

SUPPLEMENTARY TABLE S4. THE ASSOCIATION BETWEEN SOCIODEMOGRAPHIC CHARACTERISTICS OF HEALTH WORKERS WITH FOUR STIGMA OUTCOMES FOR MEN WHO HAVE SEX WITH MEN

Variable	Categories	<i>I would be ashamed if someone in my family was a man who has sex with men</i>			<i>Other people deserve access to health services more than MSM</i>			<i>If I had a choice, I would prefer not to provide services to MSM</i>			<i>MSM engage in irresponsible behaviors</i>		
		n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]	n/N (%) [*]	aOR (95% CIs) [†]	p _w [‡]
Sex	Male	302/373 (81.0)	1	0.163	66/373 (17.7)	1	0.262	42/373 (11.3)	1	0.379	266/373 (71.3)	1	0.419
	Female	763/993 (76.8)	0.74 (0.49–1.13)		156/993 (15.7)	0.85 (0.64–1.13)		99/993 (10.0)	0.86 (0.61–1.20)		684/993 (68.9)	0.84 (0.54–1.29)	
Age	<25 years	86/112 (76.8)	1	<0.001	22/112 (19.6)	1	0.067	14/112 (12.5)	1	0.097	75/112 (67.0)	1	0.001
	25–34 years	346/466 (74.2)	0.86 (0.43–1.69)		69/466 (14.8)	0.70 (0.45–1.09)		46/466 (9.9)	0.76 (0.45–1.29)		294/466 (63.1)	0.83 (0.58–1.20)	
	35–44 years	273/353 (77.3)	1.04 (0.45–2.43)		50/353 (14.2)	0.68 (0.43–1.06)		27/353 (7.6)	0.58 (0.24–1.39)		247/353 (70.0)	1.16 (0.81–1.66)	
	>44 year	360/435 (82.8)	1.47 (0.71–3.07)		81/435 (18.6)	0.94 (0.60–1.48)		54/435 (12.4)	1.00 (0.60–1.67)		334/435 (76.8)	1.65 (1.09–2.49)	
Education	Did not complete secondary	55/64 (85.9)	1	<0.001	13/64 (20.3)	1	<0.001	12/64 (18.8)	1	<0.001	42/64 (65.6)	1	<0.001
	Completed secondary	447/615 (72.7)	0.54 (0.25–1.17)		128/615 (20.8)	1.03 (0.59–1.82)		80/615 (13.0)	0.63 (0.37–1.07)		398/615 (64.7)	1.33 (0.63–2.80)	
	Further	563/687 (82.0)	1.01 (0.44–2.32)		81/687 (11.8)	0.52 (0.32–0.84)		49/687 (7.1)	0.32 (0.17–0.58)		510/687 (74.2)	2.41 (1.28–4.55)	
Marital status	Married	585/720 (81.3)	1	0.018	122/720 (16.9)	1	0.230	78/720 (10.8)	1	0.278	523/720 (72.6)	1	0.166
	Not married	480/646 (74.3)	0.69 (0.51–0.94)		100/646 (15.5)	0.87 (0.69–1.09)		63/646 (9.8)	0.84 (0.61–1.15)		427/646 (66.1)	0.79 (0.57–1.10)	
Religion	Very important	955/1187 (80.5)	1	0.029	200/1187 (16.8)	1	0.205	121/1187 (10.2)	1	0.053	838/1187 (70.6)	1	0.740
	Important	90/146 (61.6)	0.60 (0.40–0.90)		16/146 (11.0)	0.62 (0.36–1.08)		16/146 (11.0)	1.19 (0.67–2.12)		94/146 (64.4)	1.12 (0.75–1.66)	
	Somewhat important	9/15 (60.0)	0.76 (0.25–2.30)		4/15 (26.7)	2.03 (0.62–6.64)		4/15 (26.7)	4.35 (1.30–14.52)		8/15 (53.3)	0.76 (0.25–2.31)	
	Not important	8/15 (53.3)	0.35 (0.11–1.11)		2/15 (13.3)	0.71 (0.15–3.23)		0/15 (0.0)	-		8/15 (53.3)	0.63 (0.21–1.91)	
Ever tested	Missing	3/3 (100.0)			0/3 (0.0)			0/3 (0.0)			2/3 (66.7)		
	No	20/24 (83.3)	1	0.482	4/24 (16.7)	1	0.986	4/24 (16.7)	1	0.296	23/24 (95.8)	1	0.031
	Yes	1036/1333 (77.7)	0.74 (0.32–1.71)		218/1333 (16.4)	1.01 (0.28–3.62)		136/1333 (10.2)	0.58 (0.21–1.61)		919/1333 (68.9)	0.10 (0.01–0.81)	
HIV status	Missing	9/9 (100.0)			0/9 (0.0)			1/9 (11.1)			8/9 (88.9)		
	Negative	766/978 (78.3)	1	0.231	157/978 (16.1)	1	0.828	105/978 (10.7)	1	0.106	682/978 (69.7)	1	0.084
	Positive	189/246 (76.8)	0.84 (0.63–1.12)		42/246 (17.1)	1.04 (0.72–1.51)		19/246 (7.7)	0.69 (0.44–1.08)		164/246 (66.7)	0.77 (0.58–1.03)	
	Undetermined	6/9 (66.7)			2/9 (22.2)			1/9 (11.1)			6/9 (66.7)		
	Missing	104/133 (78.2)			21/133 (15.8)			16/133 (12.0)			98/133 (73.7)		

*Proportion of health workers responding strongly agree or agree.

†The aOR for sex is adjusted for age group; the aOR for age group is adjusted for sex; the aOR for all other predictor variables is adjusted for sex and age group.

‡A p value of <0.05 indicates that the predictor creates a statistically significant improvement in the fit of the model.

aOR, adjusted odds ratio; CIs, confidence intervals; MSM, men who have sex with men; n, number of individuals experiencing the three types of stigma within groups; N, total number of individuals within groups; p_w, p value of the Wald test.

p-Values marked in bold indicate numbers that are significant on the 95% confidence limit.