



## ▶ About the ILO

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*The ILO Global HIV Discrimination in the World of Work survey*

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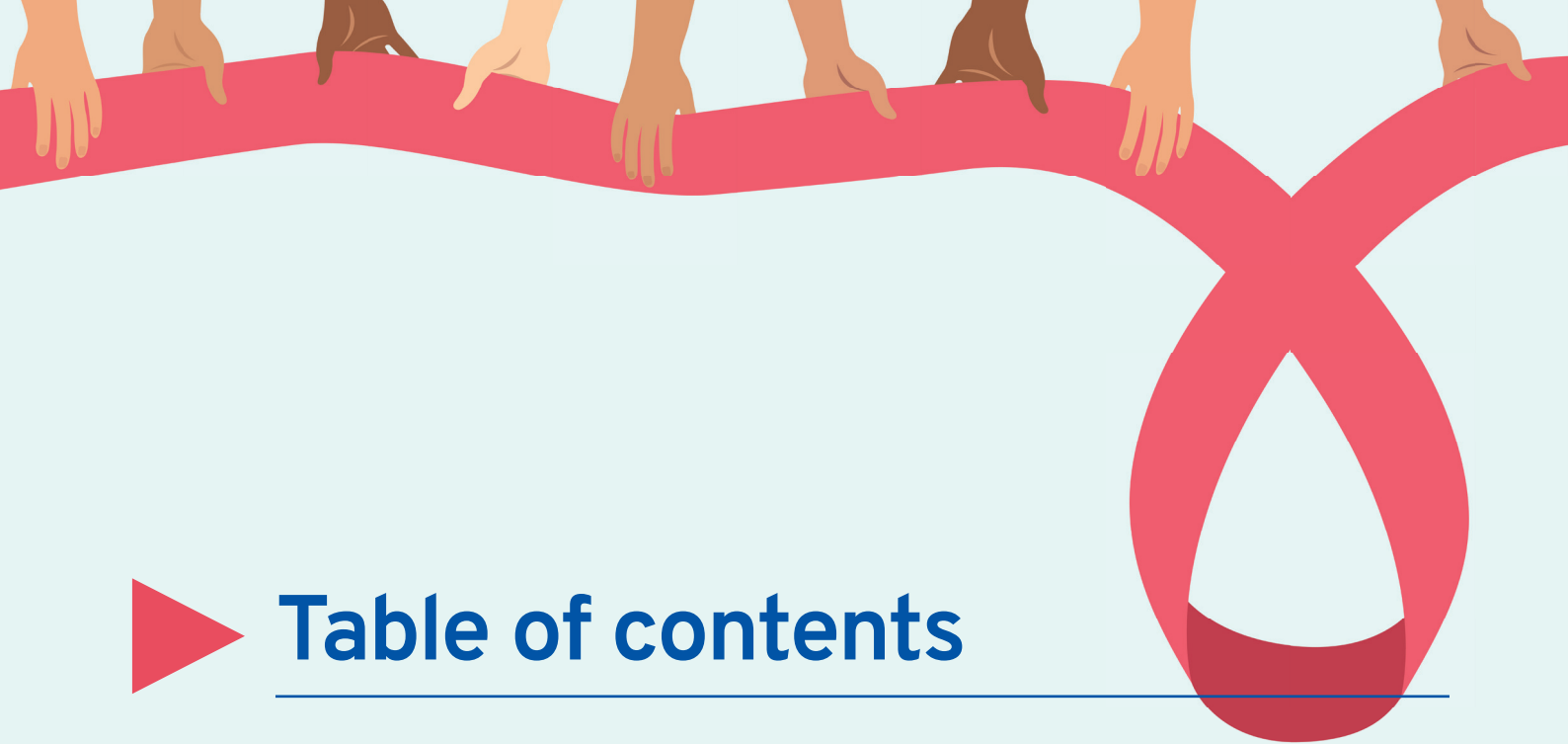
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The report is the result of collaboration between the Gender, Equality, Diversity and Inclusion Branch (GEDI) of the Conditions of Work and Equality Department (WORKQUALITY) of the International Labour Office, and Gallup, under the initial supervision of Shauna Olney and later supervision of Kofi Amekudzi and Umberto Cattaneo from the ILO and Andrew Rzepa and Hania Farhan from Gallup.

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# Preface

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Stigma and discrimination against people living with HIV persist everywhere, including in the workplace, despite the significant progress made over the last decade in the enrolment of people living with HIV on antiretroviral therapy and the decline in new HIV infections. Clearly, this is a major obstacle to ending AIDS by 2030, a promise made by Member States when adopting the 2030 Agenda for Sustainable Development.

Therefore, understanding the reasons why HIV-related stigma and discrimination persist 40 years into the AIDS epidemic is essential and urgent, also with the COVID-19 pandemic threatening to reverse the gains made thus far.

For this reason, the ILO has joined forces with Gallup to carry out a groundbreaking global survey covering 50 countries that sheds further light on the causes of the persistence of HIV-related stigma and discrimination in the world of work. The survey provides an empirical basis for better-informed action by governments and employers' and workers' organizations to promote a non-discriminatory, healthy and safe working environment.

It is our hope and belief that this report will generate much-needed momentum and help accelerate action to eliminate work-related HIV stigma and discrimination.

**Guy Ryder**

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## ▶ Executive summary

The ILO HIV and AIDS Recommendation, 2010 (No. 200) prohibits discrimination in the world of work on the grounds of real or perceived HIV status. However, 40 years after the emergence of the HIV and AIDS epidemic, HIV-related stigma and discrimination persist, including in the workplace, and remain roadblocks to the achievement of the United Nations Sustainable Development Goal 3 of ensuring healthy lives and promoting well-being for all at all ages. Generally, stigma and discrimination deny people living with, affected by or at risk of HIV access to HIV prevention, treatment and care services. In the workplace, discriminatory practices by employers, co-workers, clients and customers further exacerbate their difficulties in finding or keeping a job. As a result, people living with HIV often find themselves working in the informal economy.

To obtain a better understanding of the reasons behind the persistence of HIV-related stigma and discrimination in the workplace, the ILO joined forces with Gallup to conduct the ILO Global HIV Discrimination in the World of Work survey. The survey has generated consistent and comparable cross-sectional data on HIV-related stigma and discrimination in the workplace in 50 countries from different regions and with different HIV burdens.

Interviewers spoke with 55,902 people: 26,307 women and 29,595 men. The countries were selected from the list of UNAIDS Fast-Track countries, Gallup's countries of focus

for its World Poll in 2020, and The Global Fund's Focused, Core and High Impact countries. Multiple countries were selected from each region (see page 7 for a list of the regions and countries covered by the survey).

The survey was carried out through a two-stage approach:

- Stage one involved the careful and systematic development and testing of a cross-country survey questionnaire on HIV-related discrimination in the world of work.
- Stage two entailed the implementation of the survey in 50 countries through probability-based sampling to collect nationally representative data for all the surveyed countries. The appendix of this report contains further details about the survey's approach and methodology.



## ► Summary of key findings

- **Across all 50 countries, about four in ten respondents say people living with HIV should not be allowed to work directly with others who do not have HIV (35.6 per cent) or offer a conditional response of “it depends” (2.8 per cent).** Slightly over half of respondents (50.5 per cent) say people living with HIV should be allowed to work directly with people without HIV. There was no significant difference between the views expressed by women and men.
- **However, views differ considerably by region. The Middle East and North Africa as well as Asia and the Pacific are the two regions with the lowest percentage of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV. 40.6 per cent of respondents in Asia and the Pacific and 42.0 per cent in Middle East and North Africa say people living with HIV should be allowed to work directly with people who do not have HIV.** In the five other regions, most respondents say people living with HIV should be allowed to work directly with others who do not have HIV. Those regions include Eastern Europe and Central Asia (62.9 per cent), Western and Central Africa (71.1 per cent), Latin America and the Caribbean (75.4 per cent), Western and Central Europe and North America (81.8 per cent), and Eastern and Southern Africa (89.9 per cent).
- **In general, the regions with the highest percentage of respondents who agree to people living with HIV working directly with people who do not have HIV are the same regions in which respondents are more likely to know a person with HIV. This suggests an important link between the personal acquaintance of people living with HIV and positive attitudes towards them working directly with people who do not have HIV.** In Eastern and Southern Africa – an area that includes several countries with a relatively high HIV burden among 15- to 49-year-olds, 89.9 per cent of respondents say people living with HIV should be allowed to work in any type of job in direct contact with other people who do not have HIV.
- **Educational attainment is one of the most powerful predictors of positive attitudes to people living with HIV working in direct contact with people who do not have HIV.** Overall, 68.0 per cent of those with a tertiary education (16 or more years of education) say people living with HIV should be allowed to work in direct contact with others who do not have HIV, compared with 55.4 per cent of those with a secondary education (nine to 15 years of education) and 39.9 per cent of those with a primary education (zero to eight years of education). Even in the Middle East and North Africa, and Asia and the Pacific a majority of individuals with a tertiary education say people living with HIV should be allowed to work directly with others who do not have HIV.
- **People with a better understanding of how HIV is transmitted are generally more likely to agree that people living with HIV should be allowed to work directly with others who do not have HIV.** The survey asked respondents if, to the best of their knowledge, HIV could be transmitted in any of the following ways: through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom. Among individuals who answered all of the questions correctly, 77.5 per cent say people living with HIV should work directly with others who do not have HIV. This figure falls to 63.6 per cent among respondents who answered one of the questions incorrectly, and the percentage drops to less than one third (32.1 per cent) among those who answered two or more questions incorrectly. A similar pattern is observed when comparing viewpoints of women and men – the higher the level of knowledge of how HIV is transmitted, the higher the percentages of both women and men who say people living with HIV should be allowed to work directly with others who do not have HIV.



- **Knowledge about HIV transmission is most inaccurate for kissing and sharing a bathroom and most accurate for sharing needles and unprotected sex. Only 39.7 per cent of respondents say, correctly, that HIV cannot be transmitted through kissing; and 51.9 per cent say, correctly, that HIV cannot be transmitted through sharing a bathroom.** Respondents are however most likely to know that HIV is transmitted by sharing needles (83.7 per cent) and via unprotected sex (83.0 per cent). More than seven in ten respondents (71.8 per cent) correctly say that hugging or shaking hands is not a route by which HIV can be transmitted. Both women and men, as regards the questions about HIV transmission, gave similar answers. Knowledge about how HIV is transmitted varies considerably by region. In Eastern and Southern Africa, 51.0 per cent of respondents answered all questions correctly; in the Middle East and North Africa the figure was 24.2 per cent; whilst in Asia and the Pacific 16.0 per cent answered all questions correctly.
- **The majority of respondents (59.6 per cent) voiced support for mandatory HIV testing before people are allowed to work. A majority of respondents in six out of seven regions support mandatory HIV testing before people are allowed to work.** In Eastern and Southern Africa, 50.6 per cent of respondents support mandatory HIV testing, even though people there are generally positive about people living with HIV working in any type of job in direct contact with other people who do not have HIV. The region with the least support for mandatory HIV testing for employment is Western and Central Europe and North America, where just under a quarter of respondents (23.4 per cent) support the notion. Women and men are about equally as likely to believe there should be mandatory HIV testing before people are allowed to work.

Educational attainment again appears to influence attitudes to mandatory HIV testing for employment: 47.5 per cent of respondents with a tertiary education support mandatory HIV testing, compared with 65.6 per cent of those who have only primary education. Greater knowledge of how HIV is transmitted is associated with lower support for mandatory HIV testing before employment. Less than half (47.6 per cent) of respondents who correctly answered all questions about how HIV is transmitted say there should be mandatory testing for HIV before people are allowed to work, compared with 63.4 per cent of those who did not answer all questions correctly.

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▶▶ People with a better understanding of how HIV is transmitted are generally more likely to say people living with HIV should be allowed to work directly with others who do not have HIV. ▶▶



## ► Recommendations

Based on findings of the survey, the following recommendations may be in order:

1. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should prioritize efforts to reduce HIV-related stigma and discrimination. Governments should commit to high-level promotion of rights-based interventions as part of national AIDS programmes to address HIV-related stigma and discrimination.
2. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should engage with networks of people living with HIV to promote HIV programmes in the workplace. The involvement of these networks improves the relevance, acceptability and effectiveness of programmes, while enhancing their visibility.
3. Governments should strengthen programmes to enhance equal access to education, as education is one of the strongest predictors of whether a person will demonstrate discriminatory attitudes towards people living with HIV.
4. Governments, in consultation with employers' and workers' organizations and other relevant partners, should support the implementation of HIV programmes that increase workers' knowledge of HIV transmission and dispel myths and misconceptions about how HIV can or cannot be transmitted in the workplace.
5. Governments, in consultation with employers' and workers' organizations and other relevant partners, should, as part of HIV programmes, promote the benefits of HIV treatment, including suppression of viral loads, significant reduction in the likelihood of transmitting HIV to others, and ability to live a healthy life and work productively.
6. Governments should work towards the abolition of all mandatory HIV testing laws and policies for the purposes of employment. HIV testing for employment must be voluntary and undertaken in line with the guidance provided in Recommendation No. 200.
7. At the global level, advocacy by the UN family and partners should continue to:
  - a. stress the urgent need to eliminate HIV-related stigma and discrimination in the world of work and beyond, and create the conditions for greater uptake of lifesaving antiretroviral therapy and the full participation of people living with HIV in the labour market;
  - b. strive to put an end to mandatory HIV testing;
  - c. promote gender equality and non-discrimination; and
  - d. bring to an end violence and harassment faced by people living with HIV and key populations.

Additional recommendations which could help reduce HIV-related stigma and discrimination in the world of work include:

8. Governments should repeal laws that explicitly criminalize HIV transmission, require disclosure of HIV status, criminalize same-sex relationships, and enforce laws that enable effective non-discriminatory behaviour in the workplace and beyond.
9. Governments, in consultation with employers' and workers' organizations should ratify and implement the Violence and Harassment Convention, 2019 (No. 190) and the accompanying Violence and Harassment Recommendation, 2019 (No. 206)



10. Governments, in collaboration with employers and workers' organizations and other partners, should strengthen access to justice of people living with HIV, by supporting community-based and community-led legal aid service providers. They should be able to report complaints through safe channels and have their complaints investigated confidentially.
11. Governments, in collaboration with employers' and workers' organizations and other partners, should commit towards developing inclusive social protection programmes that progressively enhance coverage, adequacy and comprehensiveness for all, including people living with, affected by and at risk of HIV.
12. Governments, employers' and workers' organizations should mainstream HIV non-discrimination issues in occupational safety and health and wellness policies and programmes, as well as in collective bargaining agreements.
13. Governments should build the capacities of labour administrations and labour inspectors to monitor and assess the implementation of workplace policies to prevent HIV-related discrimination as part of broader workplace health and wellness programmes.
14. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should support action-oriented research to deepen understanding of the causes of unfair and discriminatory labour practices based on real or perceived HIV status, gender, sexual orientation, age, race, origin or other characteristics.
15. The ILO, the UN family, development partners and all other partners should strengthen their collaboration to end HIV-related stigma and discrimination, including in the world of work, through support of the UNAIDS Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination. Priority attention must be paid to regions where HIV-related stigma and discrimination are highest.

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▀▀ Global-level advocacy around the urgent need to eliminate HIV-related stigma and discrimination in the world of work as well as in other settings should be increased to contribute towards the creation of a conducive environment to facilitate the uptake of lifesaving antiretroviral therapy and the full participation in the labour market. ▀▀



## ► Regions and countries

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In total, 50 countries were selected for the ILO Global HIV Discrimination in the World of Work survey. Because the survey covers the issues of HIV and AIDS, the UNAIDS regions were used as the regional groupings for the survey.<sup>1</sup>

### **Eastern and Southern Africa**

Ethiopia  
Kenya  
Mauritius  
Namibia  
South Africa  
Tanzania (United Republic of)  
Uganda  
Zambia  
Zimbabwe

### **Western and Central Africa**

Benin  
Burkina Faso  
Cameroon  
Congo (Brazzaville)  
Côte d'Ivoire  
Gabon  
Ghana  
Guinea  
Mali  
Nigeria  
Senegal

### **Asia and the Pacific**

Cambodia  
China  
India  
Indonesia  
Myanmar  
Pakistan  
Philippines  
Thailand  
Viet Nam

### **Eastern Europe and Central Asia**

Albania  
Kazakhstan  
Kyrgyzstan  
Russian Federation  
Ukraine

### **Latin America and the Caribbean**

Bolivia (Plurinational State of)  
Brazil  
Costa Rica  
Dominican Republic  
Paraguay  
Peru

### **Middle East and North Africa**

Algeria  
Egypt  
Iran (Islamic Republic of)  
Lebanon  
Morocco  
Saudi Arabia  
United Arab Emirates

### **Western and Central Europe and North America**

Bulgaria  
Romania  
The United States of America

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<sup>1</sup> UNAIDS, "Regions".

# ▶ 1



## Introduction

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### Background

At the end of 2020, approximately 38 million people globally were living with HIV, with 1.5 million newly infected in that year. Approximately 680,000 people died from AIDS-related illnesses in 2020.<sup>1</sup> Although considerable progress has been made in enrolling people who are living with HIV on antiretroviral therapy and reducing new HIV infections over the last decade,<sup>2</sup> stigma and discrimination against people living with HIV persist in many settings, including the workplace.

Discrimination is a key roadblock to the global goal of ending the AIDS epidemic by 2030,<sup>3</sup> as HIV-related discrimination and stigma “... violate the rights and dignity of people living with, affected by and at risk of HIV, and deny them effective access to HIV prevention, testing and treatment services”.<sup>4</sup> The role of HIV-related stigma and discrimination in denying people living with, affected by and at risk of HIV from accessing HIV services and other services reduces the likelihood of the achievement of multiple United Nations Sustainable Development Goals,

including ensuring healthy lives and promoting well-being for all at all ages (SDG 3) and promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all (SDG 8).<sup>5</sup>

The significant health impact of HIV is often substantially compounded by the stigma and discrimination directed at people living with HIV, threatening fundamental rights at work and undermining opportunities for people living with HIV to obtain decent work and sustainable employment.<sup>6</sup> Most of the people living with HIV who are of working age and have the right to work should be employed to earn a living if they want to work. HIV-related discrimination in the form of discriminatory practices of employers, co-workers, clients and customers exacerbates the hardships faced by people living with HIV, causing some to restrict their employment and educational activities, and affecting their dignity and safety.<sup>7</sup> In the words of one worker living with HIV and participating in an ILO-supported workplace

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1 UNAIDS, “Global HIV & AIDS Statistics — Fact Sheet”.

2 National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention, “Press Release on New HIV Infections Dropping 18 Percent in 6 Years”, 14 February 2017.

3 UNAIDS Programme Coordinating Board, *Update on Actions to Reduce Stigma and Discrimination in All Its Forms*, 25 November 2019.

4 UNAIDS Programme Coordinating Board, *Update on Actions to Reduce Stigma and Discrimination in All Its Forms*, 25 November 2019.

5 United Nations, “The Sustainable Development Agenda”.

6 ILO, “WORLD AIDS DAY: Global Solidarity Shared Responsibility”.

7 GNP+ and ILO, *Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index*, 2018.

programme in India: “If you take away our jobs, you kill us faster than the virus. Work is more than medicine to us.”<sup>8</sup>

All people have a right to earn a living and to social participation through work.<sup>9</sup> In reality, however, HIV-related stigma and discrimination deny many the right to work, undermine their ability to secure and retain employment, and disrupt their employment and career progression.<sup>10</sup> The People Living with HIV Stigma Index (PLHIV Stigma Index) found that stigma and discrimination against people living with HIV are as frequently, or more frequently, causes of unemployment or denial of work as are ill health in many national settings.<sup>11</sup>

HIV-related stigma and discrimination push workers living with HIV into the informal economy where social protection coverage is either limited or non-existent. The PLHIV Stigma Index has shown that people living with HIV experience unemployment rates three times higher than national unemployment rates.<sup>12</sup>

An ILO-Global Network of People Living with HIV (GNP+) PLHIV Stigma Index survey report states that large proportions of people living with HIV are unemployed, ranging from 7 per cent of those surveyed in Uganda to 61 per cent in Honduras.<sup>13</sup> Out of the 13 countries in which surveys were conducted, ten recorded unemployment rates of 30 per cent or higher among people living with HIV.<sup>14</sup> These rates were much higher among young people — those aged less than 30 years — living with HIV. They ranged from 11 per cent in Republic of Korea to 61 per cent

in Greece, with some countries recording over 50 per cent unemployment among young people living with HIV: Fiji (56 per cent), Honduras (60 per cent) and Timor-Leste (50 per cent).<sup>15</sup>

Stigma and discrimination against people living with HIV are problems in and of themselves, but they also compound the adversity that marginalized individuals – such as people living with HIV who have disabilities<sup>16</sup> or are LGBT+<sup>17</sup>, sex workers<sup>18</sup>, migrants<sup>19</sup>, or indigenous<sup>20</sup> or tribal peoples<sup>21</sup> – already experience. Globally, key populations such as sex workers, gay men and other men who have sex with men, transgender people, people who inject drugs, and people in prisons and other enclosed settings are “particularly vulnerable and disproportionately affected by HIV due to certain risk behaviors, marginalization, and structural factors such as stigma, discrimination, violence, human right violations, and criminalization – all which contribute to a lack of access to health services”.<sup>22</sup>

It is worth noting that the COVID-19 pandemic has reinforced and magnified existing inequalities in society and made more urgent the importance of a human rights approach to health. Increases in stigma, discrimination, harassment and violence, including sexual and gender-based violence towards women, girls and key populations, have been observed in the context of the COVID-19 pandemic and have worsened the plight of many of the most vulnerable.<sup>23</sup>

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▶▶ If you take away our jobs, you kill us faster than the virus. Work is more than medicine to us. ▶▶

#### WORKER LIVING WITH HIV<sup>24</sup>

8 ILO, [Workplace Action on HIV/AIDS](#).

9 GNP+ and ILO, [Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index](#), 2018.

10 GNP+ and ILO, [Evidence Brief: Stigma and Discrimination at Work: Findings from the People Living with HIV Stigma Index](#), 2012.

11 GNP+ and ILO, [Evidence Brief: Stigma and Discrimination at Work: Findings from the People Living with HIV Stigma Index](#), 2012.

12 UNAIDS, [The Gap Report 2014: People Living with HIV](#), 2014.

13 GNP+ and ILO, [Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index](#), 2018.

14 GNP+ and ILO, [Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index](#), 2018.

15 GNP+ and ILO, [Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index](#), 2018.

16 Kelly K. O'Brien et al., “Characterizing the Disability Experience Among Adults Living with HIV: A Structural Equation Model Using the HIV Disability Questionnaire (HDQ) Within the HIV, Health and Rehabilitation Survey”, *BMC Infectious Diseases* 19, No. 1 (2019), 1–12.

17 Carmen H. Logie et al., “HIV, Gender, Race, Sexual Orientation, and Sex Work: A Qualitative Study of Intersectional Stigma Experienced by HIV-Positive Women in Ontario, Canada”, *PLOS Medicine* 8, No. 11 (2011).

18 Carmen H. Logie et al., “HIV, Gender, Race, Sexual Orientation, and Sex Work: A Qualitative Study of Intersectional Stigma Experienced by HIV-Positive Women in Ontario, Canada”, *PLOS Medicine* 8, No. 11 (2011).

19 GNP+ and ILO, [Evidence Brief: Stigma and Discrimination at Work: Findings from the People Living with HIV Stigma Index](#), 2012.

20 ILO, [A Qualitative Study on Stigma and Discrimination Experienced by Indigenous Peoples Living with HIV or Having TB at Work](#), 2019.

21 Roberta L. Woodgate et al., “A Qualitative Study on the Intersectional Social Determinants for Indigenous People Who Become Infected with HIV in Their Youth”, *International Journal for Equity in Health* 16, No. 1 (2017), 132.; GNP+ and ILO, [Evidence Brief: Stigma and Discrimination at Work: Findings from the People Living with HIV Stigma Index](#), 2012.

22 United States Agency for International Development, “[Key Populations: Achieving Equitable Access to End AIDS](#)”.

23 ILO, “[WORLD AIDS DAY: Global Solidarity Shared Responsibility](#)”.

24 ILO, [Workplace Action on HIV/AIDS](#).



## ► Commitments to end HIV-related stigma and discrimination

Countries have made commitments at regional and global levels to end stigma and discrimination, including through legally binding human rights treaties, political declarations and conventions. The 2030 Agenda for Sustainable Development unequivocally puts equality and non-discrimination and “leaving no one behind” at the core of global development.<sup>25</sup>

The ILO’s rights-based approach to HIV is embodied in Recommendation No. 200, which provides a unique international framework through which to address the issues that workers and employers face in the context of HIV.<sup>26</sup> It emphasizes key principles of gender equality and a discrimination-free work environment, among others. ILO action on HIV and AIDS will continue to be guided by Recommendation No. 200, as well as by Convention No. 190,<sup>27</sup> the accompanying Recommendation No. 206<sup>28</sup> and other ILO Conventions.

The ILO’s response to HIV and AIDS in terms of accelerating progress towards 2030 supports the promotion of measures to eliminate HIV-related stigma and discrimination at work and to address the needs of persons at higher risk of HIV exposure, such as persons with disabilities; indigenous and tribal peoples; lesbian, gay, bisexual, transgender and intersex (LGBTI) persons; migrant workers; and young and adolescent women. Such measures include improving access to employment for persons living with HIV.<sup>29</sup> The revised ILO strategy on HIV and AIDS calls for the undertaking of research on employment-related HIV stigma and discrimination to quantify and better understand the issues that perpetuate HIV-related stigma and discrimination and support policy development and the creation of measures to address them effectively.<sup>30</sup>

The new *End Inequalities. End AIDS. Global AIDS Strategy (2021-2026)* presents new opportunities and commitments for the global community to address HIV-related stigma and discrimination.<sup>31</sup> For the first time, the new global AIDS

strategy includes specific quantifiable targets on societal enablers such as access to justice; the removal of punitive laws; and the elimination of stigma, discrimination and violence. The strategy includes a target of *less than 10 per cent of people living with HIV and key populations experiencing stigma and discrimination*.

The 2021 *Political Declaration on HIV and AIDS: Ending Inequalities and Getting on Track to End AIDS by 2030*, which was adopted by Member States in 2021, commits to “urgent and transformative action to end the social, economic, racial and gender inequalities, restrictive and discriminatory laws, policies and practices, stigma and multiple and intersecting forms of discrimination, including based on HIV status, and human rights violations that perpetuate the global AIDS epidemic”, among other commitments.<sup>32</sup>

The Global Fund Strategy 2017-2022 recognizes the need for greater investment to include and expand programmes to remove barriers, such as stigma and discrimination, in national responses to HIV, tuberculosis (TB) and malaria so that everyone can access the health services they need.<sup>33</sup> The Global Fund is undertaking an ambitious initiative, *Breaking Down Barriers*, to dramatically scale up programmes to reduce human rights-related barriers that impede the uptake of HIV, TB and malaria services.<sup>34</sup>

Launched in 2018, the UNAIDS Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination is harnessing the combined strengths of civil society, governments, UN agencies and donors to tackle HIV-related stigma and discrimination in a coordinated, targeted and consistent manner in a number of countries.<sup>35</sup>

Despite all these commitments, countries have been slow in effecting changes in their laws, increasing legal literacy and access to justice, and ensuring adequate training and capacities of law enforcement agents to prevent HIV-related stigma and discrimination. Far too many countries still report high levels of violence, stigma

25 United Nations Sustainable Development Group, “[Leave No One Behind](#)”.

26 ILO, “[R200 - HIV and AIDS Recommendation, 2010 \(No. 200\)](#)”.

27 ILO, “[C190 - Violence and Harassment Convention, 2019 \(No. 190\)](#)”.

28 ILO, “[R206 - Violence and Harassment Recommendation, 2019 \(No. 206\)](#)”.

29 [GB.337/POL/1](#).

