)	114 (51.8)		535 (50.9)	290 (57.3)	
Agree	124 (16.8)	81 (13.5)	45 (20.5)		205 (19.5)	45 (8.9)	
Strongly agree	21 (2.9)	22 (3.7)	8 (3.6)		42 (4.0)	9 (1.8)	
Missing	23 (3.1)	19 (3.2)	6 (2.7)		21 (2.0)	27 (5.3)	
My coworkers sometimes talk badly about young women who become pregnant before marriage				0.005			<0.001
Strongly disagree	119 (16.2)	88 (14.6)	31 (14.1)		133 (12.7)	105 (20.8)	
Disagree	265 (36.0)	269 (44.8)	96 (43.6)		366 (34.8)	264 (52.2)	
Agree	275 (37.4)	184 (30.6)	60 (27.3)		428 (40.7)	91 (18.0)	
Strongly agree	48 (6.5)	36 (6.0)	25 (11.4)		90 (8.6)	19 (3.8)	
Missing	29 (3.9)	24 (4.0)	8 (3.6)		34 (3.2)	27 (5.3)	

CHiP, community HIV care provider; CHW, community-based health worker; HFS, health facility staff; MSM, men who have sex with men; PEP, postexposure prophylaxis.
p-Values marked in bold indicate numbers that are significant on the 95% confidence limit.