30 [GB.337/POL/1](#).

31 UNAIDS, *End Inequalities. End AIDS. Global AIDS Strategy 2021-2026*, 2021.

32 UN General Assembly, resolution 75/284, [Political Declaration on HIV and AIDS: Ending Inequalities and Getting on Track to End AIDS by 2030](#), A/RES/75/284 (2021).

33 The Global Fund, “[Human Rights](#)”.

34 The Global Fund, *Global Fund Breaking Down Barriers Initiative: Summary of Key Findings of the Baseline Assessments in 20 Countries*, 8 June 2020.

35 UNAIDS, [Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination](#), 2018.

and discrimination, and discriminatory laws and policies, including against key populations and people living with HIV. As the global response moves towards accelerating progress to ultimately end AIDS as a public health threat, we must move from commitments to actions. It is vital that countries work to address all forms of HIV-related stigma and discrimination faced by people living with, affected by and at risk of HIV.

With this context in mind, the ILO sought to undertake a survey to learn more about the reasons underpinning the persistence of HIV-related stigma and discrimination in the world of work, to inform the acceleration of the HIV response going forward.

## ► Rationale and implementation of the survey



The ILO Global HIV Discrimination in the World of Work survey was designed to generate consistent and comparable cross-sectional data on HIV-related stigma and discrimination in the workplace across 50 countries from different regions, and with different HIV burdens. The survey aims to deepen understanding around the reasons for persistent HIV-related stigma and discrimination in the workplace, which block access to employment, as well as the uptake of HIV prevention, treatment, care and support services in many countries.

The 50 surveyed countries include high-, middle- and low-income countries and account for nearly 70 per cent of the world's population aged 15 and older (see table A.3 in the appendix for income groupings of countries included in the survey).

The survey uncovered knowledge gaps and insights into attitudes that perpetuate stigma and discrimination. The findings shaped the recommendations on how the HIV response can better address stigma and discrimination in

the world of work (see Chapter 5 for details). By gathering these new data, the ILO and partners can implement evidence-informed adjustments in response to HIV-related stigma and discrimination in the world of work.

The 50-country survey was implemented as part of the Gallup World Poll, which is a survey structure that tracks some of the most important issues worldwide, such as employment and well-being, among others. The survey asks people about their experiences, behaviours and opinions about a number of issues. Since the creation of the Gallup World Poll in 2005, nationally representative surveys have been conducted continually in more than 150 countries and territories. A common set of data is collected in each country – the same core Gallup questions are asked to residents in all participating countries, every time, and in the same way.

See the appendix of this report for more details about the survey approach and methodology.

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►► Workers, their families and their dependants should have access to and benefit from prevention, treatment, care and support in relation to HIV and AIDS, and the workplace should play a role in facilitating access to these services. ◀◀

ILO<sup>36</sup>

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<sup>36</sup> ILO, "R200 - HIV and AIDS Recommendation, 2010 (No. 200)".





## ► Overview of this report

The ILO Global HIV Discrimination in the World of Work survey report includes five chapters and one appendix:

1. **Chapter 1** provides background information on the experiences of people living with HIV, as well as the rationale for the survey.
2. **Chapter 2** reviews if respondents believe people living with HIV should or should not be allowed to work in any type of job in direct contact with other people who do not have HIV. It also explores the reasons why some respondents say people living with HIV should not be allowed to work directly with others who do not have HIV.
3. **Chapter 3** examines the HIV-related knowledge and misconception gaps that drive stigma and discrimination in the world of work.
4. **Chapter 4** explores the issue of mandatory HIV testing before people are allowed to work.
5. **Chapter 5** includes recommendations for reducing HIV-related stigma and discrimination in the world of work.
6. **The appendix** explains the survey approach and methodology for the ILO Global HIV Discrimination in the World of Work survey.



## ► Survey questions analysed in this report

The finalized survey questions are listed in box 1.1.

### ► **Box 1.1** Survey questions for ILO Global HIV Discrimination in the World of Work survey

I will now ask you several questions about people who have HIV. HIV is a virus that attacks the immune system, which is our body's natural defense against illness. If left untreated, HIV can progress into AIDS. A person who has HIV may or may not know that they have this virus and may or may not be receiving treatment

**Q1:** Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Allowed, Not allowed, (It depends), (Don't know), (Refused)

**Q2:** Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV?

**Q2A:** Risk of other people getting infected with HIV

Yes, No, (Don't know), (Refused)

**Q2B:** People with HIV can spread illnesses other than HIV

Yes, No, (Don't know), (Refused)

**Q2C:** People with HIV cannot be productive at work because they are sick a lot

Yes, No, (Don't know), (Refused)

**Q2D:** People with HIV should not associate with people who do not have HIV

Yes, No, (Don't know), (Refused)

**Q3:** To the best of your knowledge, can HIV be transmitted in any of the following ways?

**Q3A:** Through unprotected sex

Yes, No, (Don't know), (Refused)

**Q3B:** Through hugging or shaking hands

Yes, No, (Don't know), (Refused)

**Q3C:** By sharing needles

Yes, No, (Don't know), (Refused)

**Q3D:** Through kissing

Yes, No, (Don't know), (Refused)

**Q3E:** By sharing a bathroom

Yes, No, (Don't know), (Refused)

**Q4:** In this country, should there be mandatory testing for HIV before people are allowed to work?

Yes, No, (It depends), (Already have mandatory testing in this country), (Don't know), (Refused)

**Q5:** Have you, personally, ever known a person with HIV?

Yes, No, (Don't know), (Refused)

**Note:** Q1, Q2, Q2A–D, Q3, Q3A–E, Q4 and Q5 are codes that indicate question items in the survey. For ease of reference, these codes are used throughout the report. Survey response options are shown below each question. Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer. In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: "To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands." For the purposes of this report's analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results. Additionally, none of the Q3 question items were asked in the United Arab Emirates; consequently, the Q3 data in each chapter are results from the remaining 49 countries.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

# ▶ 2



## People living with HIV being allowed to work directly with others who do not have HIV

### Introduction

In 2018, an ILO report noted that while there has been significant progress made in antiretroviral therapy that enables people living with HIV to work, “HIV-related stigma remains pervasive and its effects debilitating”.<sup>1</sup> This chapter explores the extent of HIV discrimination in the world of work in the 50 surveyed countries. It also investigates the factors that seem to be associated with such discrimination.

The chapter is divided into two parts. The first part examines the first question in the ILO Global HIV Discrimination in the World of Work survey (see box 2.1), which seeks to discover if respondents believe that people living with HIV should or should not be allowed to work directly with others who do not have HIV. The second part explores the reasons – or misconceptions – that individuals give for saying people living with HIV should not be allowed to work in any type of job in direct contact with other people who do not have HIV.

<sup>1</sup> GNP+ and ILO, *Evidence Brief: HIV Stigma and Discrimination in the World of Work: Findings from the People Living with HIV Stigma Index*, 2018.



## ▶ Survey questions analysed in this chapter

### ▶ Box 2.1

Survey questions Q1 and Q2 and question items Q2A–D; chapter also includes analysis tying Q1 to Q5

**Q1:** Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?  
Allowed, Not allowed, (It depends), (Don't know), (Refused)

**If respondents answered “not allowed” or “it depends” to Q1, they were asked Q2, including Q2A–D:**

**Q2:** Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.

**Q2A:** Risk of other people getting infected with HIV  
Yes, No, (Don't know), (Refused)

**Q2B:** People with HIV can spread illnesses other than HIV  
Yes, No, (Don't know), (Refused)

**Q2C:** People with HIV cannot be productive at work because they are sick a lot  
Yes, No, (Don't know), (Refused)

**Q2D:** People with HIV should not associate with people who do not have HIV  
Yes, No, (Don't know), (Refused)

**All respondents were asked Q5 later, regardless of their responses to Q1 and Q2A–D.**

**Q5:** Have you, personally, ever known a person with HIV?  
Yes, No, (Don't know), (Refused)

**Note:** Q1, Q2, Q2A–D and Q5 are codes that indicate question items in the survey. For ease of reference, these codes are used throughout the report. Survey response options are shown below each question. Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)



## ► Key findings

1. Globally, just over half of people (50.5 per cent) agree that people living with HIV should be allowed to work directly with others who do not have HIV. However, more than one third (35.6 per cent) say people living with HIV should not be allowed to do so, and another 2.8 per cent say “it depends”, suggesting that nearly four in ten people (38.4 per cent) across all 50 countries are, to some degree, against allowing people living with HIV to work directly with others who do not have HIV.
2. Women and men are about equally as likely to say people living with HIV should be allowed to work directly with others who do not have HIV, with 50.5 per cent of the former and 50.6 per cent of the latter expressing this opinion.
3. The regions in which the least respondents say people living with HIV should be allowed to work in direct contact with others who do not have HIV are Asia and the Pacific, where 40.6 per cent of people say “allowed” to Q1, and the Middle East and North Africa, where 42.0 per cent say the same.
4. Globally, higher personal educational attainment is associated with greater likelihood of saying people living with HIV should be allowed to work directly with others who do not have HIV. Overall, 68.0 per cent of respondents with a tertiary education (16 or more years of education) say people living with HIV should be allowed to work in direct contact with others who do not have HIV, compared with 55.4 per cent of those with a secondary education (nine to 15 years of education) and 39.9 per cent of those with a primary education (zero to eight years of education).
5. Most individuals who say people living with HIV should not be allowed to work in any type of job in direct contact with others who do not have HIV cite multiple reasons for their opinion.
6. Among respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, the most common reason for their opinion is the “risk of other people getting infected with HIV” (79.3 per cent).
7. Nearly six in ten respondents (57.0 per cent) who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, cite “people with HIV should not associate with people who do not have HIV” as the reason for their opinion. At 75.6 per cent, this reason is most common in the Middle East and North Africa. It is also most likely to be given as a reason by people with low levels of educational attainment (zero to eight years).

►► Confronting inequalities and ending discrimination is critical to ending AIDS. The world is off track from delivering on the shared commitment to end AIDS by 2030 not because of a lack of knowledge, capability or means to beat AIDS, but because of structural inequalities that obstruct proven solutions in HIV prevention and treatment. ►►

UNAIDS<sup>2</sup>

<sup>2</sup> UNAIDS, *Zero Discrimination Day: End Inequalities*, 2021.

## ► Part 1: Views about people living with HIV working directly with others who do not have HIV



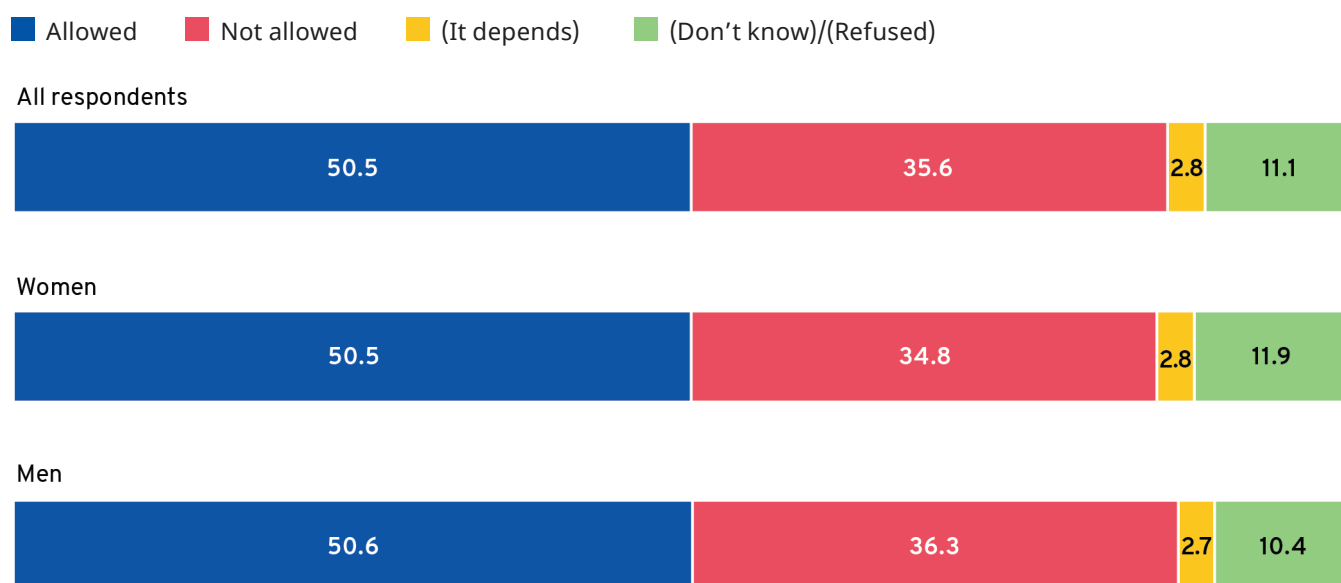
Globally, approximately half of respondents (50.5 per cent) living in the 50 countries included in the ILO Global HIV Discrimination in the World of Work survey say people living with HIV should be allowed “to work in any type of job in direct contact with other people who do not have HIV”. More than one third of respondents (35.6 per cent) say people living with HIV should not be allowed to work directly with others who do not have HIV, while another 2.8 per cent say “it depends” – meaning a combined 38.4 per

cent of respondents believe, to some degree, in excluding people living with HIV from working directly with others who do not have HIV. The remaining 11.1 per cent of respondents did not provide an opinion on this question.

Women and men are equally likely to say people living with HIV should be allowed to work directly with others who do not have HIV (see figure 2.1).

► **Figure 2.1.** Different opinions about allowing people living with HIV to work directly with others who do not have HIV

Percentages of people who say each indicated response for Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?



**Note:** Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## Results across regions: In most regions, a majority says people living with HIV should be allowed to work directly with others who do not have HIV

### Asia and the Pacific and the Middle East and North Africa stand out with lowest percentages of respondents who say “allowed”

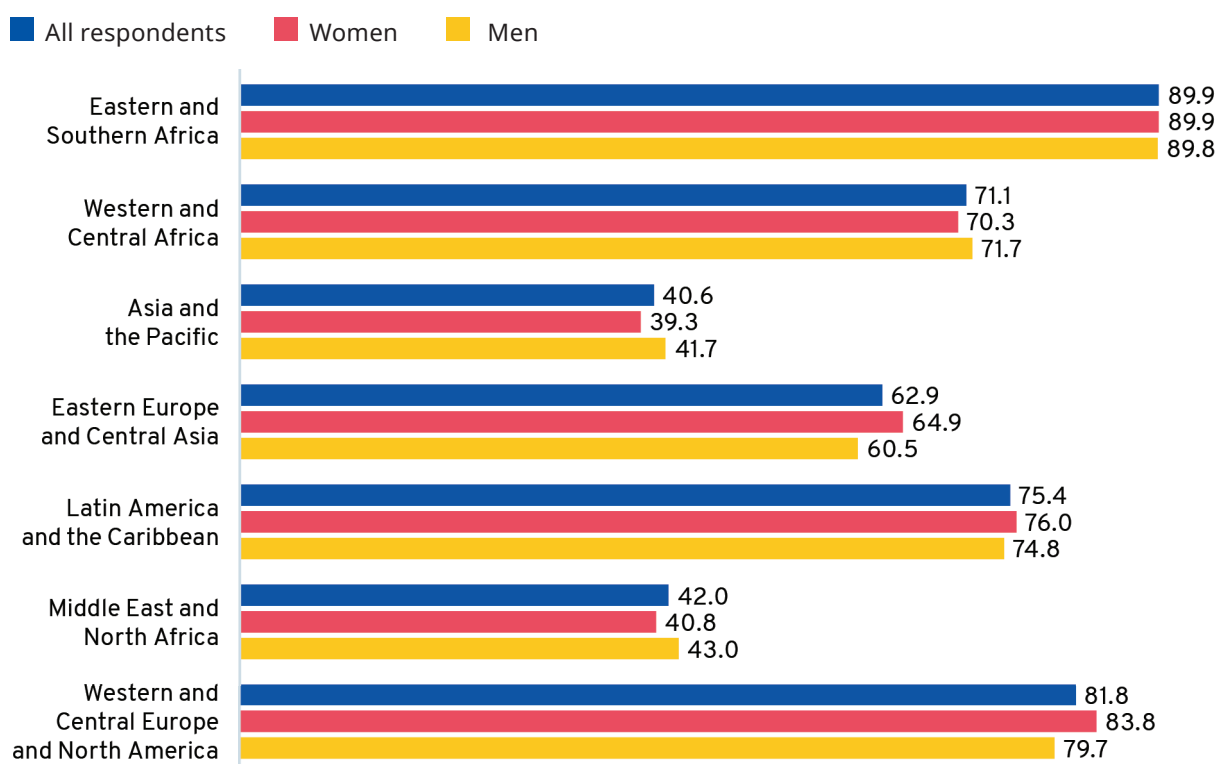
Despite the divided opinions at the global level about allowing people living with HIV to work directly with others who do not have HIV, the answers of respondents in most regions tilt decisively toward saying people living with HIV should be allowed to work directly with others who do not have HIV; in five of the seven regions, most respondents share this opinion. These regions include Eastern Europe and Central Asia (62.9 per cent), Western and Central Africa (71.1 per cent), Latin America and the Caribbean (75.4 per cent), Western and Central Europe and North America (81.8 per cent), and Eastern and Southern Africa (89.9 per cent).

In most of these regions, the percentages of women and men who express this view are roughly similar.

In two other regions, by contrast, less than half of respondents say people living with HIV should be allowed to work directly with others who do not have HIV. In the Middle East and North Africa, 42.0 per cent say this, and in Asia and the Pacific, the figure stands at 40.6 per cent. In both regions, women are about as likely as men to say people living with HIV should be allowed to work directly with others who do not have HIV (see figure 2.2).

► **Figure 2.2.** Views on allowing people living with HIV to work directly with others who do not have HIV, by gender

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

### What accounts for the regional differences?

Regional totals are shaped by the countries within each geographical grouping – although the percentages are adjusted to account for the differences in population sizes

among the countries. As such, it is important to consider the countries where acceptance is notably high or low. The next section examines these two acceptance levels in turn.

## Across countries, there is a wide range of percentages of respondents who say “allowed”

The seven countries that have the highest percentages of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV are in Eastern and Southern Africa, the region with highest regional percentage of respondents who say “allowed” to Q1. It is also worth noting that this region has the highest burden of adults living with HIV (highest adult prevalence of HIV) in the world.<sup>3</sup>

In Kenya, Zambia, Namibia, Uganda, Tanzania (United Republic of) and Zimbabwe, more than nine in ten respondents say people living with HIV should be allowed to work directly with others who do not have HIV; the proportion of people who say the same in South Africa is nearly as high (see table 2.1).

► **Table 2.1. Views on allowing people living with HIV to work directly with others who do not have HIV, by gender for each country**

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

	All respondents	Women	Men
<b>Kenya</b>	96.7	97.4	96.0
<b>Zambia</b>	95.3	94.6	96.1
<b>Namibia</b>	94.7	95.5	93.7
<b>Uganda</b>	93.8	94.3	93.3
<b>Tanzania (United Republic of)</b>	93.6	95.9	91.3
<b>Zimbabwe</b>	91.5	91.7	91.4
<b>South Africa</b>	89.3	89.8	88.7
<b>United States</b>	83.8	86.2	81.3
<b>Ethiopia</b>	83.0	80.9	85.0
<b>Gabon</b>	81.6	79.2	83.9
<b>Peru</b>	80.8	82.0	79.5
<b>Costa Rica</b>	79.9	83.6	75.9
<b>Cameroon</b>	78.6	81.9	75.1
<b>Dominican Republic</b>	77.2	77.4	77.0
<b>Bolivia (Plurinational State of)</b>	76.4	76.8	76.1
<b>Nigeria</b>	75.2	73.7	76.6
<b>Brazil</b>	74.6	75.1	74.2
<b>Cambodia</b>	73.3	69.1	77.4
<b>Côte d’Ivoire</b>	71.8	75.2	68.0
<b>Benin</b>	71.3	68.9	74.1

<sup>3</sup> KFF, “The Global HIV/AIDS Epidemic”.



<b>Ghana</b>	70.3	69.5	71.1
<b>Russian Federation</b>	68.3	69.3	67.0
<b>Burkina Faso</b>	67.5	70.0	64.9
<b>Paraguay</b>	67.2	67.3	67.1
<b>Mauritius</b>	67.0	65.5	68.3
<b>Bulgaria</b>	62.8	65.3	60.3
<b>Viet Nam</b>	62.3	58.7	66.1
<b>Romania</b>	56.6	51.2	61.8
<b>Thailand</b>	56.3	56.2	56.4
<b>Ukraine</b>	55.3	60.8	48.9
<b>Congo (Brazzaville)</b>	54.9	51.2	58.6
<b>Senegal</b>	54.7	56.7	52.4
<b>Mali</b>	52.1	50.1	54.4
<b>Algeria</b>	51.9	50.0	53.6
<b>Iran (Islamic Republic of)</b>	51.2	48.6	53.7
<b>Kazakhstan</b>	48.7	47.7	49.7
<b>Guinea</b>	48.5	43.9	53.2
<b>United Arab Emirates</b>	47.6	50.0	46.7
<b>Myanmar</b>	47.5	45.3	49.6
<b>India</b>	46.8	45.3	47.9
<b>Philippines</b>	45.4	47.8	42.8
<b>Morocco</b>	40.8	41.0	40.6
<b>Albania</b>	39.5	38.0	41.1
<b>Lebanon</b>	39.0	38.7	39.3
<b>Saudi Arabia</b>	38.8	36.7	40.3
<b>Kyrgyzstan</b>	37.0	39.5	34.3
<b>China</b>	35.6	35.3	35.9
<b>Pakistan</b>	31.6	27.0	35.9
<b>Egypt</b>	30.2	30.2	30.2
<b>Indonesia</b>	27.3	24.1	30.5

Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

In the United States, 83.8 per cent of respondents say people living with HIV should be allowed to work directly with others who do not have HIV. Notably, HIV prevalence in the United States is lower than in many other countries.<sup>4</sup> Nonetheless, the disease has left a distinct mark on the country.<sup>5</sup> The United States was one of the first countries where HIV was detected in the early 1980s,<sup>6</sup> and by 1988, 68 per cent of Americans told Gallup (in surveys at the time) that AIDS was the most urgent health problem facing the country.<sup>7</sup> Even as late as 1999, one in three Americans considered AIDS to be the most urgent health problem facing the country.<sup>8</sup>

In 15 countries, less than half of respondents say people living with HIV should be allowed to work directly with others who do not have HIV. Six countries where these types of views are most common are in Asia and the Pacific, and five of the countries are in the Middle East and North Africa. Among the countries in Asia and the Pacific is Indonesia, where just over one quarter (27.3 per cent) of respondents say “allowed” to Q1. In Lebanon, Saudi Arabia and Egypt – all part of the Middle East and North Africa – less than 40.0 per cent of respondents say people living with HIV should be allowed to work directly with others who do not have HIV.

Interestingly, evidence suggests that in many of the countries where less than a majority of respondents say “allowed” to Q1, HIV may be an unfamiliar topic for many respondents; in most of these countries, official HIV prevalence rates are relatively low (where data are available).<sup>9</sup> Furthermore, comparatively few respondents

in these countries say they have ever known someone who has had HIV.<sup>10</sup>

In some countries, there are notable observations regarding the opinions of women and men on the question of whether people living with HIV should be allowed to work directly with others who do not have HIV. In Egypt, for example, the percentages of women and men who believe people living with HIV should be allowed to work directly with others who do not have HIV is the same for both genders, at 30.2 per cent. However, 55.1 per cent of women, compared with 65.7 per cent of men, say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. The difference in the percentages of women and men reflect the fact that a greater share of women than men in Egypt say they “don’t know” to this question (or they refuse to answer), at 14.7 per cent versus 4.2 per cent, respectively.

In Pakistan, men are more likely than women to say people living with HIV should be allowed to work directly with others who do not have HIV (35.9 per cent for men, compared with 27.0 per cent for women). A potential reason for this difference could be educational attainment. In Pakistan, men tend to be more educated than women – with 39.0 per cent of men completing a secondary level of education or higher, compared with 19.7 per cent of women. In this chapter’s “Key Demographic Patterns” section below, more detailed analysis is presented about how education relates to respondents’ opinions about whether people living with HIV should be allowed or not allowed to work directly with others who do not have HIV.

## Strong positive association between having known someone with HIV and believing that people living with HIV should be allowed to work directly with others who do not have HIV

This section explores the relationship between having known someone with HIV and believing that people living with HIV should be allowed to work directly with others who do not have HIV. It compares country-level percentages of people who say they have, personally, ever known a person living with HIV with percentages of respondents who think people living with HIV should be allowed to work in direct contact with other people who do not have HIV. This analysis strongly suggests that familiarity with HIV – in the form of having known someone with HIV – is closely

linked to believing people living with HIV should be allowed to work directly with others who do not have HIV.

As figure 2.3 demonstrates, there is a strong, statistically significant positive correlation<sup>11</sup> (0.840) – a measure of statistical strength between two data series<sup>12</sup> – at the country level between the percentage of people who say they personally have known a person living with HIV and the percentage of respondents who believe people living with HIV should be allowed to work directly with others who do not have HIV.

4 The World Bank, “Prevalence of HIV, Total (% of Population Ages 15-49): UNAIDS Estimates”.

5 CDC (Centers for Disease Control and Prevention), “Basic Statistics”.

6 S. Franceschi et al., “AIDS Incidence Rates in Europe and the United States”, *AIDS* 8, No. 8 (1994), 1173–1177.; Avert, “History of HIV and AIDS Overview”.

7 Justin McCarthy, “Gallup Vault: Fear and Anxiety During the 1980s AIDS Crisis”, Gallup News, 28 June 2019.

8 Justin McCarthy, “Gallup Vault: Fear and Anxiety During the 1980s AIDS Crisis”, Gallup News, 28 June 2019.

9 The World Bank, “Prevalence of HIV, Total (% of Population Ages 15-49): UNAIDS Estimates”.

10 Data are based on Q5 on the ILO Global HIV Discrimination in the World of Work survey. The question reads: Have you, personally, ever known a person with HIV? Response options: Yes, No, (Don’t know), (Refused).

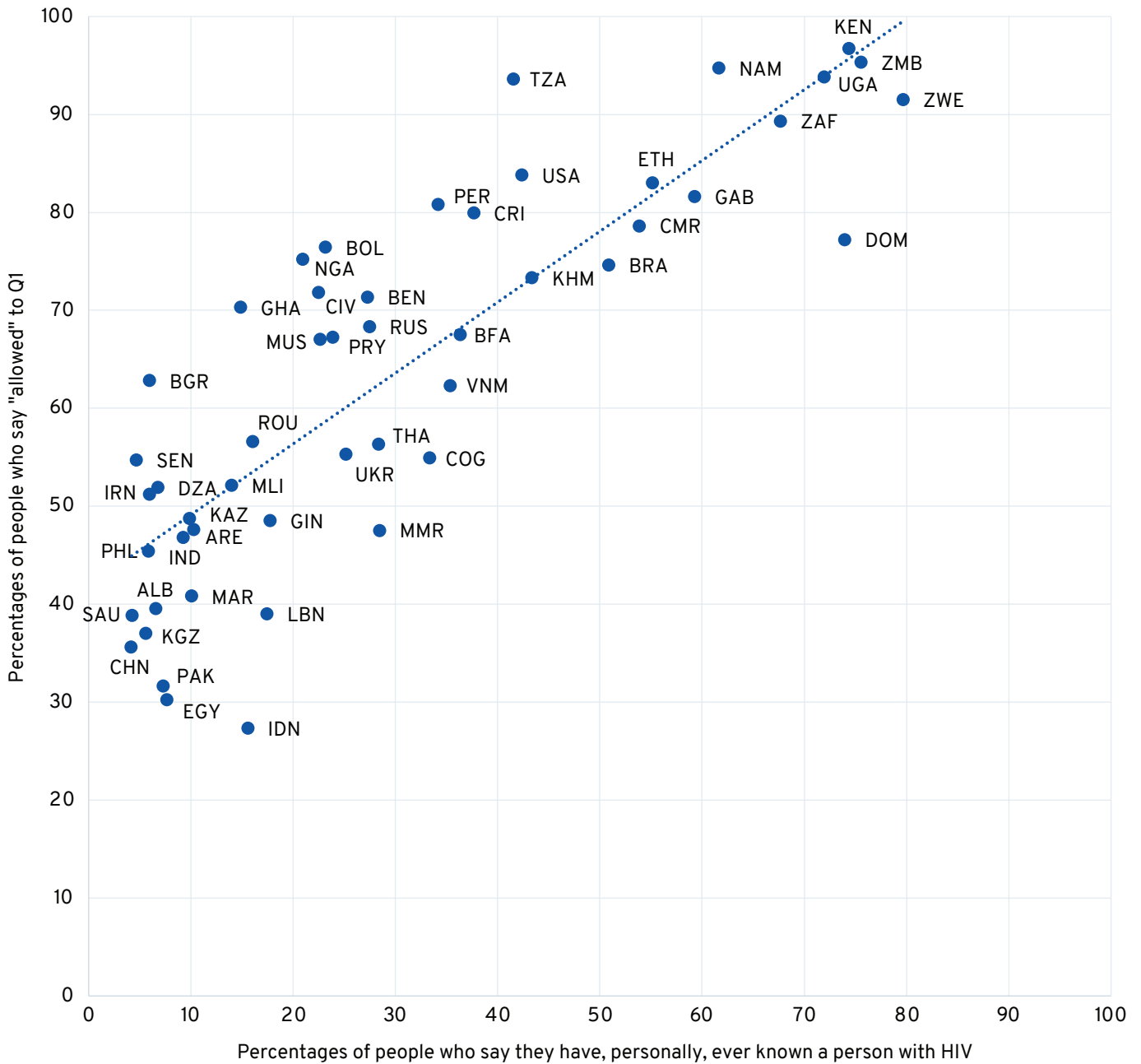
11 Pearson’s correlation coefficient assumes a linear relationship between two variables. The coefficient can take any value between -1 and 1. A value of (or near) -1 indicates a perfect negative relationship; values closer to 1 indicate a perfect positive relationship. A value of 0 indicates no relationship.

12 Correlation is significant at the 0.01 level (two-tailed).

► Figure 2.3.

**Positive relationship between opinion that people living with HIV should be allowed to work directly with others who do not have HIV and ever knowing a person living with HIV, by country**

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?, compared with percentages of people who say “yes” to Q5: Have you, personally, ever known a person with HIV?



**Note:** See table A.1 for a list of regional groupings, country codes and corresponding country names.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## Key demographic patterns

Viewpoints about whether people living with HIV should be allowed to work in direct contact with others who do not have HIV vary, not only at the regional and country levels, but also at the individual level, as shown in results

by key demographic groups – especially by education, age and income. This section explores these differences (or the lack thereof).

### Education matters – nearly seven in ten people with a tertiary education say people living with HIV should be allowed to work directly with others who do not have HIV

A person’s educational attainment is strongly linked with whether the person believes someone living with HIV should be allowed to work directly with others who do not have HIV. Globally, 68.0 per cent of respondents with a tertiary education (16 or more years of education) say people living with HIV should be allowed to work directly with others who do not have HIV, compared with 55.4 per cent of those with a secondary education (nine to 15 years of education) and 39.9 per cent of those with a primary education (zero to eight years of education). A similar pattern holds across the regions, with the exception of Eastern and Southern Africa, where those with a tertiary education and those with a secondary education have about the same percentages of people who say “allowed” to Q1, at 94.3 per cent and 94.0 per cent, respectively.

The importance of education is apparent even in the two regions where respondents are the least likely to say people living with HIV should be allowed to work in direct contact with others who do not have HIV – Asia and the Pacific, and the Middle East and North Africa. In both regions, a majority of individuals with a tertiary education say people living with HIV should be allowed to work directly with others who do not have HIV, at 54.7 per cent in the Middle East and North Africa and 58.0 per cent in Asia and the Pacific.

The relationship between greater education and greater likelihood of saying “allowed” to Q1 also generally holds when looking at women and men separately (see figure 2.4).

► **Figure 2.4.** Views on allowing people living with HIV to work directly with others who do not have HIV, by education level

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

#### All respondents

■ Primary ■ Secondary ■ Tertiary

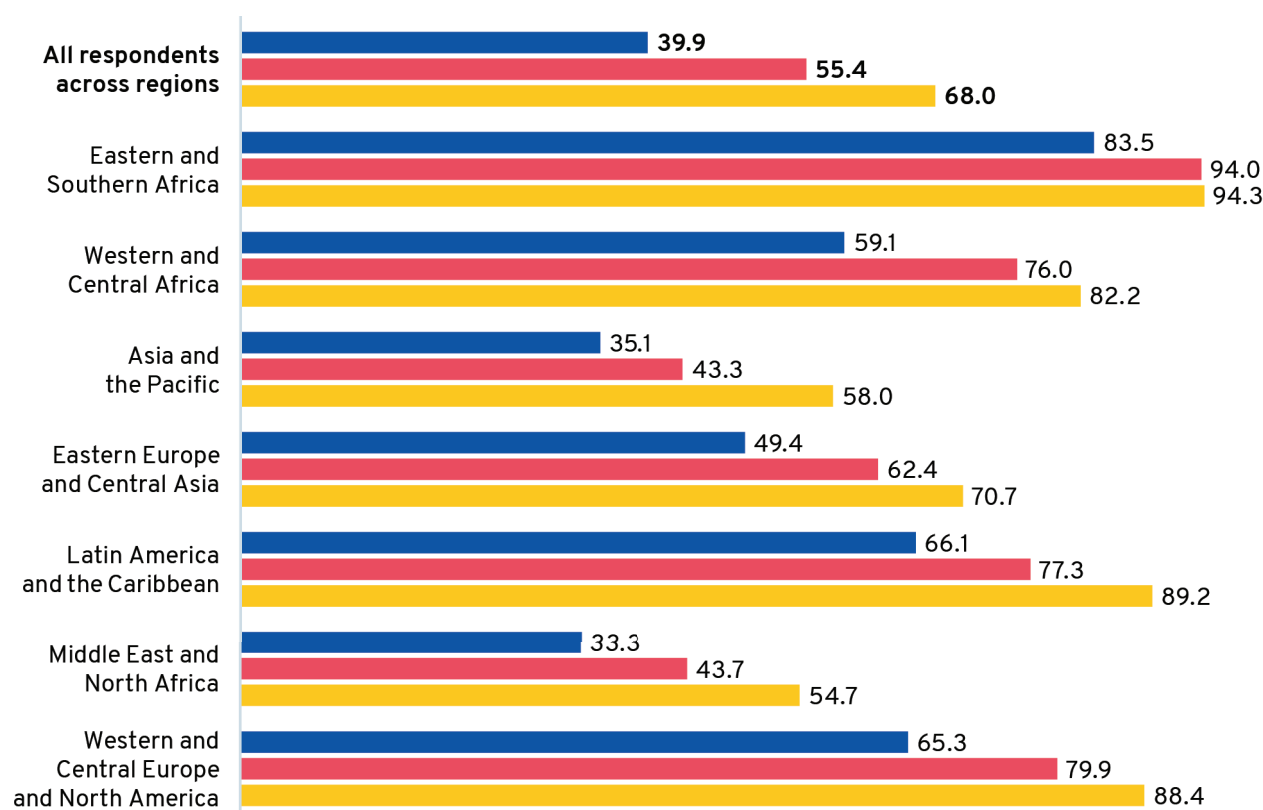
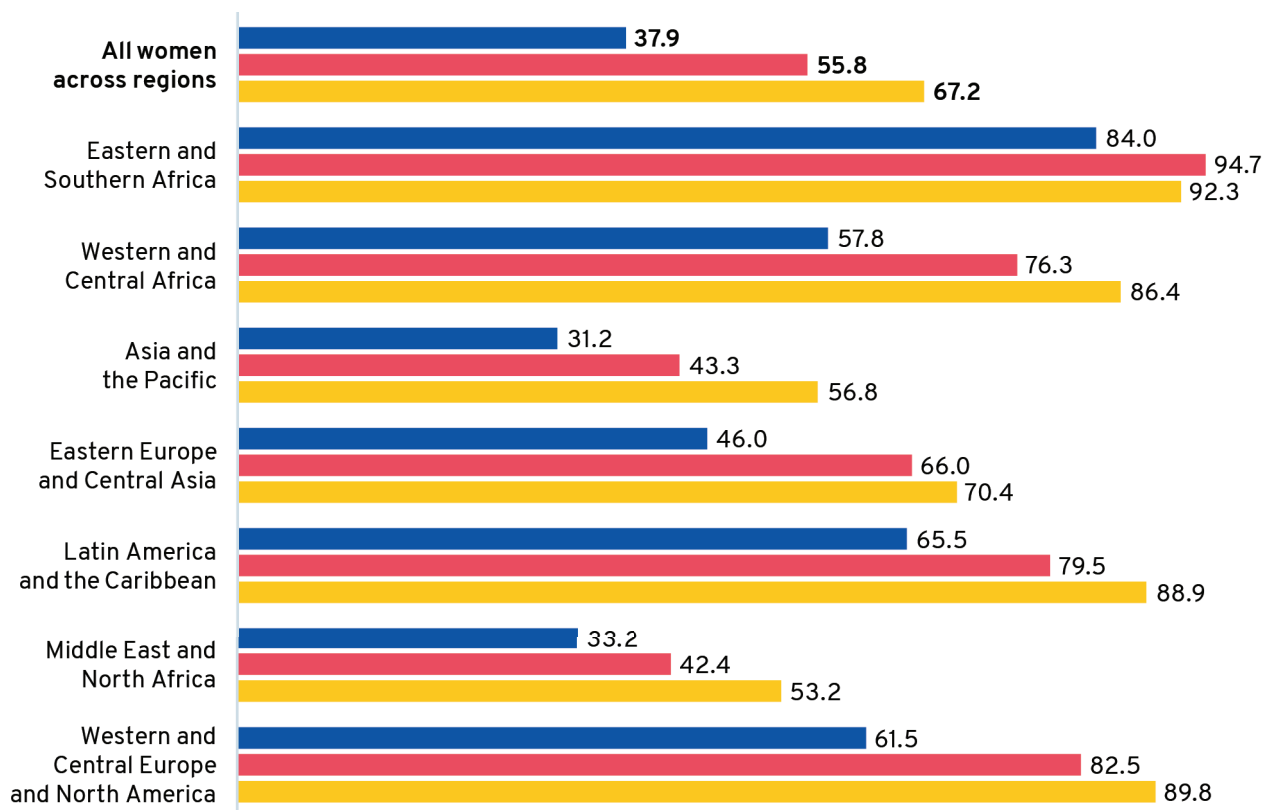


Figure 2.4. (continued)

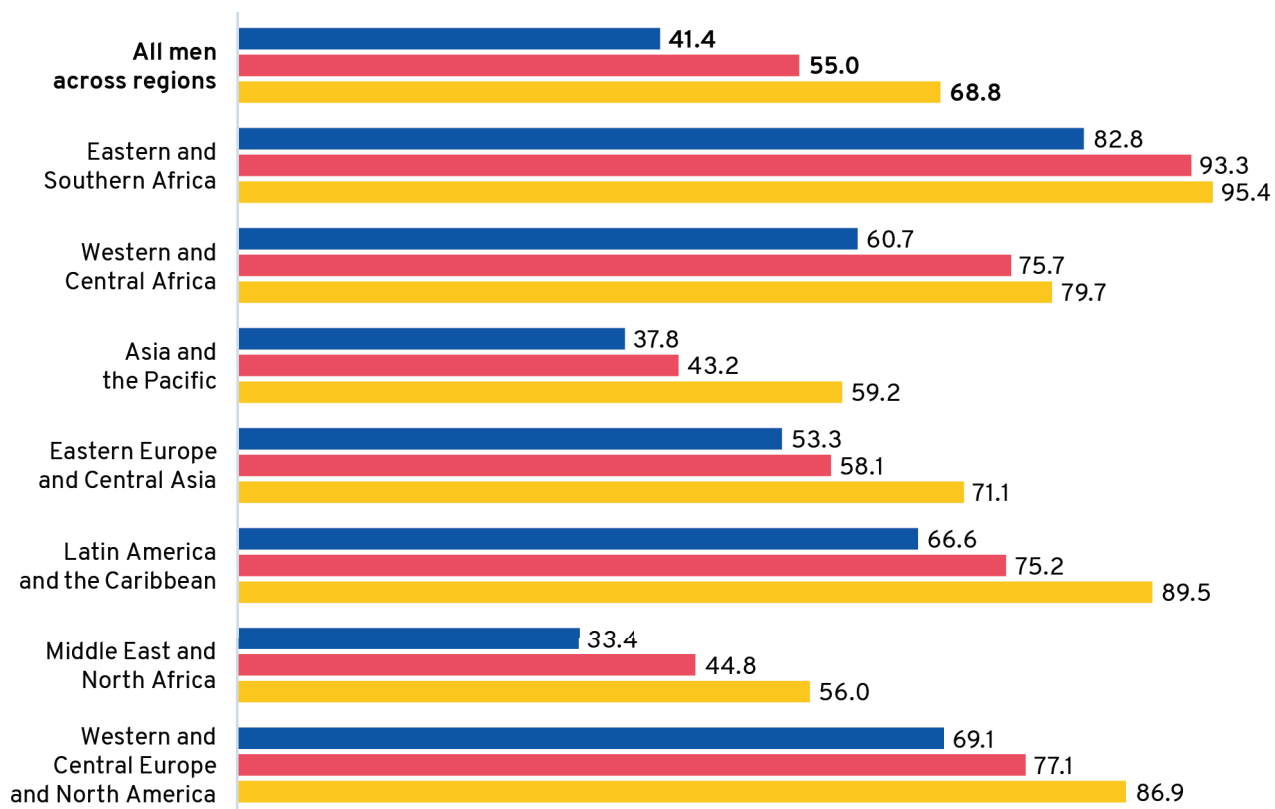
Women

■ Primary ■ Secondary ■ Tertiary



Men

■ Primary ■ Secondary ■ Tertiary



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Youngest age group generally more likely than oldest age group to say people living with HIV should be allowed to work directly with others who do not have HIV

Globally, a majority of respondents aged 15–29 years – 53.1 per cent – say people with HIV should be allowed to work in any type of job in direct contact with others who do not have HIV. Slightly smaller percentages among those in other groups – 50.2 per cent of respondents aged 30–54 and 45.9 per cent of respondents who are 55 and older – feel the same. These differences by age are especially pronounced among men at the global level, with 53.1 per cent of 15- to 29-year-old men saying people living with HIV should be allowed to work directly with others who do not have HIV, compared with 43.5 per cent of the oldest group of men (55 and older) – a gap of 9.6 percentage points. This gap is much smaller, at 4.4 points, between women in the youngest and oldest age groups.

However, it is important to note that the relationship between age and saying “allowed” to Q1 varies from region to region. In several regions, there is virtually no difference among the age groups; for example, in Eastern and Southern Africa, high percentages of respondents across the age groups say “allowed”, and in the Middle

East and North Africa, low percentages of respondents say the same. In other regions, such as Latin America and the Caribbean, and Western and Central Europe and North America, the pattern is unique, with the middle-aged group in both regions having the highest percentage of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV, even as the oldest age group registers the lowest percentage.

Asia and the Pacific follows the global trend most closely, with 44.6 per cent of 15- to 29-year-olds saying people living with HIV should be allowed to work directly with others who do not have HIV, compared with 40.3 per cent of 30- to 54-year-olds and 31.4 per cent of those aged 55 and older (see figure 2.5). These generational differences might offer some hope that the current discriminatory viewpoints about people living with HIV working directly with others who do not have HIV will be reduced over time, at least to some degree.

► **Figure 2.5.** Views on allowing people living with HIV to work directly with others who do not have HIV, by age cohort

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

### All respondents

■ Aged 15–29 ■ Aged 30–54 ■ Aged 55+

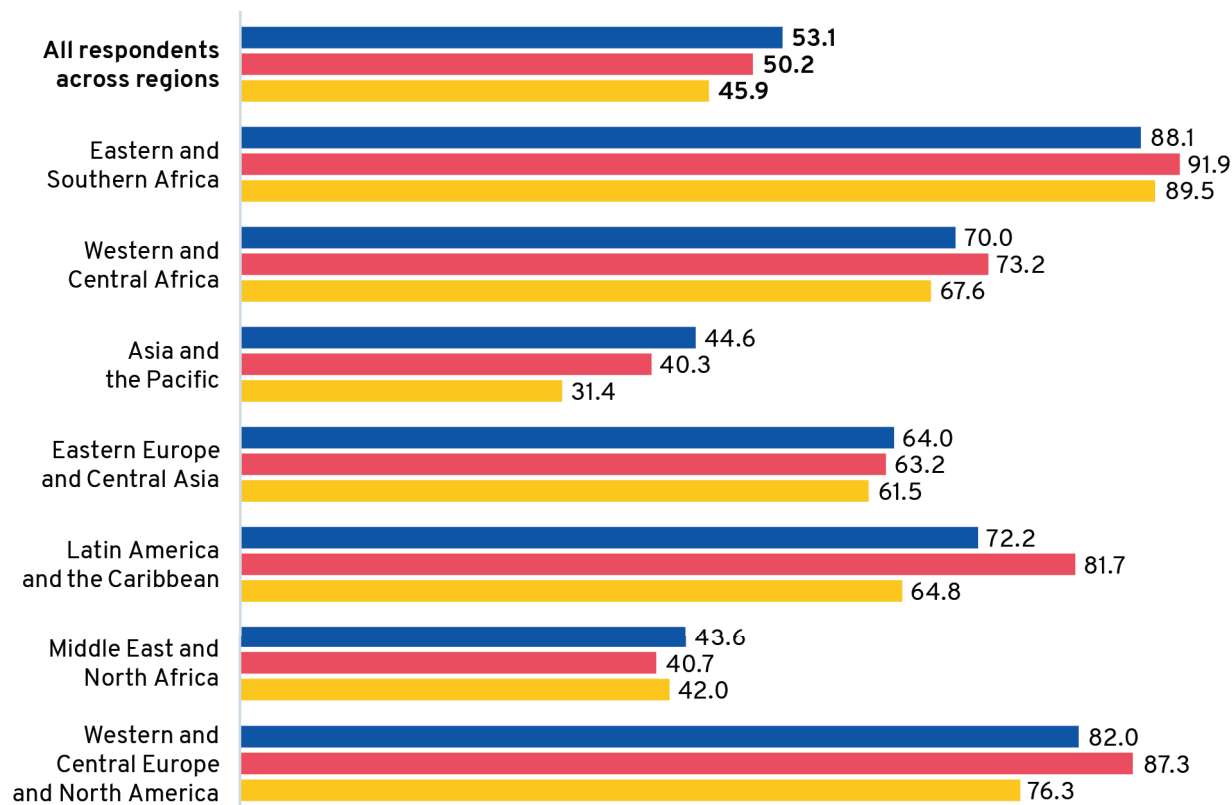
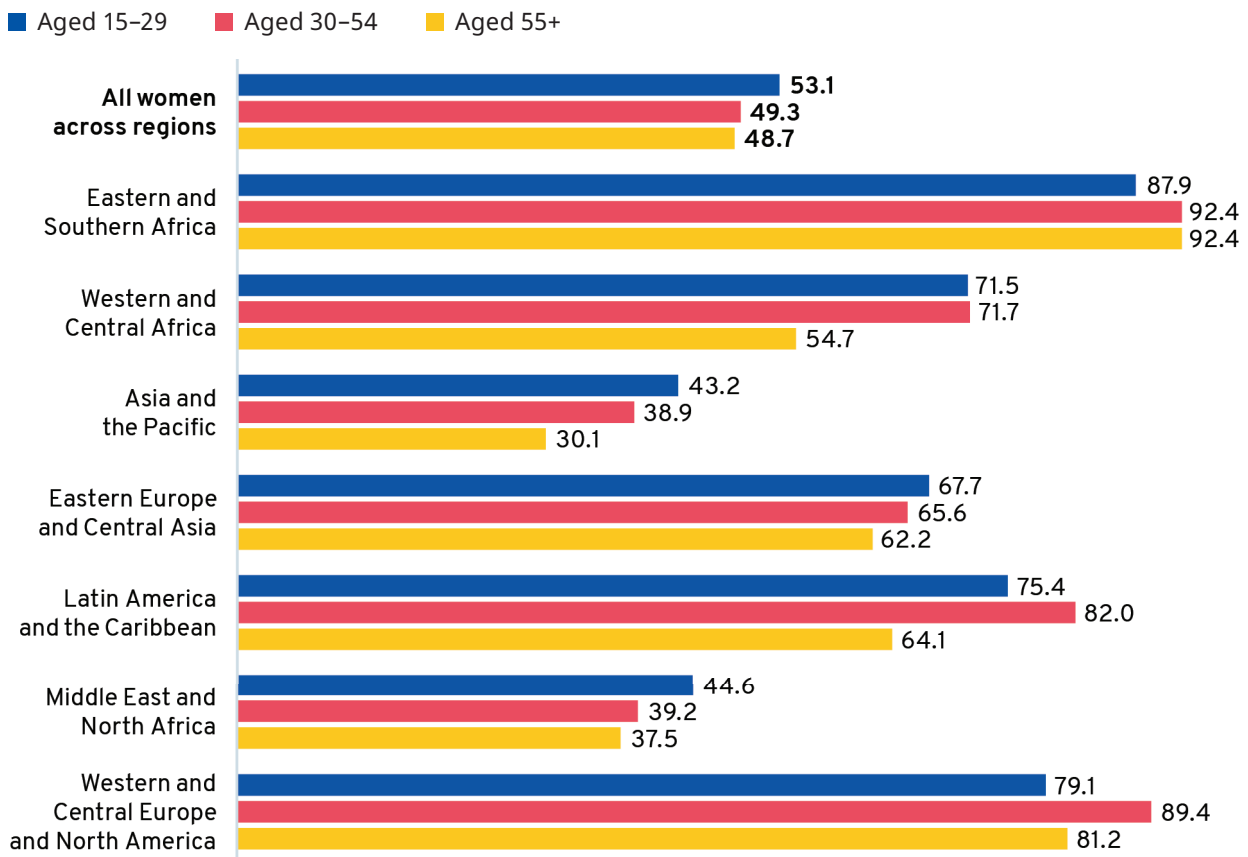
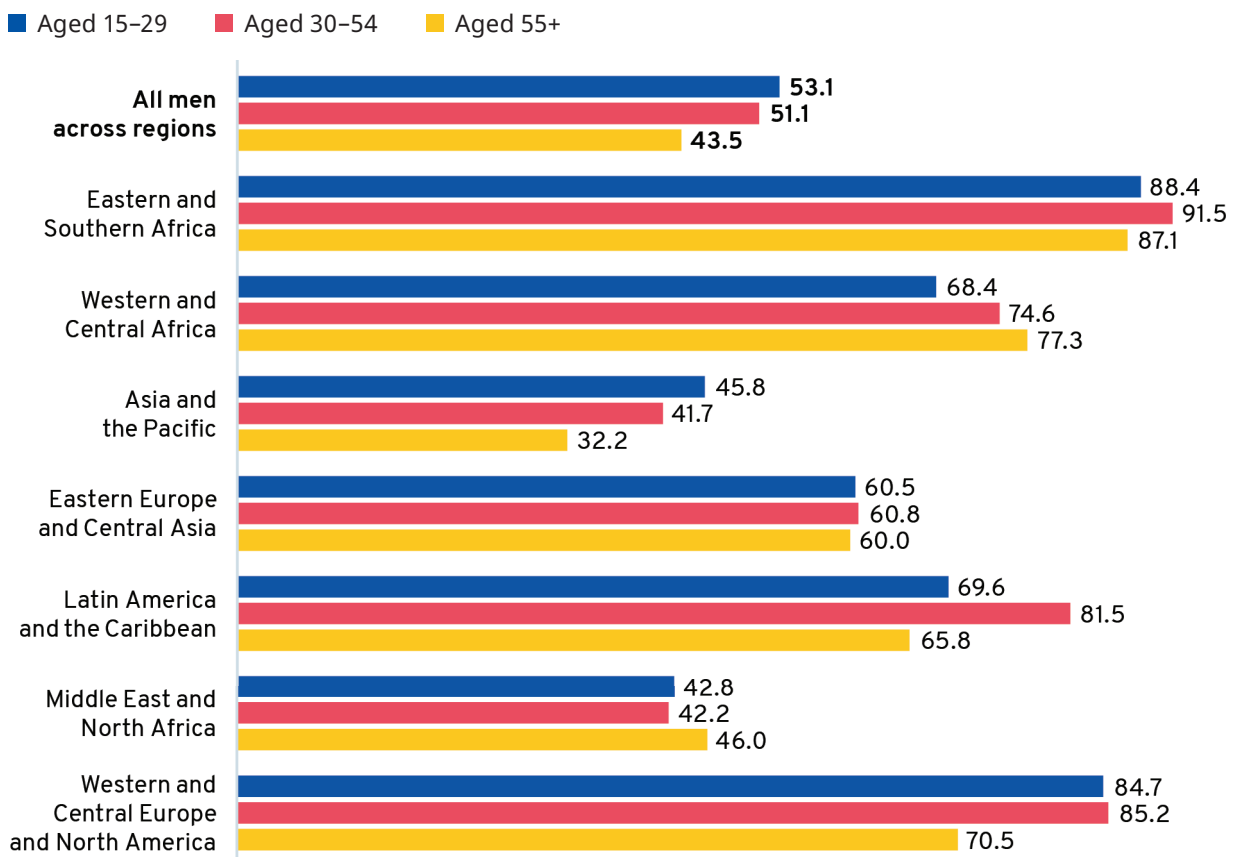


Figure 2.5. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Individuals who participate in employment are slightly more likely to say people living with HIV should be allowed to work directly with others who do not have HIV

Globally, individuals who are participating in employment (meaning they currently work full-time or part-time; see box 2.2 for descriptions of employment categories) are slightly more likely than those who are not to say people living with HIV should be allowed to work directly with others who do not have HIV, at 52.8 per cent to 47.3 per cent, respectively. This difference in opinion by employment status is particularly sharp among women – 54.4 per cent of women who are participating in employment, compared with 47.1 per cent of women who are not participating in

employment, believe people living with HIV should be allowed to work directly with others who do not have HIV.

In most regions, those who are participating in employment are at least slightly more likely than those who are not to say people living with HIV should be allowed to work directly with others who do not have HIV, particularly in Latin America and the Caribbean, where the difference between the two groups is nearly 9 percentage points (see figure 2.6).

► **Figure 2.6.** Views on allowing people living with HIV to work directly with others who do not have HIV, by participation in employment

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

### All respondents

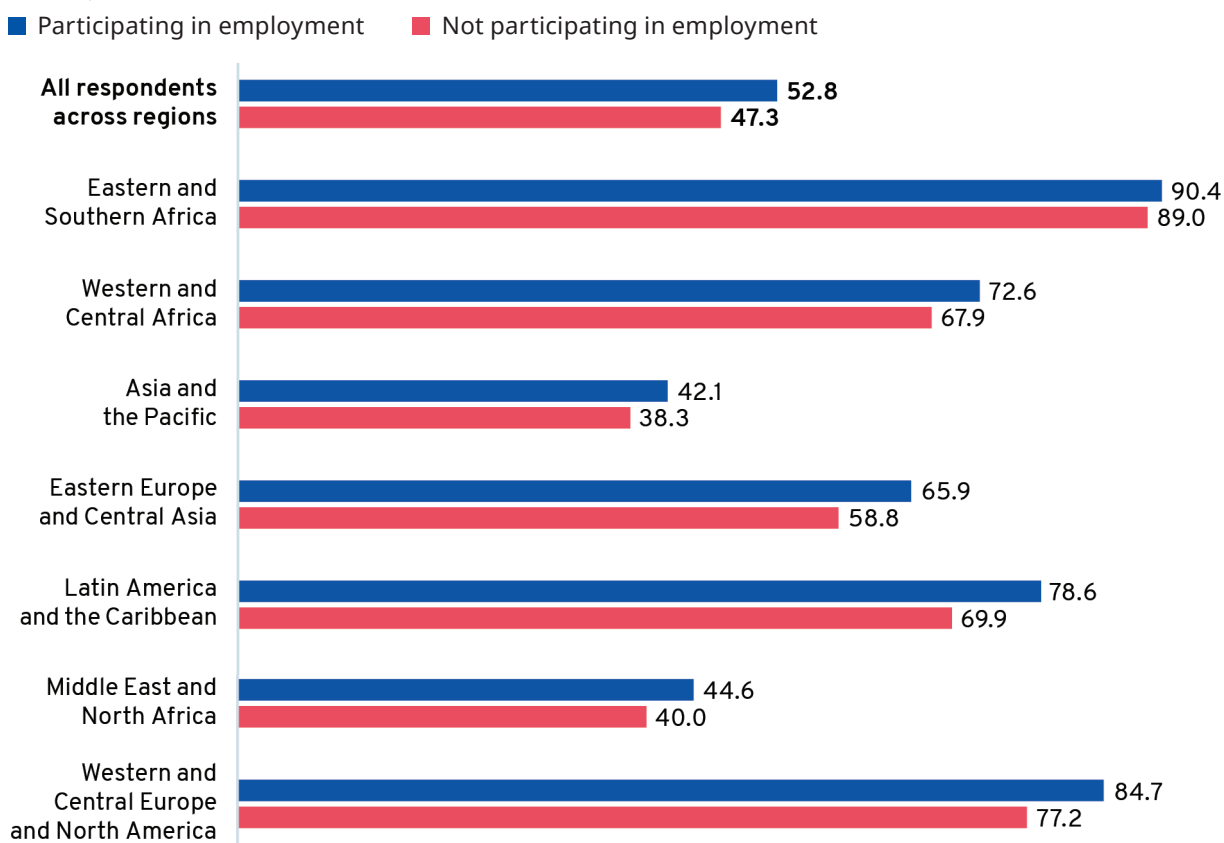
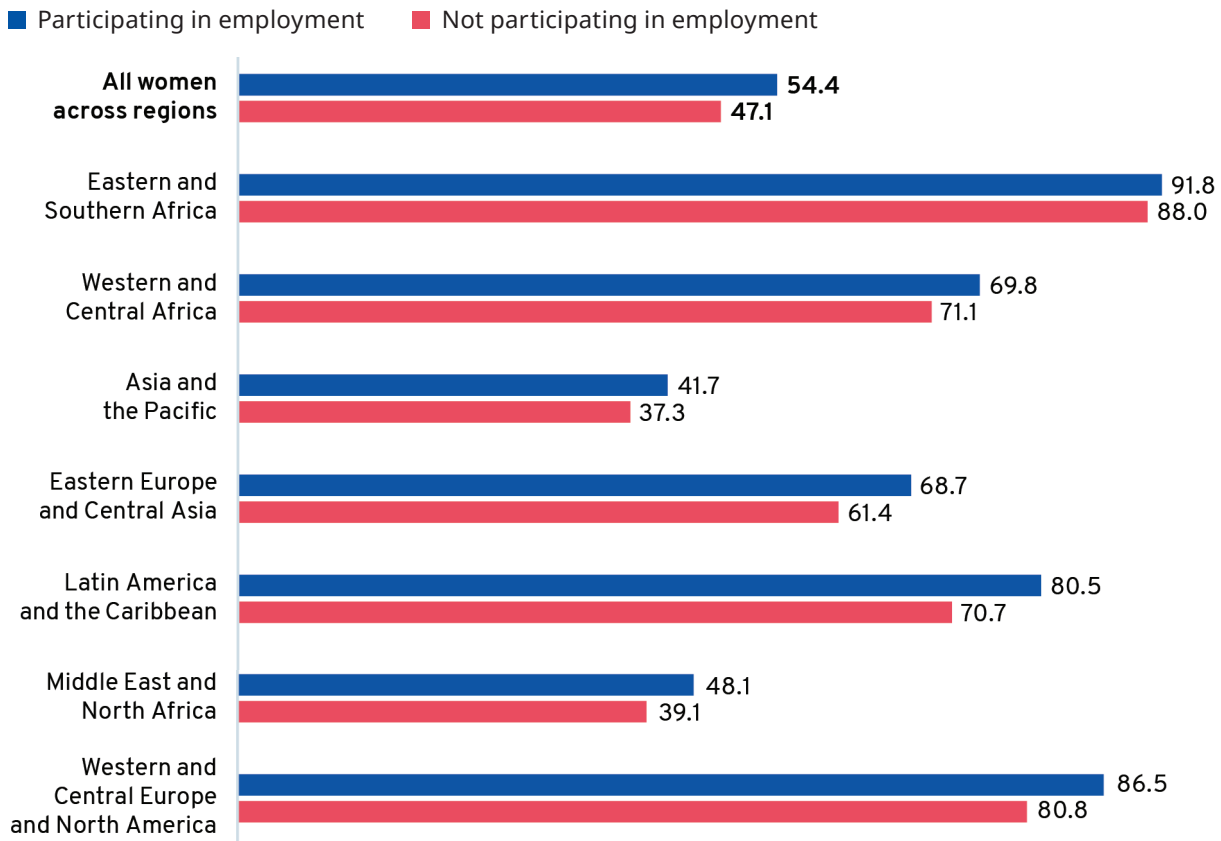


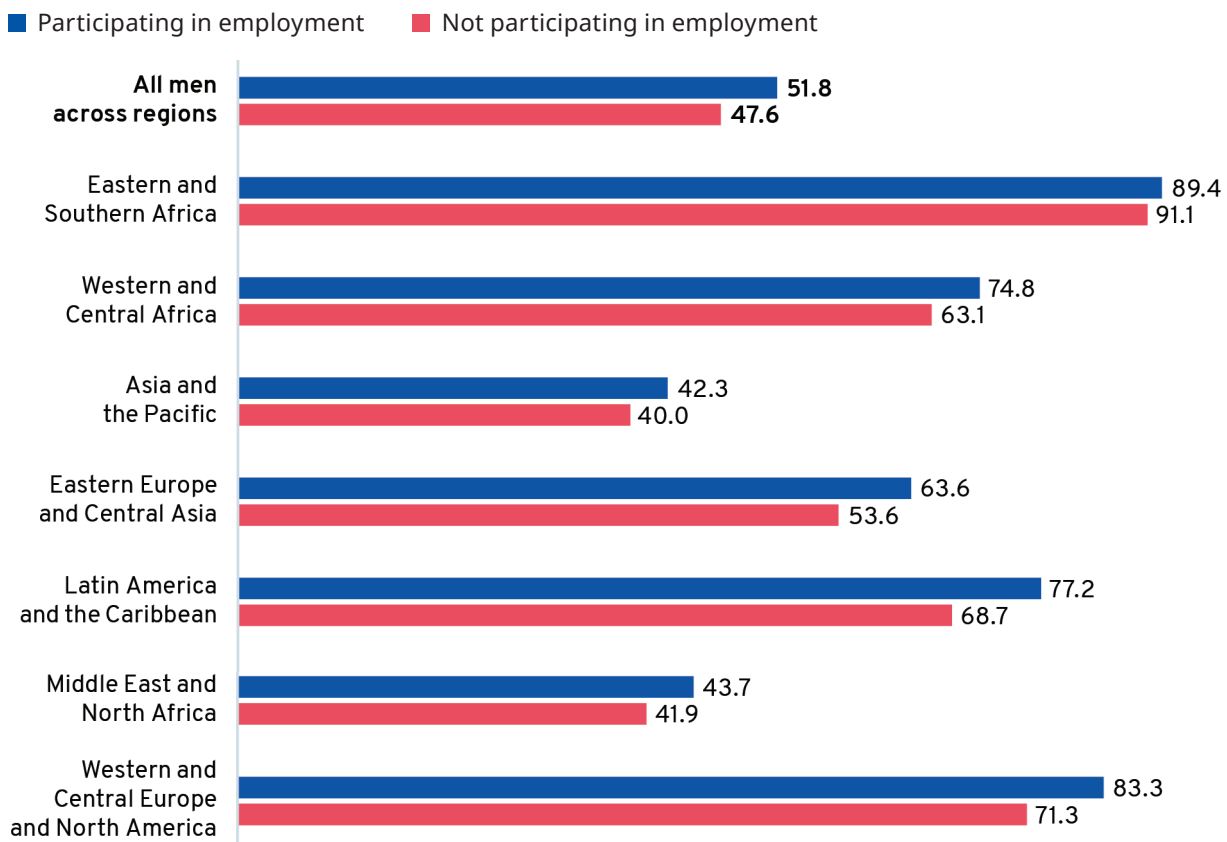


Figure 2.6. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

► **Box 2.2**  
**How Gallup measures employment**

Gallup classifies respondents into one of six categories of employment based on a respondent's combination of answers to a series of questions about employment. Respondents worldwide are asked an identical series of questions, and classification calculations for each respondent and country-level aggregates are also standardized.

1. **Employed full-time for an employer:** Respondents are considered employed full-time for an employer if they are employed by an employer and if they work for this employer at least 30 hours per week.
2. **Employed full-time for self:** Respondents are considered employed full-time for themselves if they are self-employed and if they work at least 30 hours per week.
3. **Employed part-time, do not want to work full-time:** Respondents who work either for an employer or themselves and do not work more than 30 hours per week at either job are categorized as employed part-time. Additionally, when asked, these respondents indicated that they do not want to work more than 30 hours per week.
4. **Employed part-time, want to work full-time:** Respondents who work either for an employer or themselves and do not work more than 30 hours per week at either job are categorized as employed part-time. Additionally, when asked, these respondents indicated that they do want to work more than 30 hours per week.
5. **Unemployed:** Respondents are unemployed if they report not being employed in the last seven days, either for an employer or for themselves. These respondents also must report actively looking for a job in the past four weeks and being able to begin work in the last four weeks.
6. **Out of the workforce:** Respondents who are out of the workforce were not employed within the last seven days, either for an employer or for themselves, are not looking for work, and/or are not available to start work. Respondents may be full-time students, retired, disabled or homemakers; however, some respondents will not fall into any of these scenarios.

## Migrants only slightly more likely than non-migrants in some regions to say people living with HIV should be allowed to work directly with others who do not have HIV

At the global level, migrants and non-migrants hold similar views on people living with HIV being allowed to work directly with others who do not have HIV. The survey finds that respondents who were not born in their current country of residence<sup>13</sup> are about as likely as those who were, to say people living with HIV should be allowed to

work in direct contact with others who do not have HIV – 73.2 per cent to 71.2 per cent, respectively.<sup>14</sup> The similar opinions between these two groups are observed across several regions where a sufficient number of migrants were interviewed (i.e., all regions except Asia and the Pacific, which is excluded from this analysis due to sample size).

<sup>13</sup> These findings stem from a Gallup World Poll question: Were you born in this country, or not? Response options: Born in this country, Born in another country, (Don't know), (Refused).

<sup>14</sup> Including percentages reported at the global level, the analysis on migrants' acceptance of people living with HIV in the workplace excludes respondents from Asia and the Pacific, where only 0.3 per cent of respondents say they were born in another country.

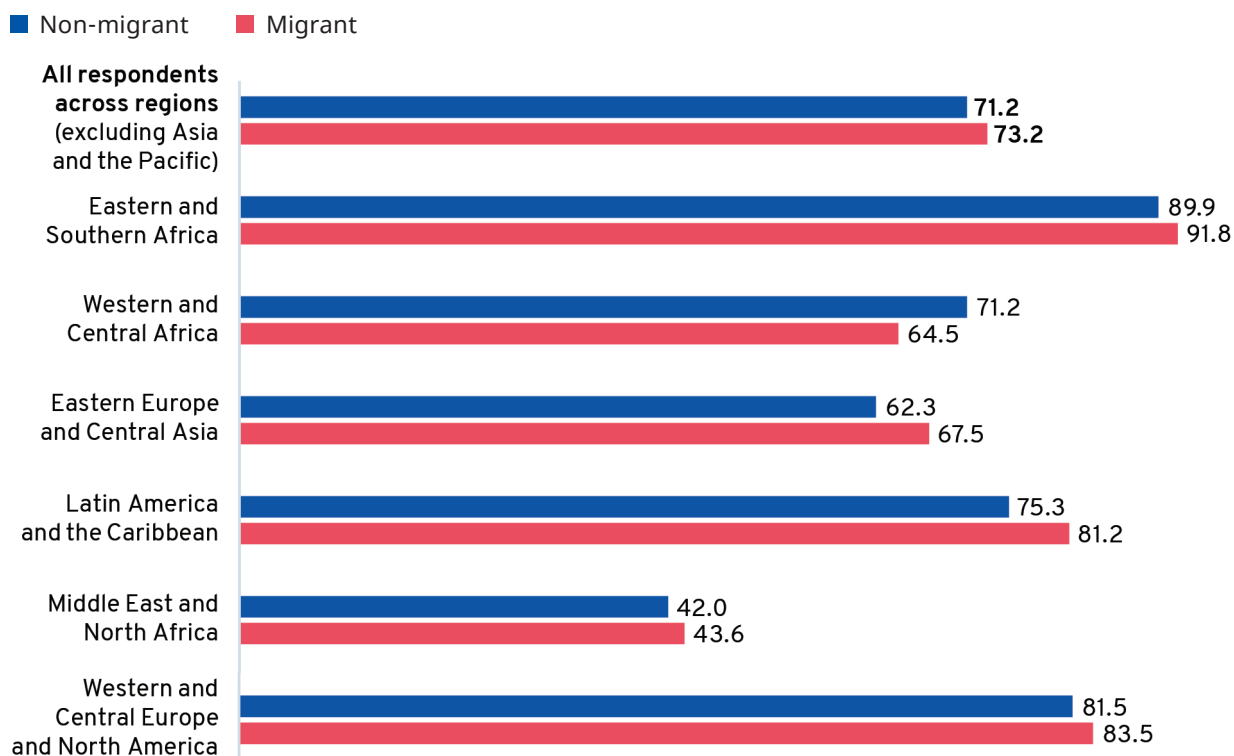
Likewise, there appear to be modest differences between men who are foreign-born and men who were born in their current country of residence, with 73.2 per cent of the former saying people living with HIV should be allowed to work directly with others who do not have HIV, compared with 70.3 per cent of the latter. Migrant status is even less of a salient factor in understanding women's views on this

issue, with 73.1 per cent of foreign-born women saying people living with HIV should be allowed to work directly with others who do not have HIV, compared with 72.0 per cent of women born in their country of residence saying the same. Figures related to migrant status are not broken out by gender for each region due to small sample sizes (see figure 2.7).

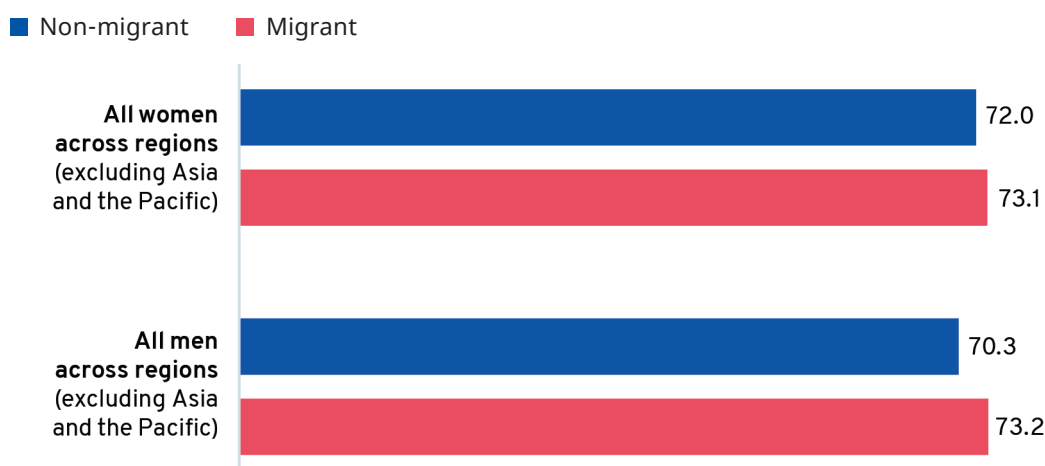
► **Figure 2.7.** Views on allowing people living with HIV to work directly with others who do not have HIV, by migrant status (being born in their country of residence versus in another country)

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

### All respondents



### Women and men



**Note:** Results for Asia and the Pacific have been omitted due to small sample size for the “born in country” question. Also, data for this figure were not disaggregated by gender for each region due to small sample sizes.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

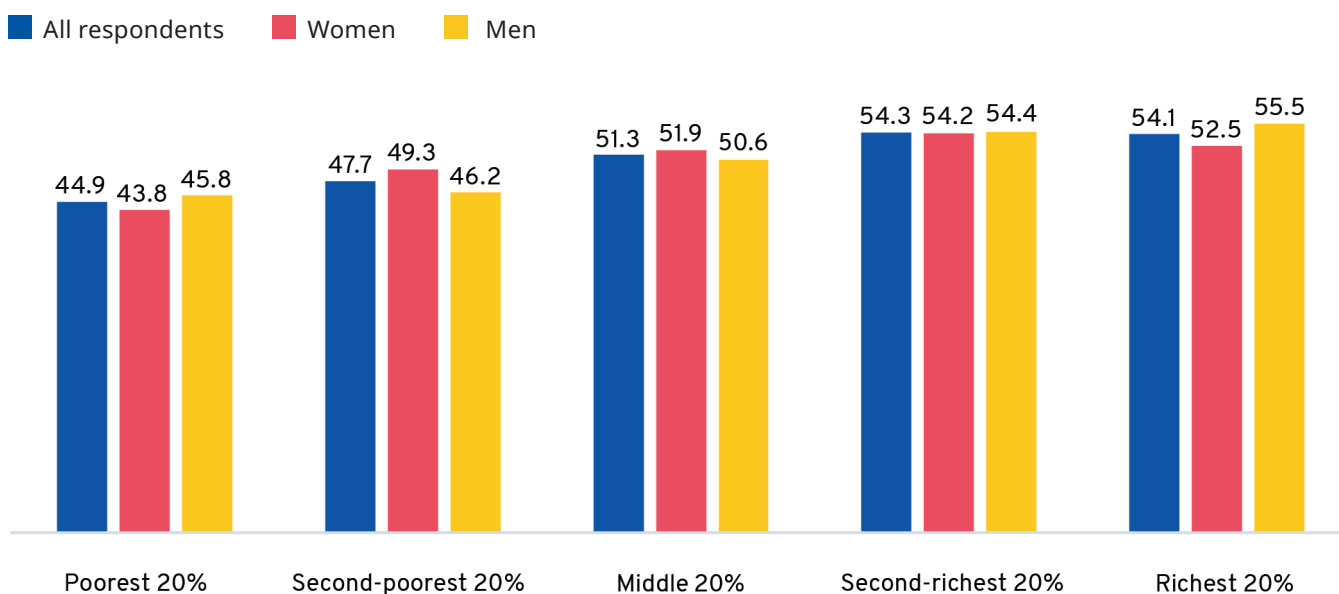
## Higher-income respondents more likely than lower-income respondents to say people living with HIV should be allowed to work directly with others who do not have HIV

Globally, individuals who come from households that have higher incomes are more likely than those from households with lower incomes to say people with HIV should be allowed to work directly with others who do not have HIV; slightly more than half of respondents in the three highest income quintiles say people with HIV should be allowed to work directly with others who do not have HIV. For the

top income quintile, 54.1 per cent of respondents hold this view. By comparison, 44.9 per cent of respondents whose household income falls in the poorest 20 per cent say “allowed” to Q1. This rises to 47.7 per cent among respondents in the second-poorest income quintile. These patterns generally hold when further broken down by gender (see figure 2.8).

► **Figure 2.8.** Views on allowing people living with HIV to work directly with others who do not have HIV, by gender among respondents of varying household income levels

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?



**Note:** Household income quintile data are not available for Zimbabwe or Lebanon.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

There are also slight differences by the type of area in which a respondent lives – urban or rural.<sup>15</sup> Overall, 47.7 per cent of respondents who say they live in a rural area or a small town say people living with HIV should be allowed to work

directly with others who do not have HIV. Among people who say they live in a large city or a suburb of a large city, 54.0 per cent say people living with HIV should be allowed to work directly with others who do not have HIV.

<sup>15</sup> These findings stem from a Gallup World Poll question: Do you live in ... ? Response options: A rural area or on a farm, A small town or village, A large city, A suburb of a large city, (Don't know), (Refused).

## ► Part 2: Reasons given for saying people living with HIV should not be allowed to work directly with others who do not have HIV



As discussed in Part 1, nearly four in ten people worldwide say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. To help reduce discriminatory viewpoints like these, it is important to understand why people hold these opinions.

The survey asked the 38.4 per cent of respondents who say “not allowed” or “it depends” to survey question Q1<sup>16</sup> if they agree with any of the following statements as reasons why they hold those views:

- risk of other people getting infected with HIV;
- people with HIV can spread illnesses other than HIV;
- people with HIV cannot be productive at work because they are sick a lot;
- people with HIV should not associate with people who do not have HIV.

The statements were read to respondents one by one, and respondents could agree or not agree with as many statements as they wanted to, including all four items.<sup>17</sup>

The remainder of this chapter will review the results of these four question items. Because *these items were asked only of a subset of respondents* (38.4 per cent at the global level), all percentages are calculated and presented using results from only these respondents.



<sup>16</sup> Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV? Response options: Allowed, Not allowed, (It depends), (Don't know), (Refused).

<sup>17</sup> Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.

Q2A: Risk of other people getting infected with HIV. Response options: Yes, No, (Don't know), (Refused).

Q2B: People with HIV can spread illnesses other than HIV. Response options: Yes, No, (Don't know), (Refused).

Q2C: People with HIV cannot be productive at work because they are sick a lot. Response options: Yes, No, (Don't know), (Refused).

Q2D: People with HIV should not associate with people who do not have HIV. Response options: Yes, No, (Don't know), (Refused).

## Globally, “risk of other people getting infected with HIV” is most cited reason

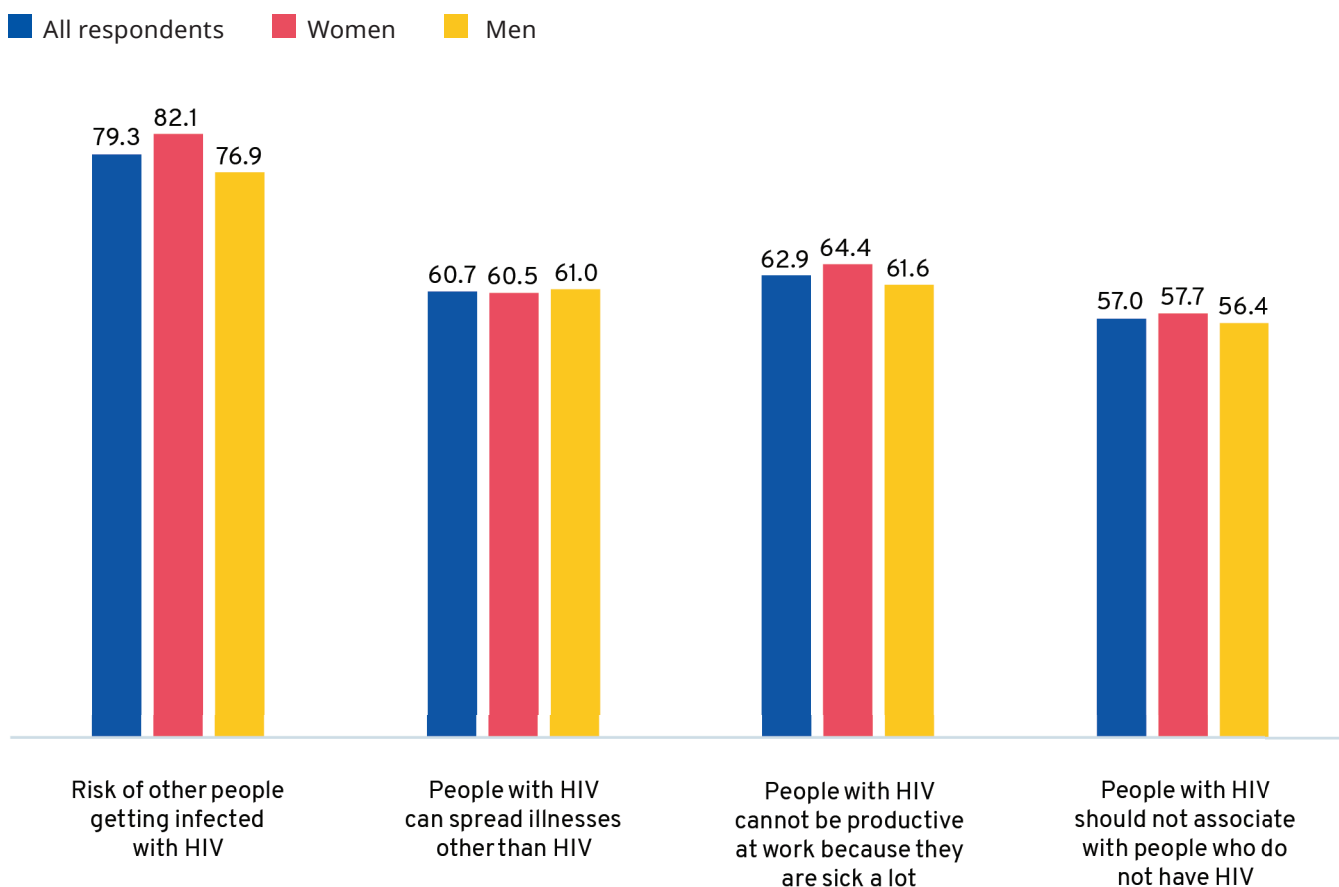
Globally, the most common reason for saying a person living with HIV should not be allowed to work in direct contact with others who do not have HIV, or saying “it depends”, is the “risk of other people getting infected with HIV”. Overall, 79.3 per cent of respondents who say a person living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, cite this reason. However, every reason tested on the survey attracted strong support – at least majority agreement – with 60.7 per cent of the respondents citing

that people living with HIV can spread illnesses other than HIV, 62.9 per cent of the respondents saying people living with HIV cannot be productive at work because they are sick a lot, and 57.0 per cent of the respondents saying people living with HIV should not associate with people who do not have HIV (see figure 2.9).

At the overall level, women are more likely than men to cite the “risk of other people getting infected with HIV” (82.1 per cent for women versus 76.9 per cent for men).

► **Figure 2.9. Reasons given by respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, by gender**

Percentages of people who say “yes” to each indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## Results at regional level: Some reasons cited much more often than others

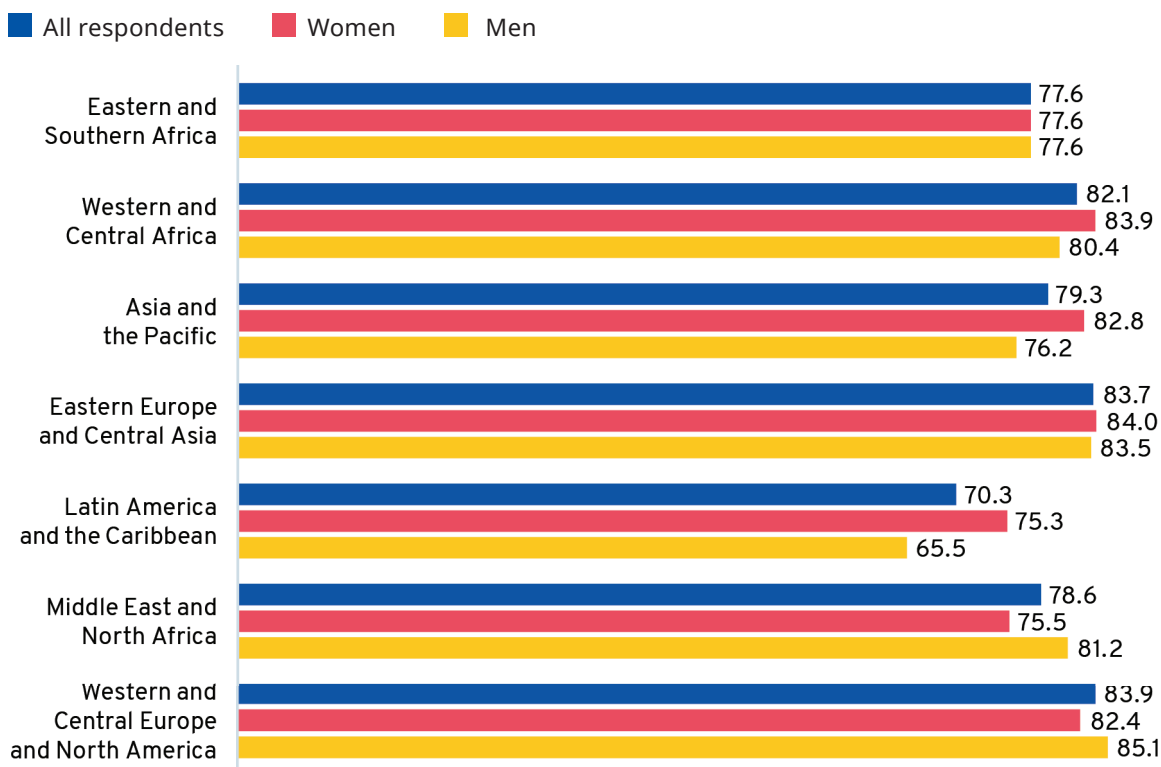
### “Risk of other people getting infected with HIV”

The reason “risk of other people getting infected with HIV” is a widely popular rationale given by respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. The risk of infecting others with HIV is the most commonly cited reason in every region – ranging from 83.9 per cent in Western and Central Europe and North America to 70.3 per cent in Latin America and the Caribbean (see figure 2.10).

In most regions, there is no substantial difference between women and men in terms of their likelihood to cite this reason; Latin America and the Caribbean exhibits the clearest exception. There, 65.5 per cent of men cite this reason, compared with 75.3 per cent of women. The reason for this discrepancy is not clear and warrants further research. It is also worth noting that similar gaps between women and men in Latin America and the Caribbean exist for two of the other reasons tested on the survey.

► **Figure 2.10.** Reason respondents give for believing people living with HIV should not be allowed to work directly with others who do not have HIV: “Risk of other people getting infected with HIV”, by gender

Percentages of people who say “yes” to the indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## “People with HIV can spread illnesses other than HIV”

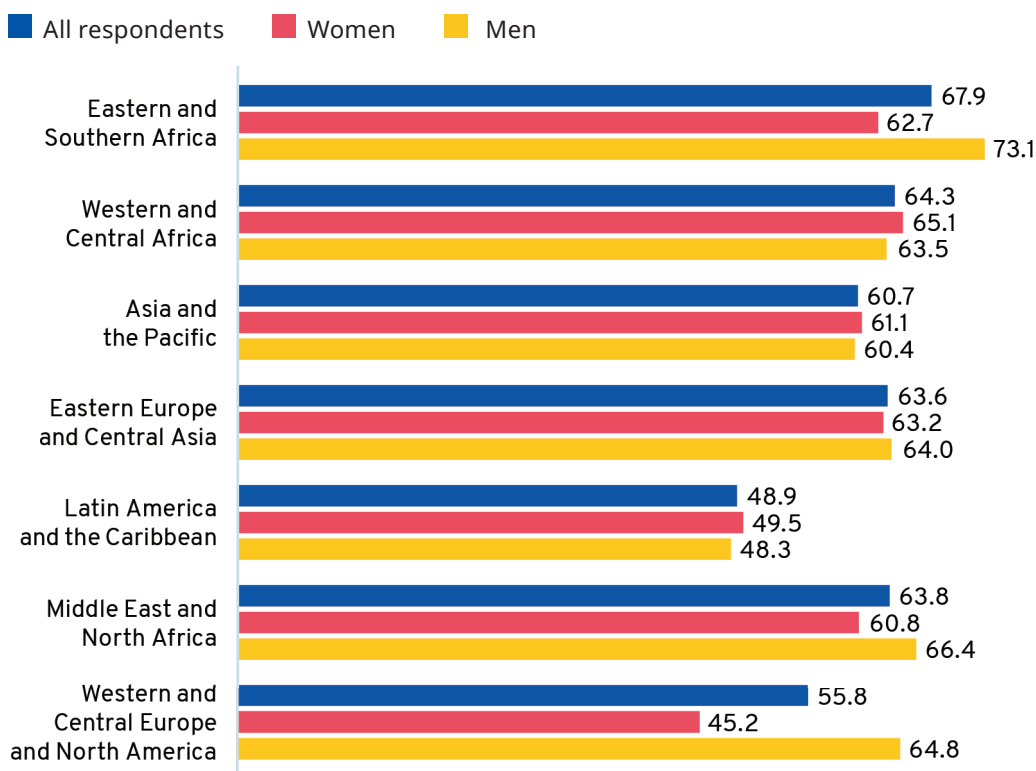
Globally, more than two thirds of the respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, cite “people with HIV can spread illnesses other than HIV” as a reason for their opinion. However, this reason garners considerably less traction in a few regions – especially Latin America and the Caribbean, where less than half (48.9 per cent) of the respondents cite this reason.

Among the regions, this reason is most common in Eastern and Southern Africa, at 67.9 per cent, followed closely by Western and Central Africa, where 64.3 per cent of the respondents cite it.

In Western and Central Europe and North America, there is a stark divide between women and men on this question item – with 45.2 per cent of women and 64.8 per cent of men citing it (see figure 2.11).

► **Figure 2.11.** Reason respondents give for believing people living with HIV should not be allowed to work directly with others who do not have HIV: “People with HIV can spread illnesses other than HIV”, by gender

Percentages of people who say “yes” to the indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)



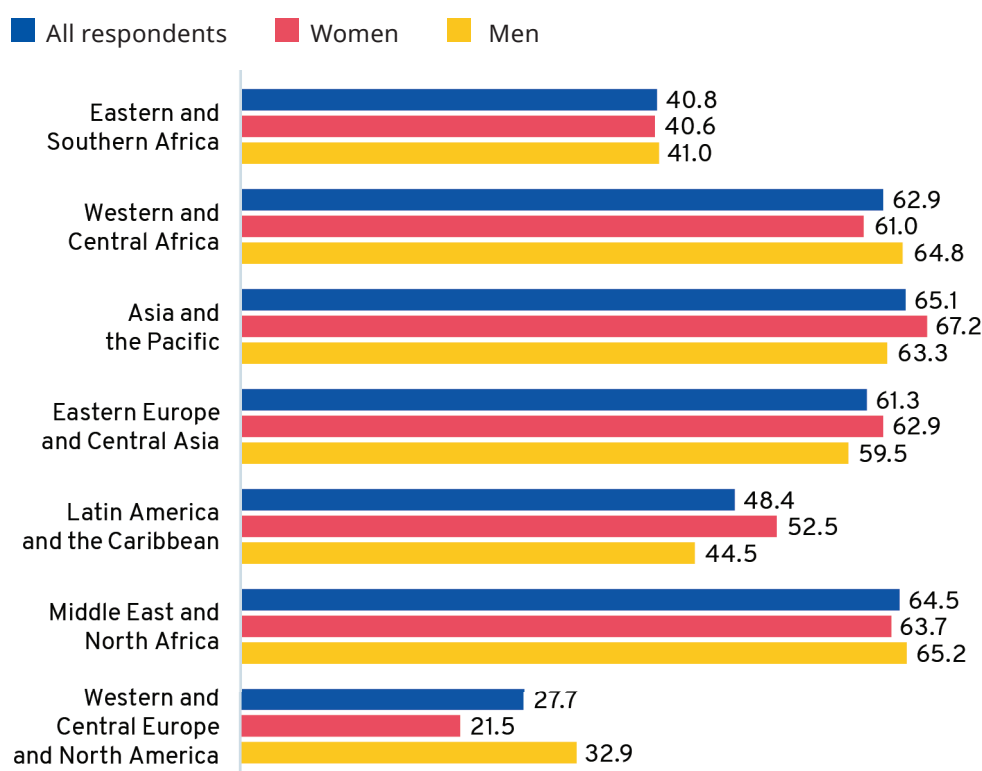
## “People with HIV cannot be productive at work because they are sick a lot”

The regional results diverged even more notably with respect to people’s perceptions about whether “people with HIV cannot be productive at work because they are sick a lot”. In Asia and the Pacific, the Middle East and North Africa, Western and Central Africa, and Eastern Europe and Central Asia, more than six in ten respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it

depends”, cite this reason. In Eastern and Southern Africa, however, the percentage of the respondents who give this rationale is 40.8 per cent – a notable break from the previous two rationales, which most people in this region cite. The percentage is lower still in Western and Central Europe and North America, at 27.7 per cent. In this region, men are more likely than women to cite this reason, at 32.9 per cent and 21.5 per cent, respectively (see figure 2.12).

► **Figure 2.12.** Reason respondents give for believing people living with HIV should not be allowed to work directly with others who do not have HIV: “People with HIV cannot be productive at work because they are sick a lot”, by gender

Percentages of people who say “yes” to the indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## “People with HIV should not associate with people who do not have HIV”

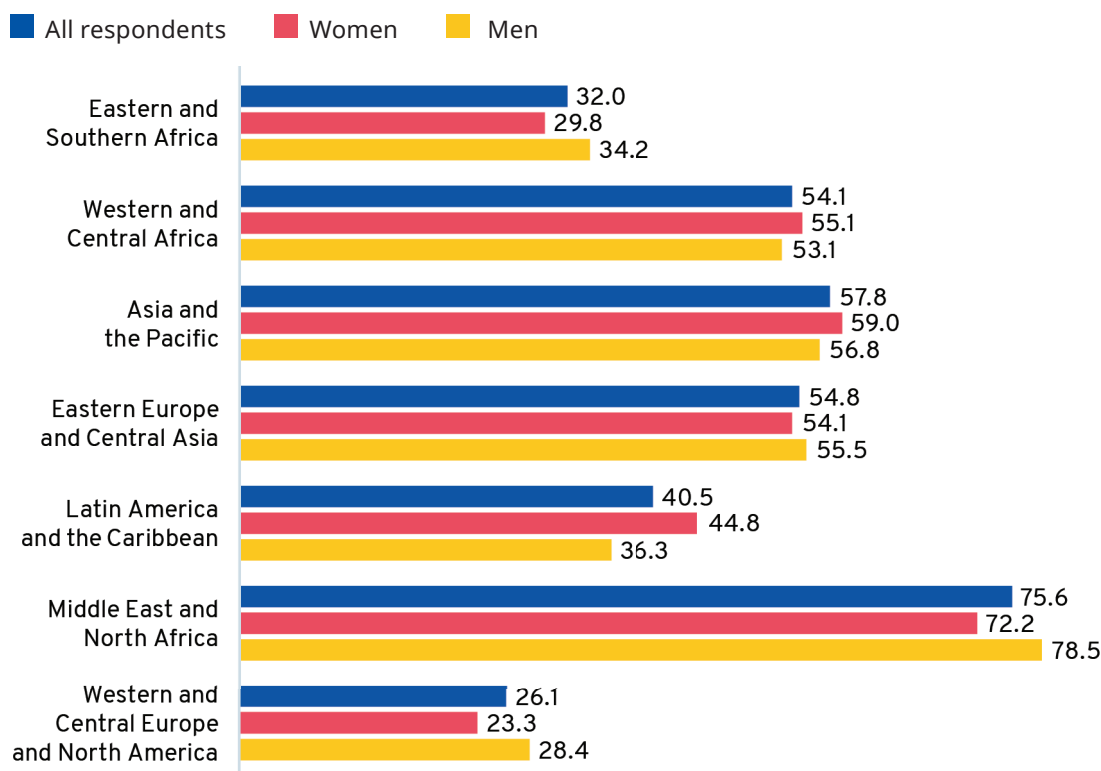
The final reason cited for not wanting to allow people living with HIV to work directly with others who do not have HIV – “people with HIV should not associate with people who do not have HIV” – arguably represents a more general form of bias against people living with HIV, as this reason is not limited to the world of work. Given the extreme nature of the statement, it may not be surprising that overall agreement with this notion varies to a greater extent than it does for all other reasons.

In the Middle East and North Africa, more than three quarters of respondents – 75.6 per cent of respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it

depends” – say that people living with HIV should not associate with people who do not have HIV. This percentage is higher than all other regional results for this item, and it is the second-highest percentage among the four reasons given by respondents in the Middle East and North Africa. By contrast, 40.5 per cent of people in Latin America and the Caribbean, 32.0 per cent of people in Eastern and Southern Africa, and 26.1 per cent of people in Western and Central Europe and North America who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, cite this reason (see figure 2.13).

► **Figure 2.13.** Reason respondents give for believing people living with HIV should not be allowed to work directly with others who do not have HIV: “People with HIV should not associate with people who do not have HIV”, by gender

Percentages of people who say “yes” to the indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## Most respondents cite more than one reason

As may be apparent when examining the global and regional results for this question series, most respondents cite more than one reason. Overall, 77.2 per cent of respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, agree with more than one reason; 32.8 per cent of the respondents cite all four reasons (see

figure 2.14). These findings, which are similar to results for both women and men, underscore the challenge facing the organizations and stakeholders who are working to decrease stigma and discrimination against people living with HIV in the world of work. It will be particularly challenging to address the viewpoint that people with HIV should not associate with people who do not have HIV.

► **Figure 2.14. Number of reasons given by respondents who believe people living with HIV should not be allowed to work directly with others who do not have HIV, by gender**

Percentages of people who say “yes” to each number of reasons defined by Q2A–Q2D:

Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.

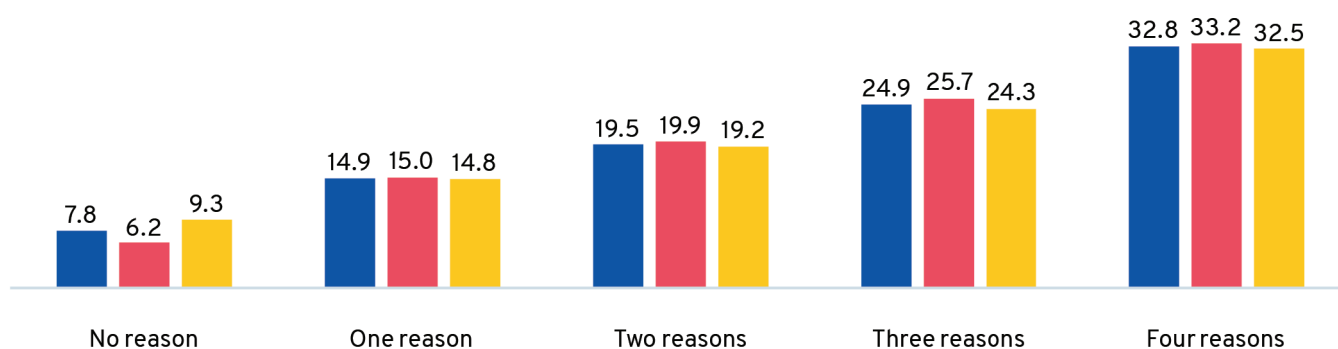
Q2A: Risk of other people getting infected with HIV

Q2B: People with HIV can spread illnesses other than HIV

Q2C: People with HIV cannot be productive at work because they are sick a lot

Q2D: People with HIV should not associate with people who do not have HIV

■ All respondents ■ Women ■ Men



**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

Regional results, in most cases, differ in important ways from the global figures. In most regions – Eastern and Southern Africa, Western and Central Africa, Latin America and the Caribbean, and Western and Central Europe and North America – the highest percentages of respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, do not agree with all four reasons. In three of these four regions (all but Western and Central Africa), more than 60.0 per cent of the respondents cite no more

than two of the reasons. Globally, 42.2 per cent of the respondents cite two or fewer reasons.

In the Middle East and North Africa, 40.6 per cent of the respondents agree with all four reasons. In some countries – including Egypt and Morocco – a majority cites all four reasons. In Asia and the Pacific, more than one third of the respondents (34.0 per cent) agree with all four reasons. In two countries from that area – the Philippines and Indonesia – about half of the respondents (55.9 per cent and 52.4 per cent, respectively) cite all four reasons.

## Key demographic patterns

At the global level, there are modest differences regarding which rationales are more common among demographic groups. It is worth repeating that this analysis reflects only respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. This narrow focus is one reason why differences based on demographic characteristics seem less striking for this question series.

Still, some demographic differences are apparent (see table 2.2). The respondents with lower levels of education are more likely than those with more years of education to agree with every reason tested on the survey. The exception is the “risk of other people getting infected

with HIV”, which is a popular reason across all levels of education. One notable difference across education levels can be seen for the reason “people with HIV should not associate with people who do not have HIV”. Among the respondents with a primary education, 61.6 per cent cite this reason. This percentage compares with 53.7 per cent of those with a secondary education and 50.0 per cent of those with a tertiary education who cite the reason.

For the overall results by age cohort, there is no clear pattern in terms of which reasons are more or less popular. Among the respondents in all three groups, the reason cited most is the “risk of other people getting infected with HIV”.

► **Table 2.2. Reasons respondents give for believing people living with HIV should not be allowed to work directly with others who do not have HIV, by gender, education level, age cohort and participation in employment**

Percentages of people who say “yes” to each indicated statement for Q2: Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV.

Category of respondents	Q2A: Risk of other people getting infected with HIV	Q2B: People with HIV can spread illnesses other than HIV	Q2C: People with HIV cannot be productive at work because they are sick a lot	Q2D: People with HIV should not associate with people who do not have HIV
<b>All respondents</b>	<b>79.3</b>	<b>60.7</b>	<b>62.9</b>	<b>57.0</b>
<b>Gender</b>				
Women	82.1	60.5	64.4	57.7
Men	76.9	61.0	61.6	56.4
<b>Education level</b>				
Primary	75.9	64.0	65.8	61.6
Secondary	82.3	58.7	61.5	53.7
Tertiary	82.1	53.7	55.2	50.0
<b>Education level, by gender</b>				
<i>Women</i>				
Primary	79.4	66.0	68.8	66.5
Secondary	83.9	57.5	63.0	51.1
Tertiary	85.2	49.7	51.9	50.5
<i>Men</i>				
Primary	73.2	62.4	63.4	57.7
Secondary	80.8	59.9	60.2	56.2
Tertiary	78.8	57.9	58.7	49.5

Category of respondents	Q2A: Risk of other people getting infected with HIV	Q2B: People with HIV can spread illnesses other than HIV	Q2C: People with HIV cannot be productive at work because they are sick a lot	Q2D: People with HIV should not associate with people who do not have HIV
<b>Age cohort</b>				
Aged 15–29	81.1	60.8	62.2	55.4
Aged 30–54	79.0	62.1	65.3	57.3
Aged 55+	77.5	57.6	58.0	60.5
<b>Age cohort, by gender</b>				
<i>Women</i>				
Aged 15–29	85.7	60.9	64.0	55.5
Aged 30–54	80.6	62.6	67.8	59.2
Aged 55+	78.2	51.6	54.2	59.2
<i>Men</i>				
Aged 15–29	76.8	60.7	60.5	55.4
Aged 30–54	77.5	61.7	63.0	55.5
Aged 55+	76.9	61.7	60.6	61.3
<b>Participation in employment</b>				
Employed full-time or part-time	80.8	60.8	63.8	57.2
Not participating in employment	77.1	60.7	61.6	56.7
<b>Participation in employment, by gender</b>				
<i>Women</i>				
Employed full-time or part-time	85.5	60.6	66.4	57.2
Not participating in employment	78.9	60.3	62.6	58.1
<i>Men</i>				
Employed full-time or part-time	78.0	60.9	62.3	57.1
Not participating in employment	74.5	61.2	60.1	54.6

**Note:** Percentages are based only on respondents who say that people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## ► Conclusion

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This chapter predominantly examines the results for the first two questions on the ILO Global HIV Discrimination in the World of Work survey. It explores if respondents think people living with HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do not have HIV, as well as the reasons why some respondents believe people living with HIV should not be allowed to work directly with others who do not have HIV.

Worldwide, across all 50 countries, 50.5 per cent of respondents say people living with HIV should be allowed to work in direct contact with others who do not have HIV. In some regions, such as Eastern and Southern Africa, and Western and Central Europe and North America, this figure is much higher than average.

The results also show that certain demographic traits – notably, higher educational attainment – are associated with higher likelihood of saying people living with HIV should be allowed to work directly with others who do not have HIV. In general, in the countries where the HIV burden is higher, respondents are more likely to say people living with HIV should be allowed to work directly with others who do not have HIV, as people in those countries are more likely to have known someone living with HIV,

and/or educational efforts may have been made in those countries in their response to HIV and AIDS.

At the same time, the survey finds that nearly four in ten respondents believe people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. This finding suggests that HIV-related stigma and discrimination remain rife, which creates a serious barrier to the target of ending the AIDS epidemic by 2030.<sup>18</sup>

Crucially, the survey also asks respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”, about the reasons that may underpin their discriminatory opinions. The results from this question series arguably offer hope that policy and advocacy interventions may be able to reduce stigma and discrimination. The survey’s insights into reasons why people hold discriminatory opinions can help inform the development of policies and interventions that aim to counter these viewpoints to help reduce HIV-related discrimination in the workplace. The findings in this chapter will be supported further by insights from the data and results in Chapter 3, which examines the state of knowledge and misconceptions regarding how HIV can be transmitted.

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►► The survey finds that nearly four in ten respondents believe people living with HIV should not be allowed to work directly with others who do not have HIV, or say “it depends”. This finding suggests that HIV-related stigma and discrimination remain rife. ... The survey’s insights into reasons why people hold discriminatory opinions can help inform the development of policies and interventions that aim to counter these viewpoints to help reduce HIV-related discrimination in the workplace. ◀◀

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<sup>18</sup> UNAIDS, *Evidence for Eliminating HIV-Related Stigma and Discrimination*, 2020.



# ▶ 3

## Knowledge and misconceptions

### Introduction

Having – or lacking – correct knowledge about how HIV is transmitted affects the comfort levels of those who do not have HIV regarding working in close proximity with people who are living with HIV. In Chapter 2 of this report, we see that 79.3 per cent of those who say a person living with HIV should not be allowed to work in direct contact with others who do not have HIV cite the “risk of other people getting infected with HIV” as a reason for their response. Lack of correct information on HIV transmission helps fuel HIV-related stigma, fear and discrimination.<sup>1</sup>

This chapter examines respondents’ knowledge about HIV transmission. Past research, including the qualitative

research examined during the literature review for this study,<sup>2</sup> has found that a lack of understanding about how HIV is transmitted is strongly associated with whether a person will hold favorable or unfavorable views about people living with HIV.<sup>3</sup> To test that finding across the countries in this study, the ILO Global HIV Discrimination in the World of Work survey included one multi-item question asking people how they think HIV could be transmitted (see survey question Q3 and items Q3A–E in box 3.1).<sup>4</sup> Together, these question items reveal a comprehensive view of an individual’s understanding of how HIV is transmitted.

1 ILO, *Effective Responses to HIV and AIDS at Work: A Multi-country Study in Africa*, 2015.; CDC (Centers for Disease Control and Prevention), “HIV Stigma and Discrimination”.

2 For more information, see the appendix in this report.

3 Becky L. Genberg et al., “A Comparison of HIV/AIDS-Related Stigma in Four Countries: Negative Attitudes and Perceived Acts of Discrimination Towards People Living with HIV/AIDS”, *Social Science & Medicine* 68, No. 12 (2009), 2279–2287.

4 The ILO Global HIV Discrimination in the World of Work survey was fielded in 50 countries. However, the Q3 question series was not fielded in the United Arab Emirates; therefore, the Q3 data in this chapter are results from the remaining 49 countries.



## ► Survey questions analysed in this chapter

### ► Box 3.1

Survey question Q3 and question items Q3A–E; chapter also includes analysis tying Q3A–E to Q1 and Q5

**Q3:** To the best of your knowledge, can HIV be transmitted in any of the following ways?

**Q3A:** Through unprotected sex

Yes, No, (Don't know), (Refused)

**Q3B:** Through hugging or shaking hands

Yes, No, (Don't know), (Refused)

**Q3C:** By sharing needles

Yes, No, (Don't know), (Refused)

**Q3D:** Through kissing

Yes, No, (Don't know), (Refused)

**Q3E:** By sharing a bathroom

Yes, No, (Don't know), (Refused)

### **This chapter also incorporates some analysis of Q1 and Q5:**

**Q1:** Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Allowed, Not allowed, (It depends), (Don't know), (Refused)

**Q5:** Have you, personally, ever known a person with HIV?

Yes, No, (Don't know), (Refused)

**Note:** Q3, Q3A–E, Q1 and Q5 are codes that indicate question items in the survey. For ease of reference, these codes are used throughout the report. Survey response options are shown below each question. Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer. In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: "To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands." For the purposes of this chapter's analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results. Additionally, none of the Q3 question items were asked in the United Arab Emirates; consequently, the Q3 data in this chapter are results from the remaining 49 countries.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)





## ▶ Key findings

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1. Globally, the current state of public knowledge about how HIV is transmitted has room for improvement. Less than a quarter of respondents (23.9 per cent) answered all questions correctly, emphasizing the continued importance of HIV-related education and awareness campaigns. Respondents were especially unlikely to answer all questions correctly in Asia and the Pacific (16.0 per cent) and the Middle East and North Africa (24.2 per cent).
2. Respondents understand some aspects of HIV transmission better than others. For example, while more than 80.0 per cent of respondents answered that HIV can be transmitted through unprotected sex or by sharing needles, only 51.9 per cent correctly identified that HIV cannot be transmitted by sharing a bathroom.
3. Overall, people with the highest level of education (tertiary, the equivalent of 16 or more years of schooling) are three times as likely as those whose education ended at the primary level (zero to eight years of education) to answer correctly all items about how HIV is transmitted – with 41.7 per cent of the former answering all questions correctly and 14.1 per cent of the latter doing the same.
4. People who have a better understanding of how HIV is transmitted are generally more likely to say people living with HIV should be allowed to work directly with others who do not have HIV. Globally, 77.5 per cent of people who correctly answered all question items about how HIV is transmitted say people living with HIV should be allowed to work directly with others who do not have HIV, compared with 63.6 per cent of those who incorrectly answered one question item and 32.1 per cent of those who incorrectly answered two question items or more.

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▶▶ HIV transmission is fuelled by a variety of factors, including most importantly, the local context created by local norms, myths, practices, and beliefs, as well as social, economic and human security realities. HIV prevention efforts must be tailored to respond to those norms, practices and beliefs that hamper HIV prevention. ▶▶

UNAIDS<sup>5</sup>

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<sup>5</sup> UNAIDS, *Intensifying HIV Prevention: UNAIDS Policy Position Paper*, 2005.



## ► The current state of knowledge about HIV transmission

### Globally, there is room for improvement

Globally, the current state of public knowledge about how HIV is transmitted is far from perfect – less than a quarter of respondents (23.9 per cent) answered all Q3 question items correctly, and more than three quarters of respondents answered at least one question item incorrectly.<sup>6</sup> Women and men are about equally as likely to answer the question items correctly.

There is broad understanding of some of the means through which HIV can be transmitted (see figure 3.1), suggesting that public knowledge is incomplete rather than absent. For example:

- People are most likely to know that HIV is transmitted by sharing needles (83.7 per cent of respondents answered correctly) and via unprotected sex (83.0 per cent answered correctly). There is no meaningful difference between women's and men's responses on these items.

- More than seven in ten respondents (71.8 per cent) correctly indicated that hugging or shaking hands is not a route by which HIV can be transmitted.
- Significantly fewer people (51.9 per cent) correctly answered that HIV cannot be transmitted by sharing a bathroom.
- Less than half of respondents (39.7 per cent) correctly identified that HIV cannot be transmitted by kissing. However, it is worth noting that even though kissing is not mentioned as one of the common modes of transmission by WHO or UNAIDS, under certain unique conditions, such as when the gum of a person living with HIV is bleeding or when there are ulcers in the mouths of two people kissing, there is a low probability of HIV transmission. Again, these situations are not common, and transmission via kissing is not typical under normal conditions.<sup>7</sup> It is important to consider this nuance while interpreting the results for question item Q3D ("through kissing").



<sup>6</sup> In Pakistan and Saudi Arabia, only three of the five Q3 items were asked – Q3B, Q3C and Q3E. In the United Arab Emirates, none of the Q3 question items were asked; therefore, the United Arab Emirates is not included in the Q3 data in this chapter.

<sup>7</sup> CDC (Centers for Disease Control and Prevention), "[Ways HIV Can Be Transmitted](#)"; NHS, "[Can You Catch HIV from Kissing?](#)"; WHO (World Health Organization), "[HIV/AIDS](#)"; UNAIDS, "[HIV and AIDS, Basic Facts](#)".

► **Figure 3.1.**

**Knowledge of how HIV is transmitted, by gender**

Percentages of people who correctly answered each indicated question item for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

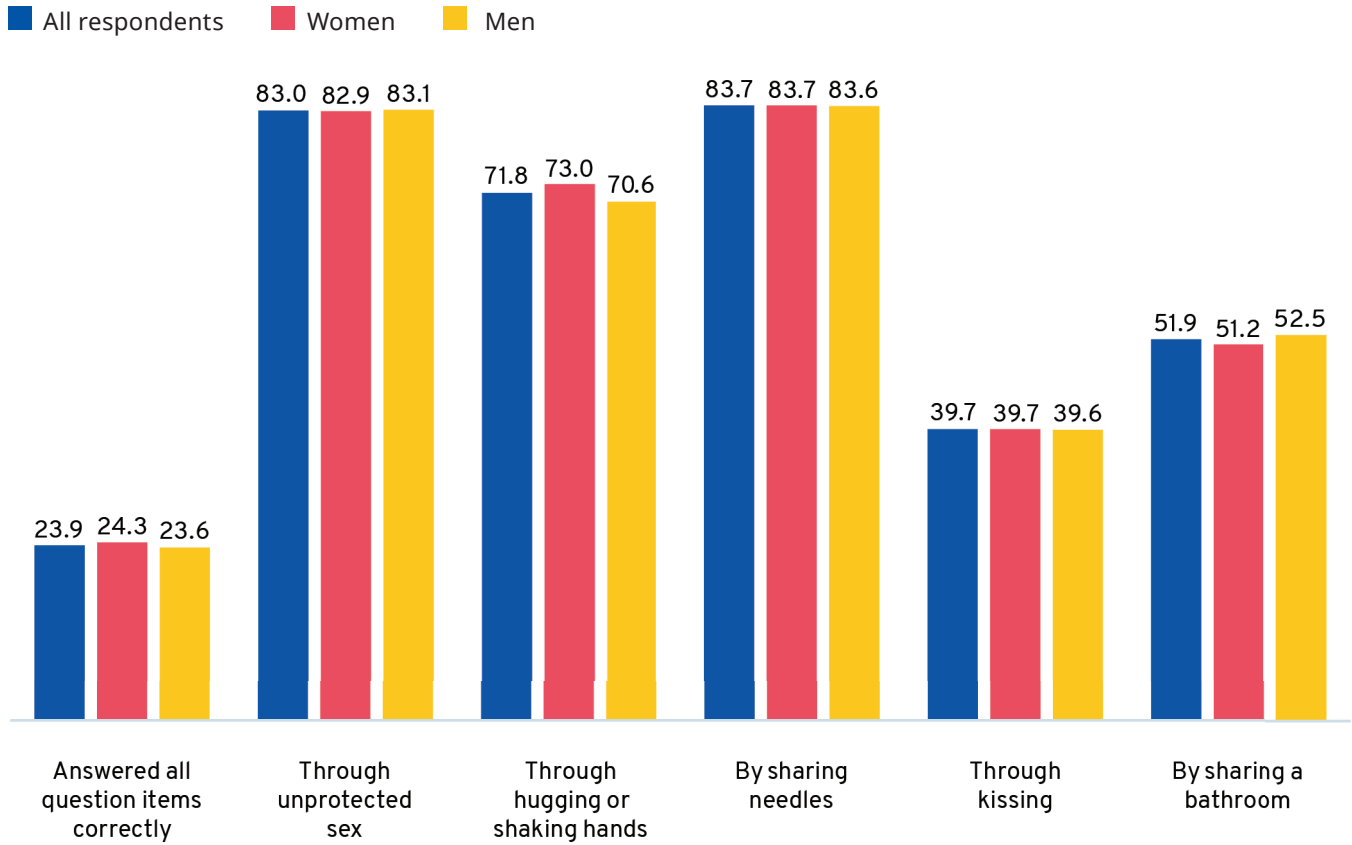
Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Results across regions: Accurate knowledge of how HIV is transmitted varies widely

### Knowledge of how HIV is transmitted is relatively high in Eastern and Southern Africa, as well as Western and Central Europe and North America

There is considerable regional variation in overall knowledge of how HIV is transmitted. In Eastern and Southern Africa, slightly more than half of respondents (51.0 per cent) answered all HIV transmission question items correctly; nearly as many respondents in Western and Central Europe and North America did the same, at 49.9 per cent. In both areas, women and men are almost equally likely to answer all question items correctly.

The percentage of respondents who were able to answer correctly all question items about how HIV is transmitted is closer to 40.0 per cent in three other regions: Latin America and the Caribbean (40.6 per cent), Western and Central

Africa (36.5 per cent), and Eastern Europe and Central Asia (36.3 per cent). Again, no substantive differences are seen between women and men in those regions.

In the remaining two regions – Asia and the Pacific, and the Middle East and North Africa – knowledge about how HIV is transmitted is lower. These two regions are also the regions with the lowest percentages of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV, as shown in Chapter 2. In the Middle East and North Africa, 24.2 per cent answered all question items about transmission correctly. In Asia and the Pacific, 16.0 per cent did so (see figure 3.2).

► **Figure 3.2.** Knowledge of how HIV is transmitted, by gender

Percentages of people who correctly answered all question items for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

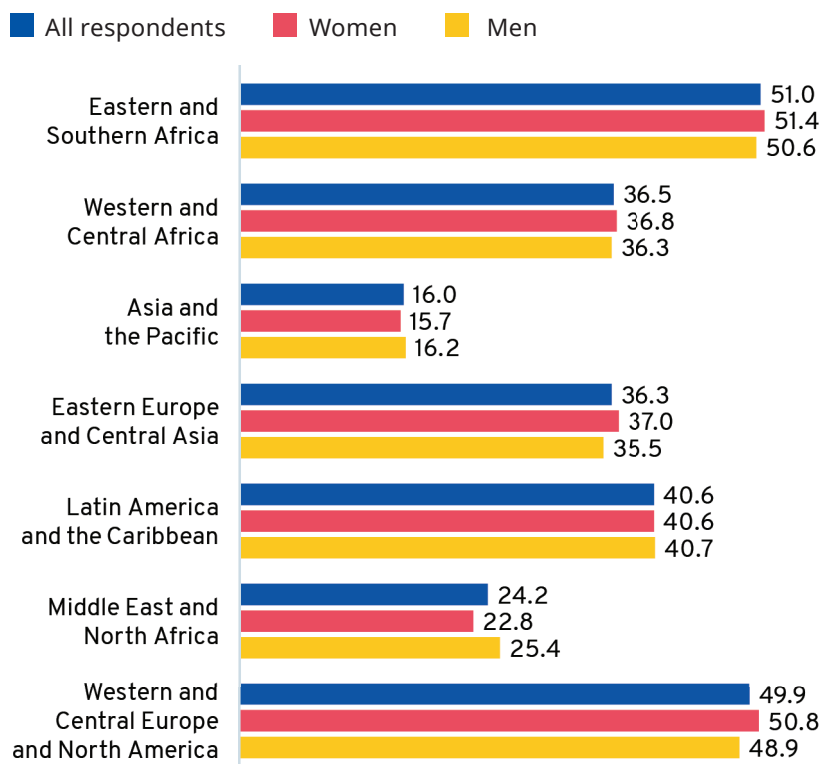
Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

Despite such broad regional disparities in respondents' overall understanding, knowledge about some ways that HIV is transmitted – particularly “through unprotected sex” and “by sharing needles” – is widespread across all regions. Respondents in Asia and the Pacific were least likely to answer either of these question items correctly, yet more than three fourths did, with 77.4 per cent saying that HIV can be transmitted via unprotected sex and 79.2 per cent saying the same about sharing needles.

The percentages of respondents who correctly identified that HIV cannot be transmitted through hugging or

shaking hands, through kissing, or by sharing a bathroom vary greatly across the regions. In Eastern and Southern Africa, the percentage of people who correctly identified that HIV cannot be transmitted by sharing a bathroom stands at 88.9 per cent – the highest of all regions for that question item. This compares with 39.8 per cent who answered this question item correctly in the Middle East and North Africa and 42.7 per cent in Asia and the Pacific.

For all question items, the regional results between women and men are broadly similar (see figure 3.3).

► **Figure 3.3. Knowledge of how HIV is transmitted, by gender**

Percentages of people who correctly answered each indicated question item for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

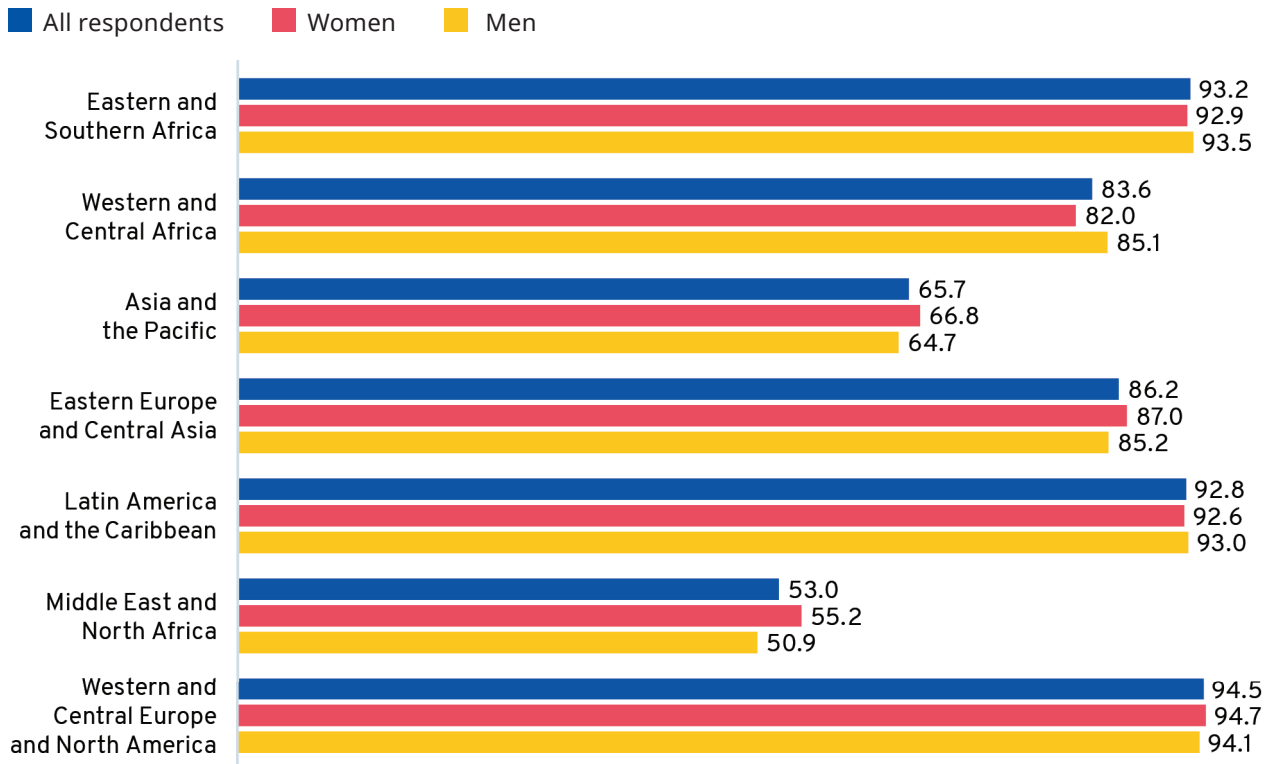
**Through unprotected sex**

■ All respondents ■ Women ■ Men



Figure 3.3. (continued)

Through hugging or shaking hands



By sharing needles

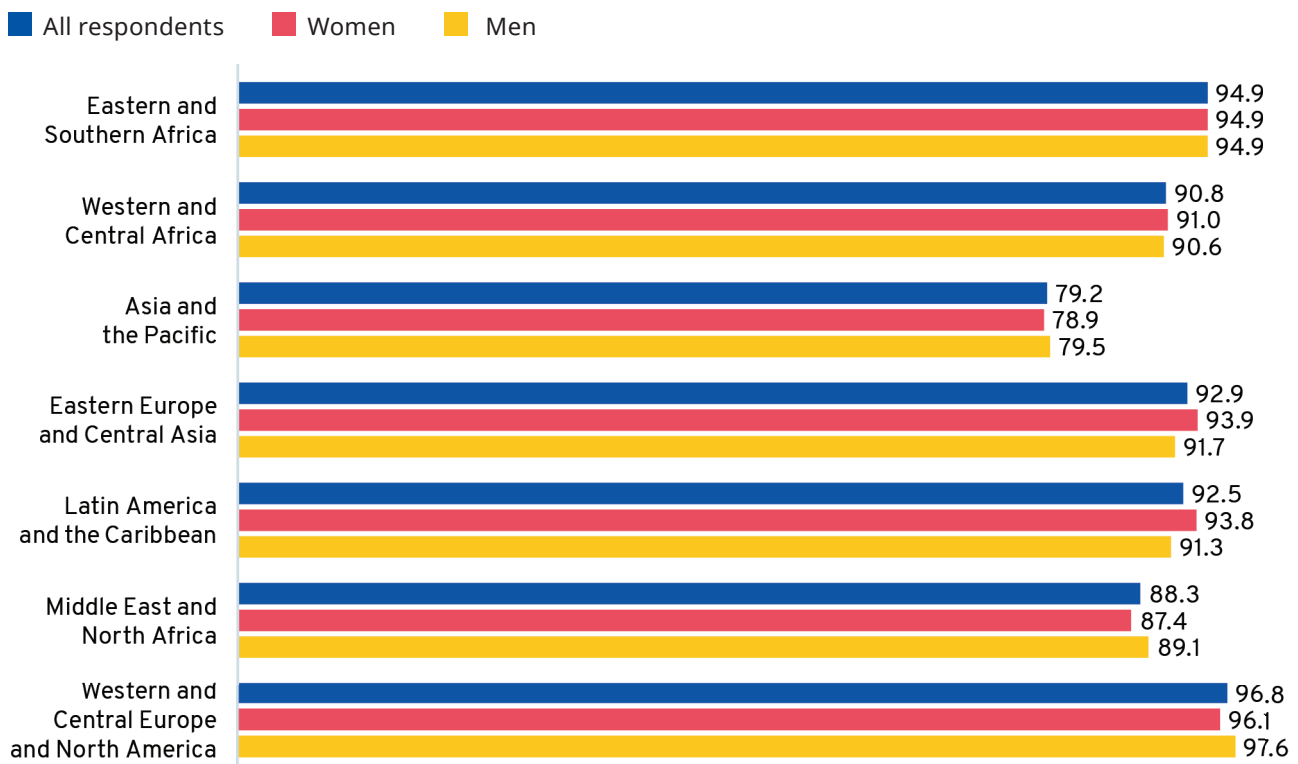
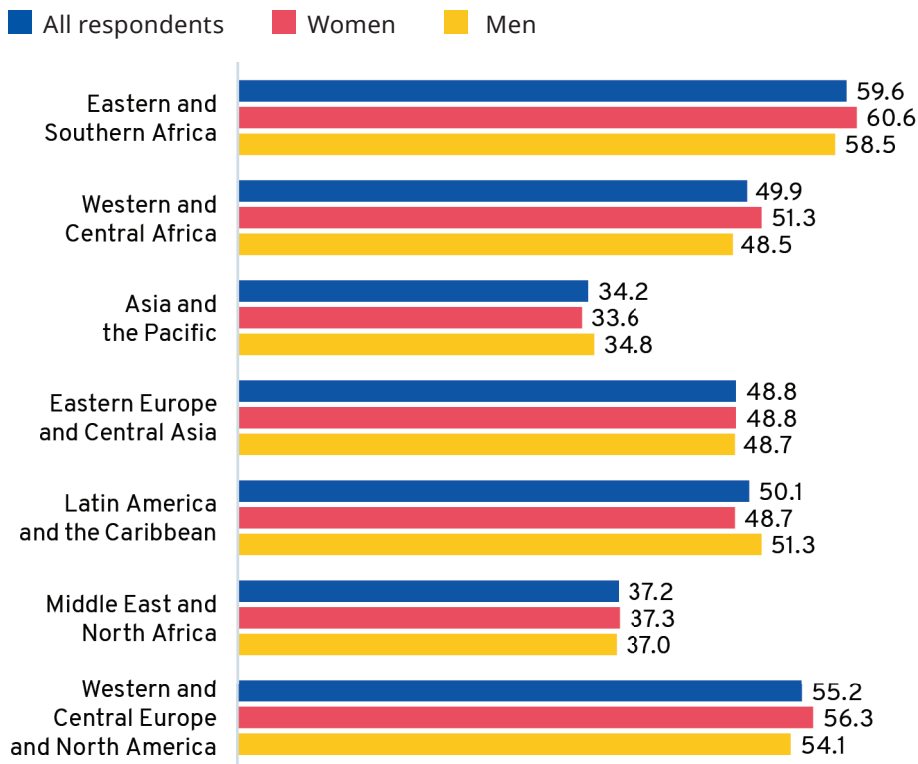
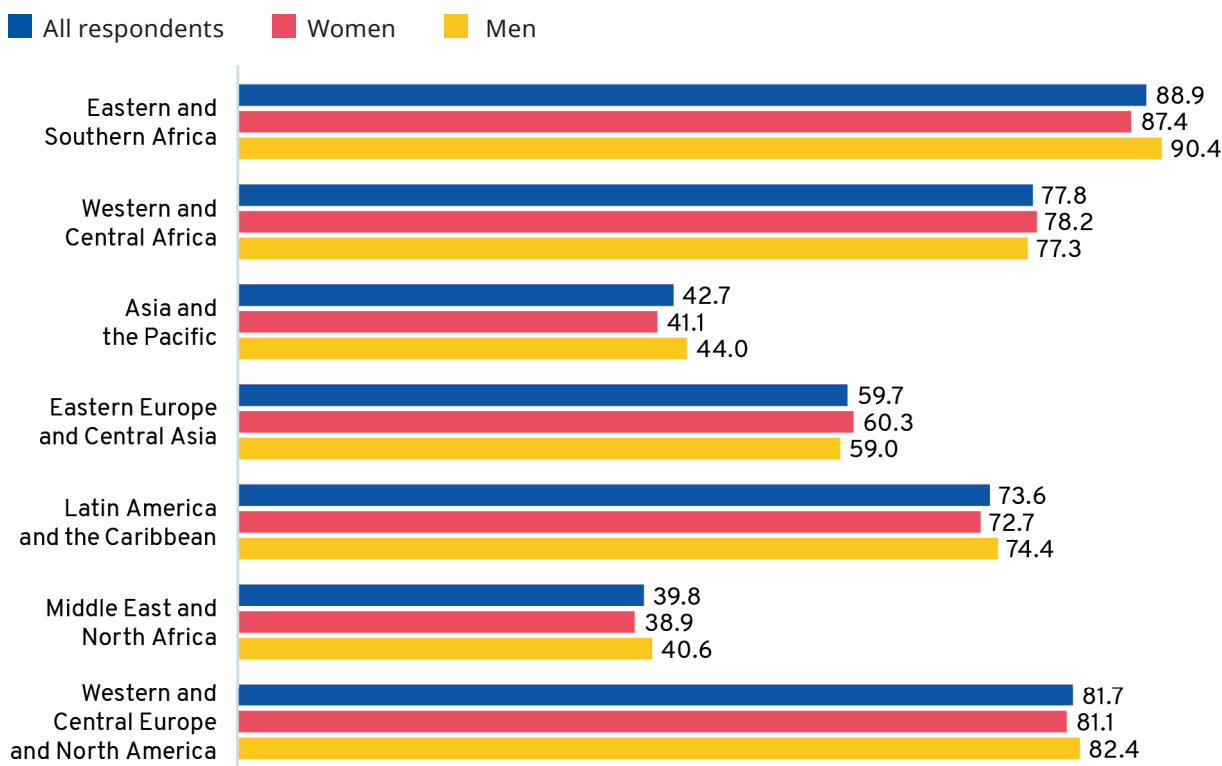


Figure 3.3. (continued)

Through kissing



By sharing a bathroom



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Knowledge across countries about HIV transmission

In seven of 49 countries,<sup>8</sup> more than half of respondents correctly answered all question items about how HIV is transmitted. The majority of people in South Africa (64.7 per cent), Ethiopia (58.9 per cent), Cambodia (55.7 per cent), Gabon (54.7 per cent), Tanzania (United Republic of; 53.9 per cent), Namibia (52.6 per cent) and the United States (51.8 per cent) answered all question items correctly. Notably, in several of these countries, including South Africa, Tanzania (United Republic of) and Namibia, women are considerably more likely than men to have answered correctly all items about how HIV is transmitted, by a difference of at least 10 percentage points.

As table 3.1 shows, nearly all adults in several countries correctly identified that HIV can be transmitted through unprotected sex (Q3A). Most respondents in all countries answered correctly that HIV can be transmitted by sharing needles (Q3C).

Misconceptions about how HIV is transmitted contribute to lower percentages of respondents who answer all of the question items correctly. Misconceptions include the ideas that HIV can be transmitted through hugging or shaking hands, by sharing a bathroom, or through kissing.

► **Table 3.1. Knowledge of how HIV is transmitted, by gender for each country**

Percentages of people who correctly answered each indicated question item for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

Percentages are shown next to abbreviations for three categories of respondents:

**A: All respondents**

**W: Women**

**M: Men**

Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
South Africa	<b>A: 64.7</b> W: 70.5 M: 58.1	<b>A: 97.8</b> W: 98.4 M: 97.2	<b>A: 94.1</b> W: 94.1 M: 94.1	<b>A: 94.2</b> W: 95.6 M: 92.8	<b>A: 72.6</b> W: 76.8 M: 67.8	<b>A: 90.4</b> W: 92.7 M: 87.7
Ethiopia	<b>A: 58.9</b> W: 55.4 M: 62.2	<b>A: 99.2</b> W: 99.9 M: 98.6	<b>A: 95.2</b> W: 94.6 M: 95.8	<b>A: 98.3</b> W: 97.4 M: 99.0	<b>A: 67.7</b> W: 67.6 M: 67.8	<b>A: 86.5</b> W: 79.6 M: 93.0
Cambodia	<b>A: 55.7</b> W: 52.9 M: 58.4	<b>A: 94.3</b> W: 93.3 M: 95.2	<b>A: 86.5</b> W: 81.1 M: 91.9	<b>A: 90.4</b> W: 88.8 M: 91.9	<b>A: 69.8</b> W: 64.9 M: 74.7	<b>A: 73.2</b> W: 70.3 M: 76.0
Gabon	<b>A: 54.7</b> W: 54.7 M: 54.7	<b>A: 92.6</b> W: 92.8 M: 92.5	<b>A: 93.6</b> W: 93.4 M: 93.8	<b>A: 86.2</b> W: 87.0 M: 85.4	<b>A: 73.5</b> W: 76.0 M: 71.2	<b>A: 80.4</b> W: 78.6 M: 82.0

<sup>8</sup> The ILO Global HIV Discrimination in the World of Work survey was fielded in 50 countries. However, the Q3 question series was not fielded in the United Arab Emirates; therefore, the United Arab Emirates is not included in the Q3 data in this chapter. In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: "To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands." For the purposes of this chapter's analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results.



Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
Tanzania (United Republic of)	<b>A: 53.9</b> W: 59.0 M: 48.4	<b>A: 95.9</b> W: 94.2 M: 97.7	<b>A: 87.8</b> W: 87.3 M: 88.2	<b>A: 94.1</b> W: 94.3 M: 93.9	<b>A: 64.2</b> W: 70.3 M: 57.8	<b>A: 82.7</b> W: 82.3 M: 83.0
Namibia	<b>A: 52.6</b> W: 58.3 M: 45.9	<b>A: 96.8</b> W: 96.9 M: 96.6	<b>A: 95.9</b> W: 96.3 M: 95.5	<b>A: 86.5</b> W: 88.7 M: 84.0	<b>A: 66.8</b> W: 69.3 M: 64.1	<b>A: 94.8</b> W: 96.1 M: 93.3
United States	<b>A: 51.8</b> W: 53.0 M: 50.4	<b>A: 98.8</b> W: 98.5 M: 99.2	<b>A: 95.7</b> W: 96.1 M: 95.2	<b>A: 97.7</b> W: 97.0 M: 98.4	<b>A: 56.6</b> W: 57.9 M: 55.2	<b>A: 84.2</b> W: 83.9 M: 84.5
Viet Nam	<b>A: 49.6</b> W: 48.7 M: 50.6	<b>A: 96.3</b> W: 95.5 M: 97.0	<b>A: 93.9</b> W: 93.6 M: 94.3	<b>A: 96.7</b> W: 96.9 M: 96.5	<b>A: 62.3</b> W: 60.3 M: 64.5	<b>A: 69.1</b> W: 68.8 M: 69.3
Iran (Islamic Republic of)	<b>A: 49.0</b> W: 48.6 M: 49.4	<b>A: 93.9</b> W: 94.6 M: 93.3	<b>A: 79.1</b> W: 82.2 M: 76.1	<b>A: 94.6</b> W: 94.9 M: 94.4	<b>A: 69.2</b> W: 70.2 M: 68.2	<b>A: 62.7</b> W: 63.8 M: 61.6
Cameroon	<b>A: 47.9</b> W: 51.5 M: 44.0	<b>A: 95.7</b> W: 93.5 M: 98.0	<b>A: 90.7</b> W: 94.9 M: 86.0	<b>A: 91.4</b> W: 92.2 M: 90.5	<b>A: 65.6</b> W: 68.1 M: 62.8	<b>A: 74.0</b> W: 77.3 M: 70.3
Senegal	<b>A: 47.6</b> W: 50.9 M: 44.1	<b>A: 89.3</b> W: 92.5 M: 85.6	<b>A: 77.6</b> W: 78.0 M: 77.2	<b>A: 85.0</b> W: 88.4 M: 81.2	<b>A: 63.8</b> W: 64.0 M: 63.5	<b>A: 75.2</b> W: 77.0 M: 73.2
Côte d'Ivoire	<b>A: 46.4</b> W: 46.5 M: 46.3	<b>A: 93.2</b> W: 93.7 M: 92.6	<b>A: 90.7</b> W: 92.3 M: 89.0	<b>A: 90.6</b> W: 92.7 M: 88.2	<b>A: 61.3</b> W: 61.5 M: 61.1	<b>A: 74.5</b> W: 75.5 M: 73.4
Zimbabwe	<b>A: 45.8</b> W: 50.0 M: 41.3	<b>A: 99.1</b> W: 98.6 M: 99.6	<b>A: 96.8</b> W: 97.9 M: 95.6	<b>A: 83.2</b> W: 83.1 M: 83.2	<b>A: 62.3</b> W: 67.6 M: 56.7	<b>A: 86.8</b> W: 88.1 M: 85.3
Brazil	<b>A: 42.1</b> W: 42.3 M: 41.9	<b>A: 97.2</b> W: 96.7 M: 97.5	<b>A: 93.4</b> W: 92.8 M: 93.9	<b>A: 93.9</b> W: 95.3 M: 92.6	<b>A: 49.9</b> W: 48.5 M: 51.1	<b>A: 75.3</b> W: 74.7 M: 75.9
Myanmar	<b>A: 40.8</b> W: 40.3 M: 41.3	<b>A: 91.8</b> W: 91.0 M: 92.5	<b>A: 77.1</b> W: 79.4 M: 74.9	<b>A: 96.2</b> W: 95.7 M: 96.7	<b>A: 58.2</b> W: 55.6 M: 60.7	<b>A: 67.3</b> W: 68.1 M: 66.5

Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
Russian Federation	<b>A: 39.9</b> W: 40.8 M: 38.9	<b>A: 95.9</b> W: 96.3 M: 95.3	<b>A: 89.6</b> W: 89.2 M: 90.0	<b>A: 93.9</b> W: 94.6 M: 93.1	<b>A: 50.8</b> W: 50.7 M: 50.9	<b>A: 63.9</b> W: 64.2 M: 63.5
Peru	<b>A: 39.7</b> W: 39.3 M: 40.1	<b>A: 97.7</b> W: 98.7 M: 96.7	<b>A: 93.3</b> W: 94.3 M: 92.2	<b>A: 88.1</b> W: 88.7 M: 87.4	<b>A: 55.0</b> W: 53.2 M: 56.9	<b>A: 70.4</b> W: 68.6 M: 72.3
Mauritius	<b>A: 39.4</b> W: 32.9 M: 44.9	<b>A: 94.6</b> W: 93.5 M: 95.6	<b>A: 82.1</b> W: 78.8 M: 84.8	<b>A: 95.9</b> W: 95.5 M: 96.2	<b>A: 47.0</b> W: 41.9 M: 51.4	<b>A: 73.0</b> W: 69.9 M: 75.7
Benin	<b>A: 38.4</b> W: 34.9 M: 42.7	<b>A: 97.3</b> W: 98.4 M: 95.8	<b>A: 82.8</b> W: 82.1 M: 83.6	<b>A: 92.4</b> W: 94.4 M: 89.9	<b>A: 52.5</b> W: 48.2 M: 57.7	<b>A: 68.0</b> W: 65.0 M: 71.6
Nigeria	<b>A: 37.9</b> W: 37.6 M: 38.2	<b>A: 97.0</b> W: 97.4 M: 96.7	<b>A: 86.8</b> W: 83.5 M: 89.8	<b>A: 95.1</b> W: 95.0 M: 95.2	<b>A: 47.9</b> W: 49.5 M: 46.4	<b>A: 84.9</b> W: 85.5 M: 84.4
Mali	<b>A: 36.9</b> W: 37.8 M: 35.9	<b>A: 85.1</b> W: 84.9 M: 85.3	<b>A: 63.0</b> W: 61.9 M: 64.1	<b>A: 81.4</b> W: 80.9 M: 81.8	<b>A: 58.3</b> W: 58.1 M: 58.5	<b>A: 56.1</b> W: 55.5 M: 56.7
Zambia	<b>A: 36.2</b> W: 33.7 M: 38.6	<b>A: 97.8</b> W: 98.3 M: 97.4	<b>A: 95.8</b> W: 95.7 M: 95.8	<b>A: 94.0</b> W: 96.0 M: 92.1	<b>A: 42.6</b> W: 39.1 M: 46.1	<b>A: 92.5</b> W: 93.0 M: 91.9
Saudi Arabia	<b>A: 35.9</b> W: 29.6 M: 40.5	Not applicable	<b>A: 65.8</b> W: 65.2 M: 66.3	<b>A: 83.1</b> W: 81.0 M: 84.6	Not applicable	<b>A: 50.4</b> W: 45.0 M: 54.2
Kenya	<b>A: 34.3</b> W: 33.8 M: 34.8	<b>A: 98.5</b> W: 99.0 M: 98.0	<b>A: 94.0</b> W: 94.7 M: 93.4	<b>A: 96.4</b> W: 97.4 M: 95.4	<b>A: 39.8</b> W: 36.7 M: 42.9	<b>A: 95.5</b> W: 95.0 M: 96.0
Bulgaria	<b>A: 33.1</b> W: 29.4 M: 36.8	<b>A: 90.6</b> W: 89.6 M: 91.7	<b>A: 83.0</b> W: 85.9 M: 80.1	<b>A: 92.9</b> W: 93.4 M: 92.3	<b>A: 43.0</b> W: 39.8 M: 46.2	<b>A: 58.1</b> W: 54.0 M: 62.4
Paraguay	<b>A: 33.0</b> W: 31.6 M: 34.5	<b>A: 94.5</b> W: 97.1 M: 91.9	<b>A: 88.0</b> W: 87.4 M: 88.5	<b>A: 86.3</b> W: 87.7 M: 84.8	<b>A: 48.3</b> W: 49.0 M: 47.6	<b>A: 59.4</b> W: 57.9 M: 60.8

Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
Guinea	A: 32.2 W: 30.4 M: 34.1	A: 79.0 W: 75.5 M: 82.5	A: 65.5 W: 65.5 M: 65.5	A: 74.6 W: 73.9 M: 75.2	A: 56.7 W: 56.0 M: 57.3	A: 52.9 W: 53.6 M: 52.2
Bolivia (Plurinational State of)	A: 32.2 W: 32.0 M: 32.5	A: 93.8 W: 94.9 M: 92.8	A: 86.2 W: 87.6 M: 84.8	A: 82.2 W: 83.6 M: 80.9	A: 52.8 W: 52.0 M: 53.6	A: 57.2 W: 53.6 M: 60.5
Burkina Faso	A: 31.3 W: 34.4 M: 28.0	A: 87.5 W: 88.5 M: 86.4	A: 73.9 W: 74.7 M: 73.0	A: 81.5 W: 84.1 M: 78.7	A: 57.5 W: 62.4 M: 52.4	A: 65.8 W: 71.4 M: 59.7
Uganda	A: 31.0 W: 26.4 M: 36.2	A: 97.4 W: 97.5 M: 97.3	A: 90.1 W: 89.0 M: 91.2	A: 90.7 W: 89.0 M: 92.6	A: 39.4 W: 36.2 M: 42.9	A: 92.1 W: 93.2 M: 90.9
Ukraine	A: 30.9 W: 31.1 M: 30.7	A: 94.0 W: 93.4 M: 94.7	A: 81.1 W: 84.5 M: 77.1	A: 91.1 W: 92.8 M: 89.2	A: 44.9 W: 45.1 M: 44.8	A: 53.5 W: 54.3 M: 52.5
Congo (Brazzaville)	A: 30.6 W: 30.1 M: 31.2	A: 80.7 W: 79.4 M: 82.1	A: 80.6 W: 79.0 M: 82.3	A: 76.6 W: 75.0 M: 78.4	A: 57.3 W: 56.4 M: 58.3	A: 68.2 W: 69.5 M: 66.9
Dominican Republic	A: 30.3 W: 29.8 M: 30.9	A: 94.4 W: 96.2 M: 92.6	A: 91.4 W: 92.5 M: 90.3	A: 89.2 W: 91.2 M: 87.0	A: 42.9 W: 41.5 M: 44.4	A: 70.5 W: 71.0 M: 69.9
Costa Rica	A: 30.0 W: 28.2 M: 32.0	A: 97.3 W: 97.2 M: 97.4	A: 87.5 W: 89.3 M: 85.5	A: 93.0 W: 95.0 M: 91.0	A: 39.0 W: 36.7 M: 41.5	A: 75.9 W: 77.0 M: 74.8
Kazakhstan	A: 27.6 W: 28.0 M: 27.2	A: 90.2 W: 90.6 M: 89.7	A: 79.8 W: 82.3 M: 77.1	A: 90.2 W: 91.8 M: 88.4	A: 45.4 W: 47.1 M: 43.6	A: 50.1 W: 51.6 M: 48.5
Thailand	A: 27.5 W: 22.4 M: 33.5	A: 95.4 W: 94.5 M: 96.5	A: 88.9 W: 88.4 M: 89.5	A: 92.8 W: 92.8 M: 92.9	A: 37.5 W: 34.2 M: 41.3	A: 75.5 W: 72.7 M: 78.8
Romania	A: 26.4 W: 22.5 M: 30.2	A: 87.1 W: 83.6 M: 90.6	A: 78.8 W: 74.7 M: 82.8	A: 84.8 W: 81.8 M: 87.8	A: 37.8 W: 34.9 M: 40.6	A: 50.3 W: 42.9 M: 57.4

Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
Pakistan	A: 25.3 W: 20.5 M: 29.9	Not applicable	A: 46.9 W: 47.8 M: 46.0	A: 90.3 W: 88.6 M: 91.9	Not applicable	A: 38.7 W: 34.8 M: 42.4
Algeria	A: 23.8 W: 22.5 M: 25.1	A: 77.8 W: 77.0 M: 78.6	A: 64.7 W: 66.8 M: 62.9	A: 88.9 W: 87.0 M: 90.6	A: 39.1 W: 37.0 M: 41.0	A: 43.9 W: 43.8 M: 44.0
Kyrgyzstan	A: 23.3 W: 23.4 M: 23.2	A: 92.5 W: 92.8 M: 92.1	A: 73.2 W: 75.1 M: 71.3	A: 93.4 W: 94.6 M: 92.1	A: 46.9 W: 45.4 M: 48.5	A: 41.2 W: 40.9 M: 41.5
China	A: 16.0 W: 16.1 M: 15.9	A: 80.7 W: 81.1 M: 80.4	A: 76.7 W: 78.1 M: 75.6	A: 81.4 W: 81.2 M: 81.6	A: 29.9 W: 29.9 M: 29.8	A: 40.3 W: 38.3 M: 42.1
Philippines	A: 15.3 W: 16.1 M: 14.5	A: 96.0 W: 96.7 M: 95.3	A: 68.0 W: 71.2 M: 64.7	A: 79.9 W: 79.9 M: 80.0	A: 29.5 W: 31.5 M: 27.3	A: 47.5 W: 48.9 M: 46.1
Albania	A: 13.2 W: 10.7 M: 15.8	A: 83.1 W: 83.6 M: 82.6	A: 54.7 W: 53.2 M: 56.2	A: 82.6 W: 84.5 M: 80.8	A: 27.3 W: 25.3 M: 29.4	A: 34.5 W: 31.6 M: 37.6
Lebanon	A: 13.0 W: 12.2 M: 13.8	A: 81.9 W: 79.8 M: 84.1	A: 49.2 W: 51.2 M: 47.2	A: 82.0 W: 80.4 M: 83.5	A: 28.8 W: 30.9 M: 26.8	A: 34.3 W: 32.9 M: 35.6
India	A: 11.1 W: 11.3 M: 11.0	A: 66.3 W: 63.3 M: 68.7	A: 53.0 W: 53.5 M: 52.6	A: 70.9 W: 69.8 M: 71.8	A: 38.1 W: 36.6 M: 39.3	A: 39.9 W: 38.7 M: 40.8
Indonesia	A: 11.0 W: 8.1 M: 13.9	A: 90.1 W: 91.2 M: 89.0	A: 56.8 W: 56.7 M: 57.0	A: 85.8 W: 85.4 M: 86.1	A: 23.5 W: 23.9 M: 23.1	A: 44.9 W: 41.1 M: 48.7
Ghana	A: 9.6 W: 8.2 M: 11.0	A: 94.9 W: 94.8 M: 95.0	A: 79.6 W: 77.6 M: 81.6	A: 86.5 W: 84.8 M: 88.2	A: 18.3 W: 18.5 M: 18.2	A: 75.0 W: 73.8 M: 76.1
Morocco	A: 8.0 W: 6.7 M: 9.2	A: 81.1 W: 79.5 M: 82.7	A: 42.5 W: 42.5 M: 42.6	A: 81.5 W: 82.0 M: 81.0	A: 16.8 W: 14.6 M: 19.1	A: 25.8 W: 23.9 M: 27.6

Country	Q3: Answered all correctly	Q3A (unprotected sex): Answered "yes"	Q3B (hugging or shaking hands): Answered "no"	Q3C (sharing needles): Answered "yes"	Q3D (kissing): Answered "no"	Q3E (sharing a bathroom): Answered "no"
Egypt	A: 3.5 W: 3.2 M: 3.8	A: 71.9 W: 64.6 M: 78.7	A: 22.3 W: 26.3 M: 18.6	A: 87.2 W: 85.2 M: 89.1	A: 14.8 W: 15.6 M: 13.9	A: 18.3 W: 17.5 M: 19.0

**Note:** In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: "To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands." For the purposes of this chapter's analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)



## Key demographic patterns

Variations are apparent when looking at HIV transmission knowledge by key demographic variables – especially education level.

Some differences also exist across age cohorts, but they are not as polarized as results by education level.

### Clear differences by educational attainment

People with the highest level of education (tertiary, the equivalent of 16 or more years of schooling), at 41.7 per cent, are three times as likely as those whose schooling ended at the primary level (zero to eight years of education), at 14.1 per cent, to answer correctly all items about how HIV is transmitted. Those who have a secondary education (nine to 15 years of education) fall between the two poles, with 28.0 per cent who answered all items correctly. This pattern generally holds across most regions – albeit to varying degrees – and with respect to both women and men.

In Eastern and Southern Africa, knowledge about how HIV is transmitted is relatively high across all educational categories, with a slight edge for the group with the highest level of education. However, in some regions, such as the Middle East and North Africa, and Latin America and the Caribbean, the differences across education levels – particularly when comparing the primary and tertiary education cohorts – are sizeable (see figure 3.4).

#### ► Figure 3.4. Knowledge of how HIV is transmitted, by education level

Percentages of people who correctly answered all question items for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

#### All respondents

■ Primary ■ Secondary ■ Tertiary

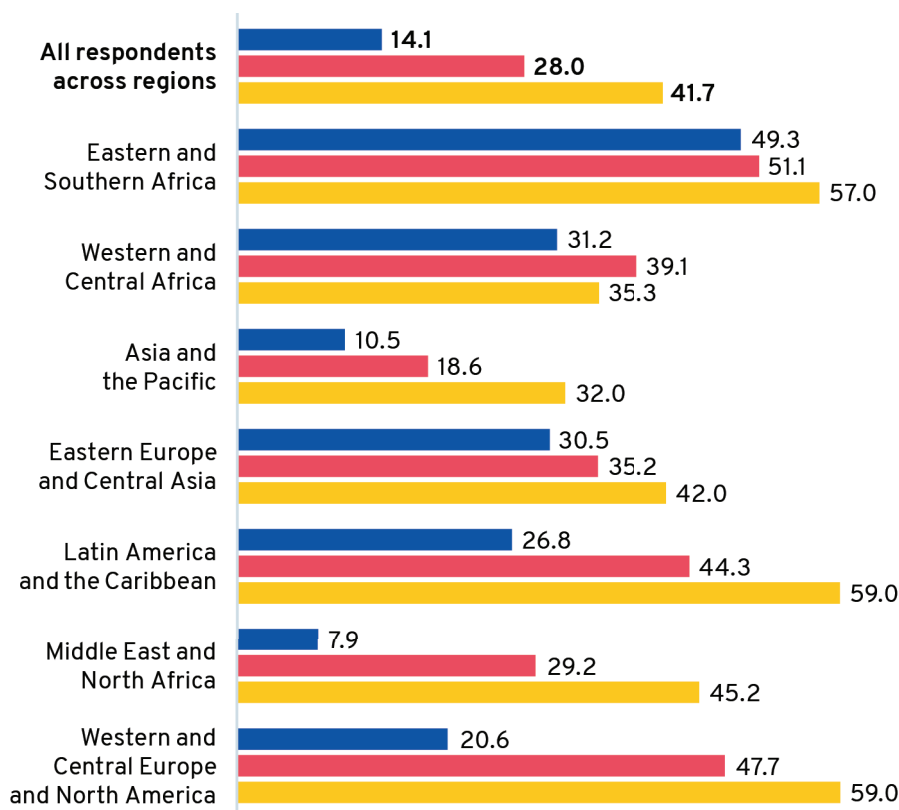
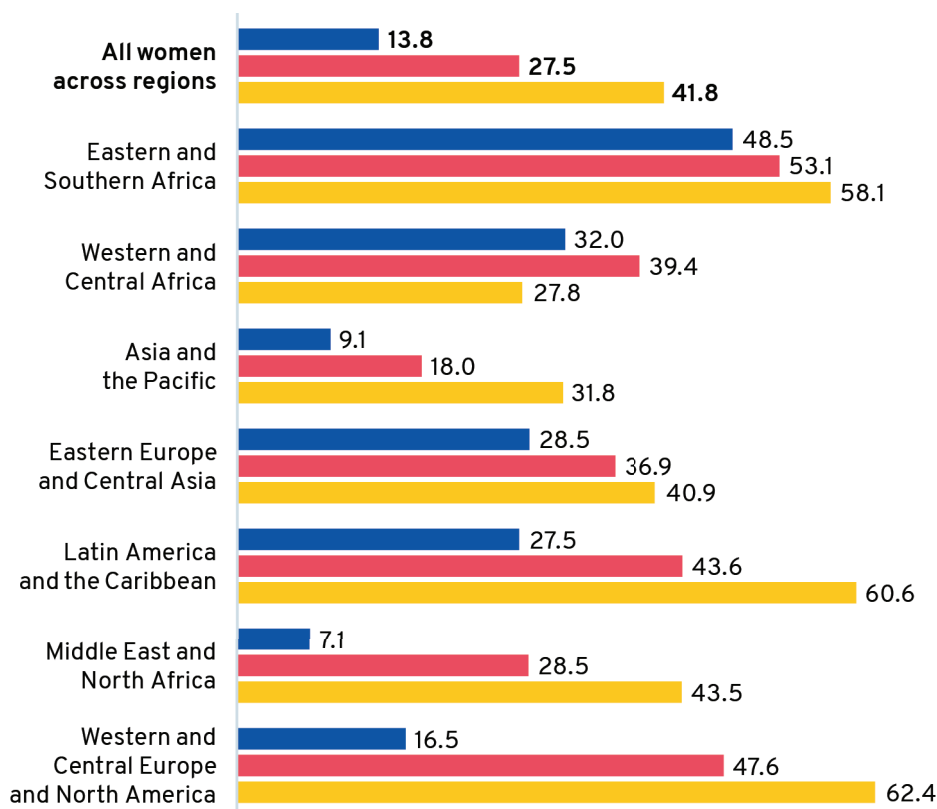


Figure 3.4. (continued)

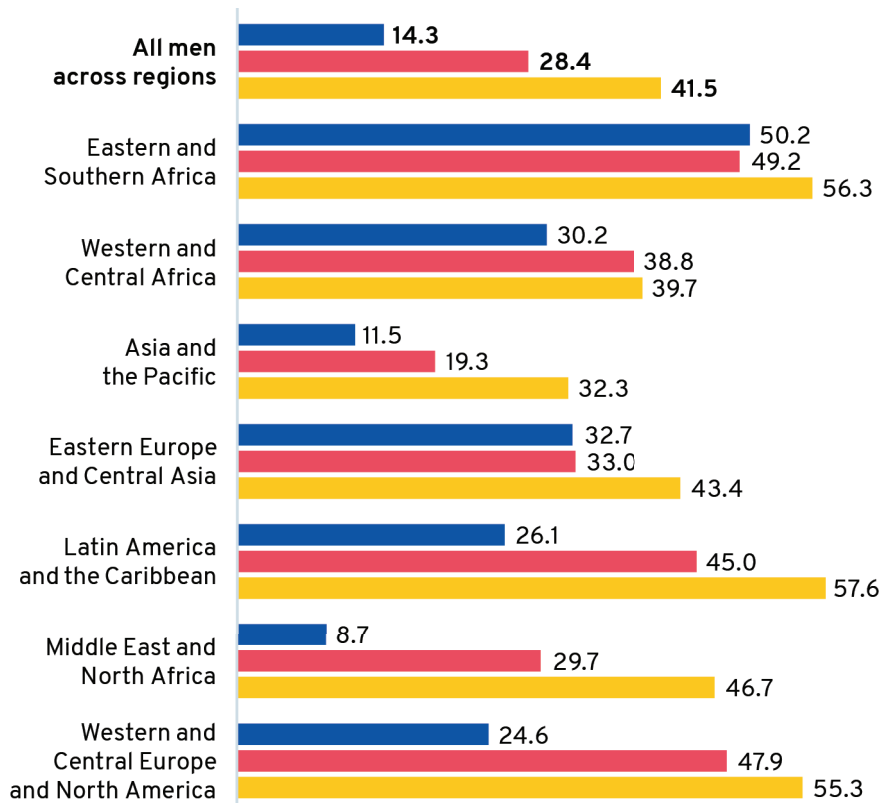
Women

■ Primary ■ Secondary ■ Tertiary



Men

■ Primary ■ Secondary ■ Tertiary



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Globally, the youngest age group is more knowledgeable than the oldest

Results regarding the relationship between age cohort and knowledge of how HIV is transmitted show that across all regions, 23.9 per cent of those aged 15–29 correctly answered all items about how HIV is transmitted, while 19.2 per cent of the oldest age cohort (55 and older) did. These levels suggest that respondents in the youngest age

cohort are generally more likely than those in the oldest group of respondents to answer correctly all items about how HIV is transmitted – a finding that holds across most regions, including when examining results for women and men (see figure 3.5).

### ► Figure 3.5. Knowledge of how HIV is transmitted, by age cohort

Percentages of people who correctly answered all question items for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

#### All respondents

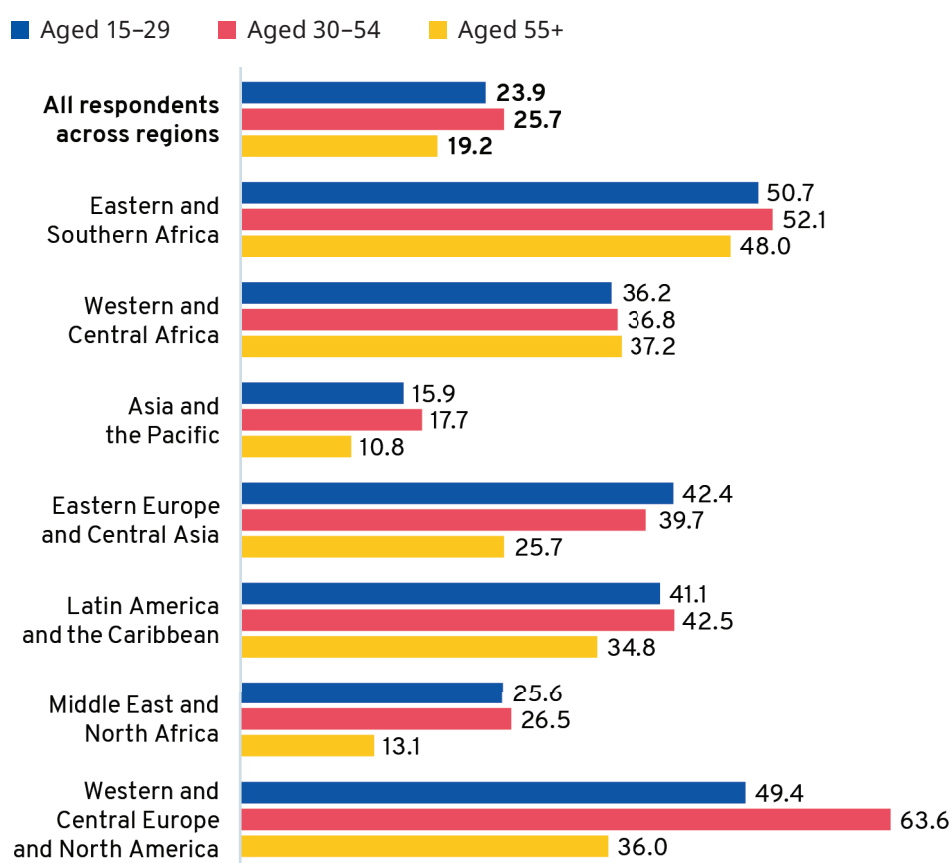
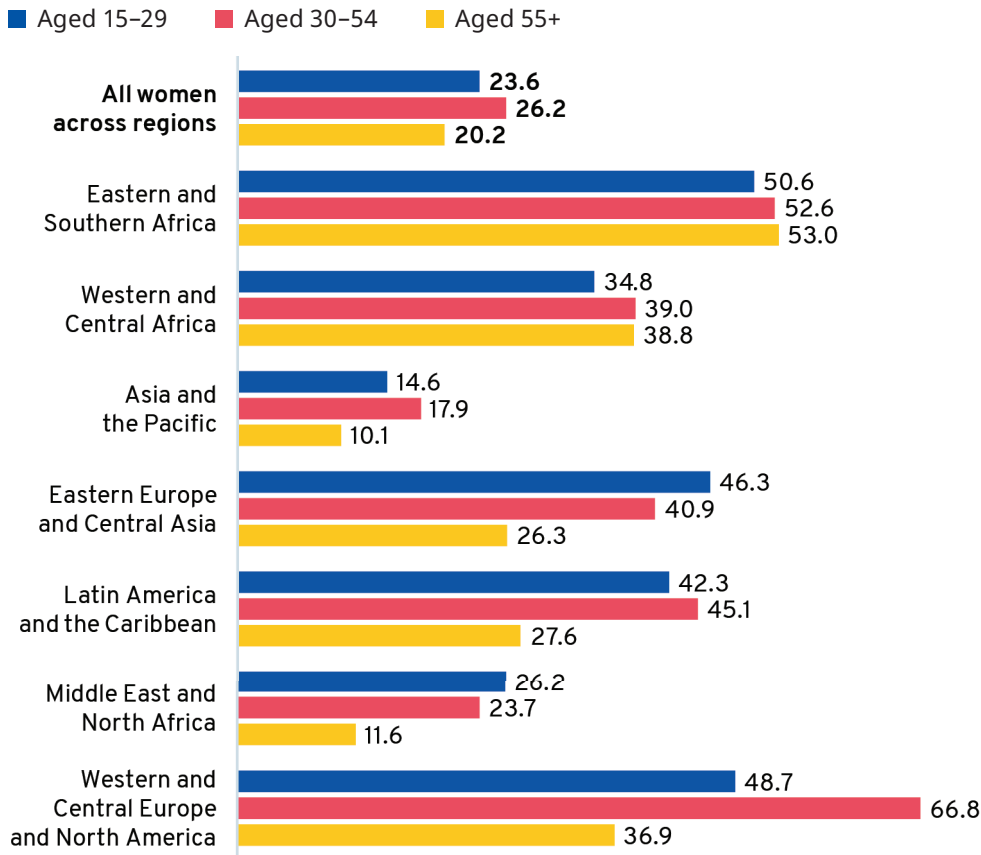


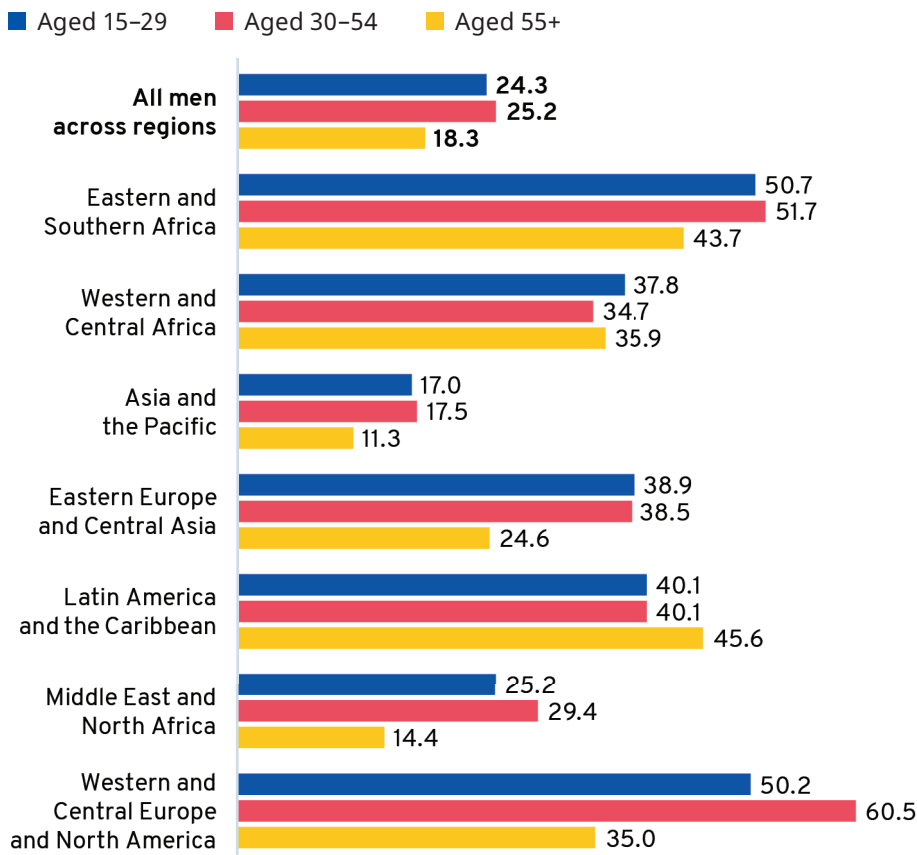


Figure 3.5. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Relationship between participation in employment and HIV transmission knowledge less clear

At the global level, among respondents who are employed in some capacity<sup>9</sup> and individuals who are not participating in employment, knowledge of how HIV is transmitted – based on percentages of respondents who answered all Q3 question items correctly – is slightly higher among those participating in employment, at 25.3 per cent, compared with 21.9 per cent of those who are not participating in employment. This discrepancy is sharper among women than all respondents – 27.6 per cent of women who are participating in employment correctly answered all question items about how HIV is transmitted, compared with 21.4 per cent of women who are not participating in employment. Among men, the difference between the two employment groups is negligible at the overall level.

Across most regions, employed individuals are slightly more likely than those not participating in employment to answer correctly all questions about how HIV is transmitted. In Eastern and Southern Africa, however, the opposite is true for both women and men. This finding warrants further research, as the reasons for the relationships among the variables are unclear. In Latin America and the Caribbean, differences are more notable among women than men (see figure 3.6).

### ► Figure 3.6. Knowledge of how HIV is transmitted, by participation in employment

Percentages of people who correctly answered all question items for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

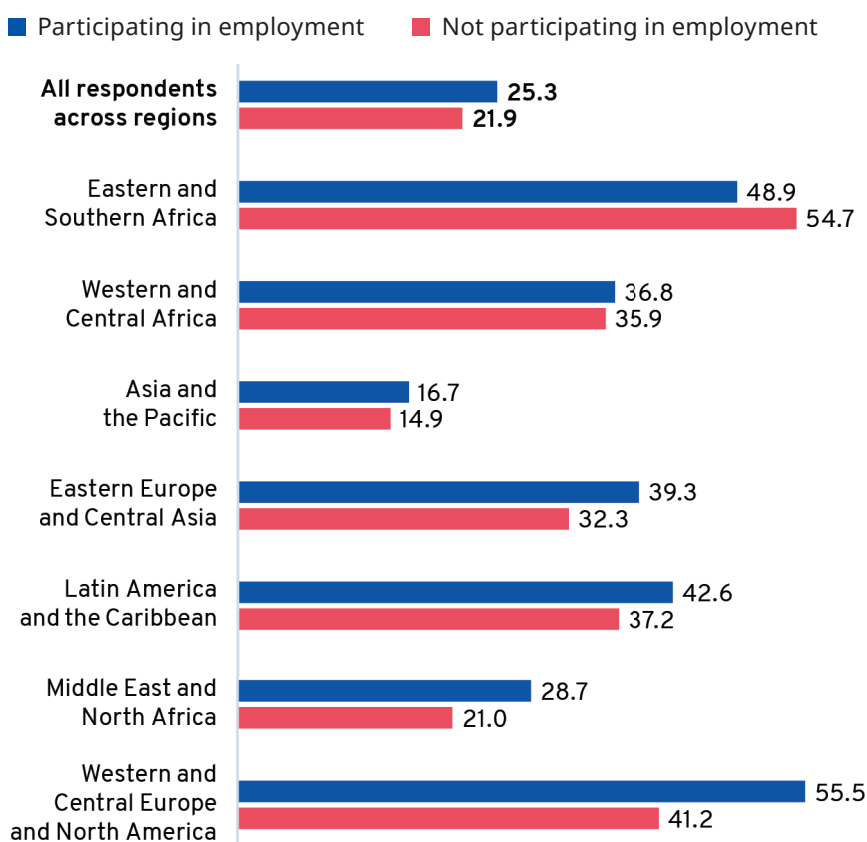
Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

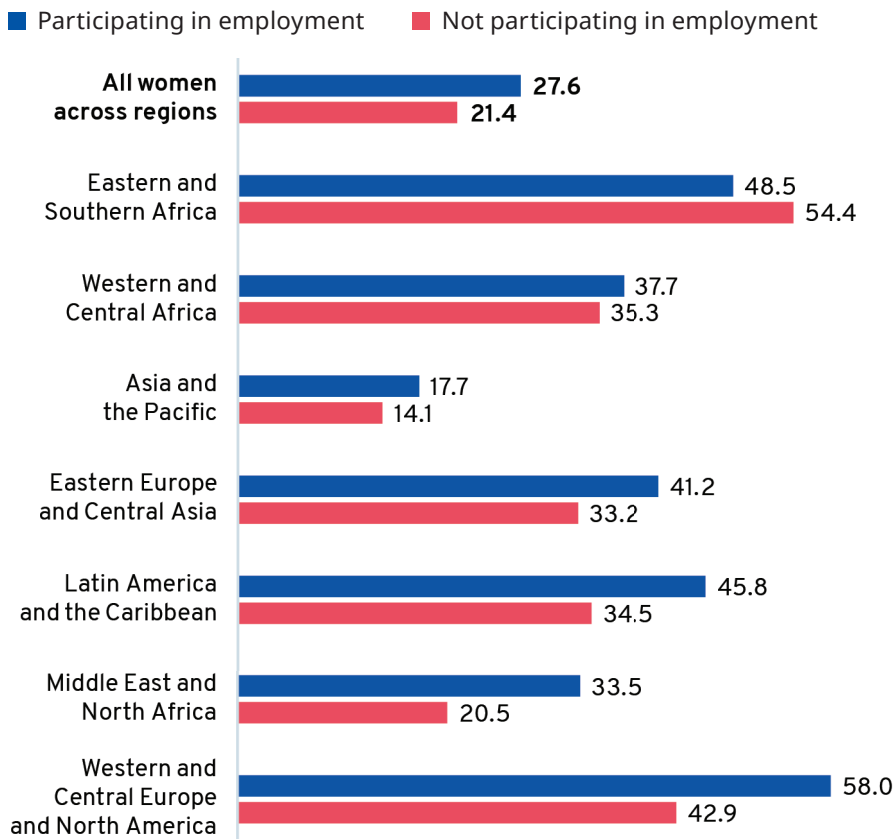
#### All respondents



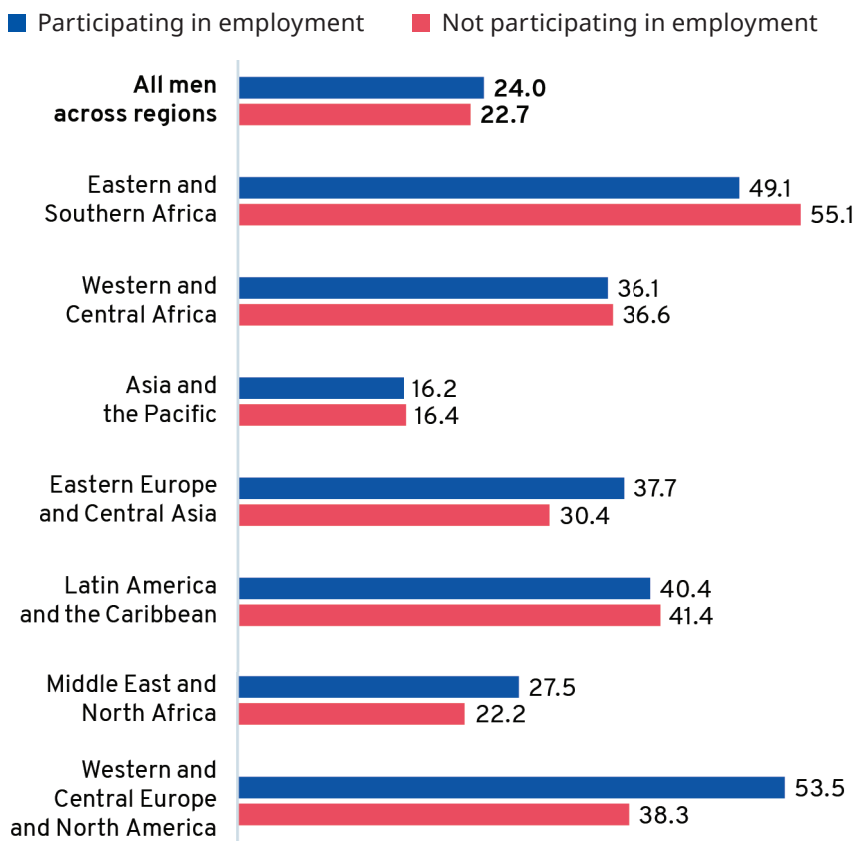
<sup>9</sup> Includes those who are employed full-time or part-time, regardless of employment status being for an employer or for themselves

Figure 3.6. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## HIV prevalence rates, knowing someone with HIV and knowledge of how HIV is transmitted

Several of the countries that boast high levels of knowledge about how HIV is transmitted, such as South Africa, also have comparatively high prevalence rates of HIV, meaning at least three times the 2019 global prevalence rate determined by the World Bank using UNAIDS estimates.<sup>10</sup> Indeed, the prevalence rate of HIV among people aged 15–49 in South Africa, at 19.0 per cent in 2019, is 27.1 times higher than the global rate.

The correlation – a statistical measure of the strength of the relationship between two variables<sup>11</sup> – between the prevalence of HIV among those aged 15–49 in a country and the percentage of people who correctly answered all of the items in the Q3 question is positive and stands at 0.449. This number indicates a moderately strong positive association and is statistically significant.<sup>12</sup>

A simpler – and potentially more powerful – relationship can be found if we examine the percentage of respondents in a country who say they have known a person living with HIV, compared with the percentage of respondents who correctly answered all question items about how HIV is transmitted. The correlation between these two data series is positive and stands at a higher 0.547, which also indicates moderate strength and behaves in a more predictable (linear) fashion (see figure 3.7). It is also statistically significant.

This relationship indicates that, in general, countries where relatively high percentages of people personally have known someone living with HIV also have relatively high percentages of people who understand how HIV is – and is not – transmitted.



10 The World Bank, “[Prevalence of HIV, Total \(% of Population Ages 15-49\): UNAIDS Estimates](#)”. Note: In 2019 in Eastern and Southern Africa, higher prevalence rates than South Africa’s were recorded in Eswatini, Lesotho and Botswana; however, these countries were not included in the ILO Global HIV Discrimination in the World of Work survey.

11 Pearson’s correlation coefficient assumes a linear relationship between two variables. The coefficient can take any value between -1 and 1. A value of (or near) -1 indicates a perfect negative relationship; values closer to 1 indicate a perfect positive relationship. A value of 0 indicates no relationship.

12 Correlation is significant at the 0.01 level (two-tailed).

► **Figure 3.7.**

**Share of people who know how HIV is transmitted, compared with percentages of people who say they have ever known someone with HIV, by country**

Percentages of people who correctly answered all question items for Q3 (see question items below), compared with percentages of people who say “yes” to Q5: Have you, personally, ever known a person with HIV?

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

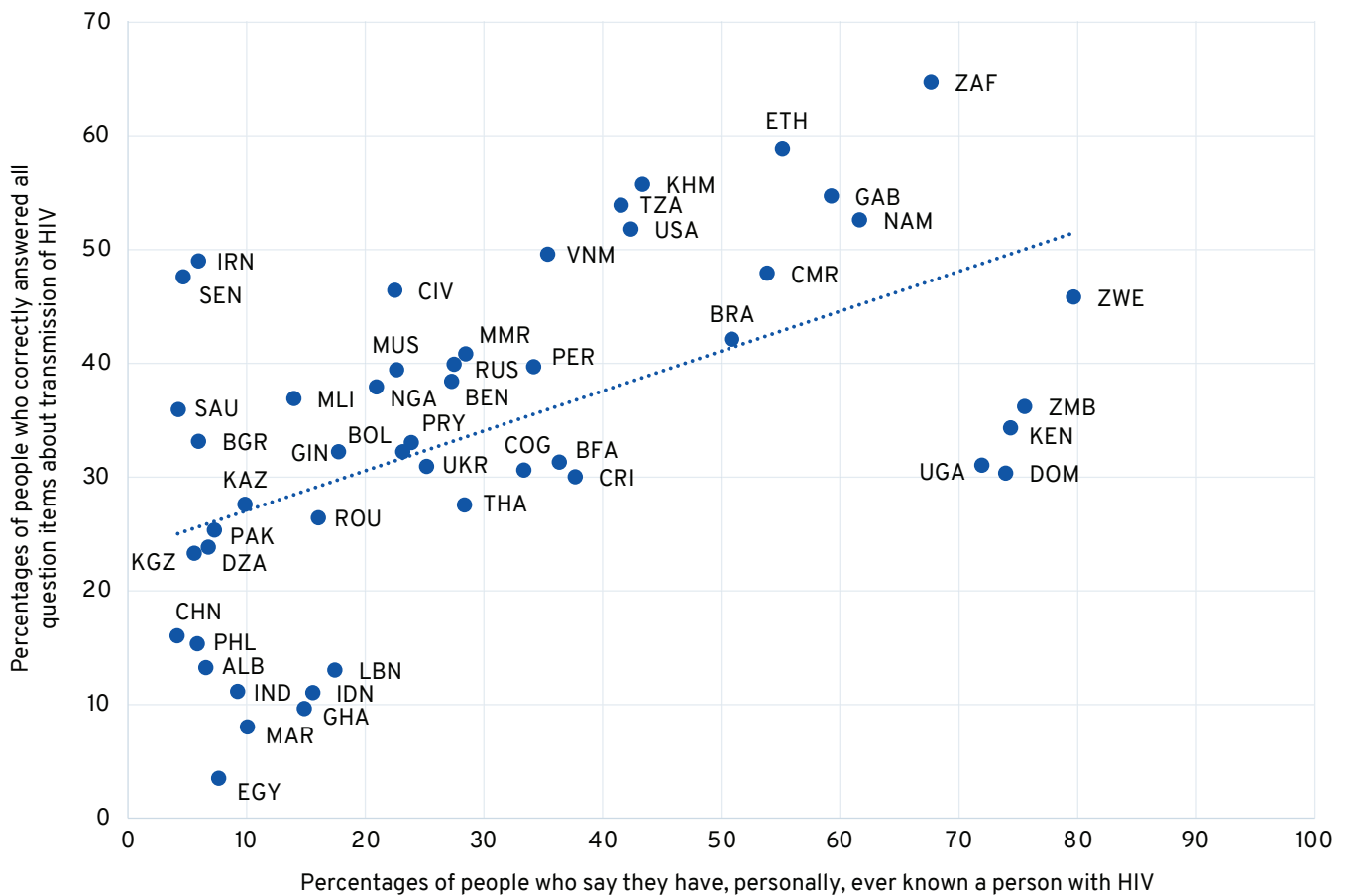
Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)



**Note:** See table A.1 in the appendix for a list of regional groupings, country codes and corresponding country names.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

**Better understanding of HIV transmission generally associated with higher likelihood of saying people living with HIV should be allowed to work directly with others who do not have HIV**

Other research related to public perceptions of HIV and AIDS finds that a greater public understanding of how HIV is transmitted can result in less stigmatizing attitudes towards people living with HIV.<sup>13</sup> The ILO Global HIV Discrimination in the World of Work survey builds on this research by examining the factors that may contribute to strengthening or weakening discriminatory viewpoints towards people living with HIV in the world of work.

The survey results show that people who have a better understanding of how HIV is transmitted are generally more likely to say people living with HIV should be allowed to work directly with others who do not have HIV. Overall, 77.5 per cent of people who correctly answered all of the Q3 question items about how HIV is transmitted say people living with HIV should be allowed to work directly with others who do not have HIV. This figure falls to 63.6

<sup>13</sup> Qais Alemi and Carl Stempel, “Association Between HIV Knowledge and Stigmatizing Attitudes Towards People Living with HIV in Afghanistan: Findings from the 2015 Afghanistan Demographic and Health Survey”, *International Health* 11, No. 6 (2019), 440–446.

per cent among those who answered one of the question items incorrectly.<sup>14</sup> Among those who incorrectly answered two or more question items about how HIV is transmitted, less than one third (32.1 per cent) of respondents say people living with HIV should be allowed to work directly with people who do not have HIV.

This pattern holds across regions – people who exhibit a better understanding of how HIV is transmitted are more likely to say people living with HIV should be allowed to work directly with others who do not have HIV. Even in

the regions that, overall, have the lowest percentages of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV – Asia and the Pacific, and the Middle East and North Africa – about two thirds of those who correctly answered all items say “allowed” to survey question Q1. Similar trends are evident among women and men; for both groups, higher knowledge corresponds with higher percentages of respondents who say “allowed” (see figure 3.8).

► **Figure 3.8.** Shares of respondents who say people living with HIV should be allowed to work directly with others who do not have HIV, by HIV transmission knowledge

Percentages of people who say “allowed” to Q1: Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?, by how many question items were answered correctly or incorrectly for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

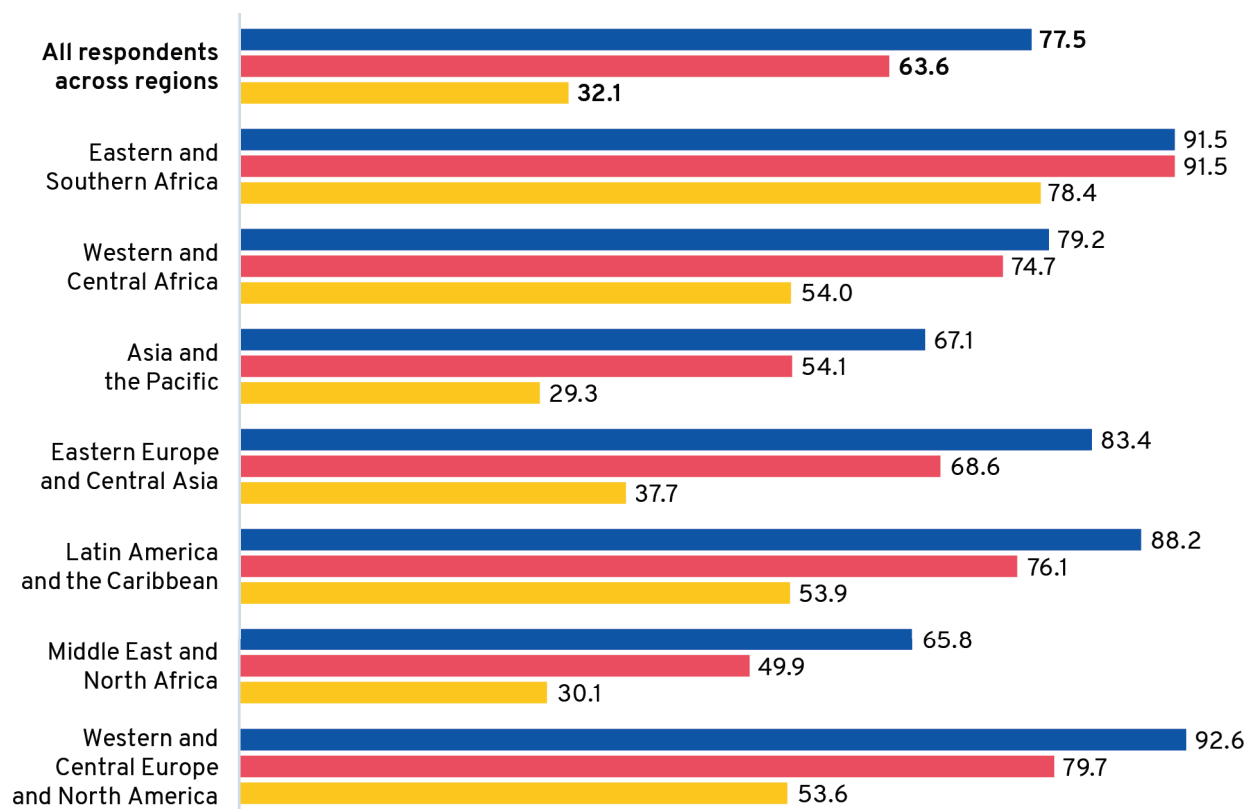
Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

### All respondents

■ Correctly answered all Q3 items and say “allowed” to Q1 ■ Incorrectly answered one Q3 item and say “allowed” to Q1  
 ■ Incorrectly answered two or more Q3 items and say “allowed” to Q1

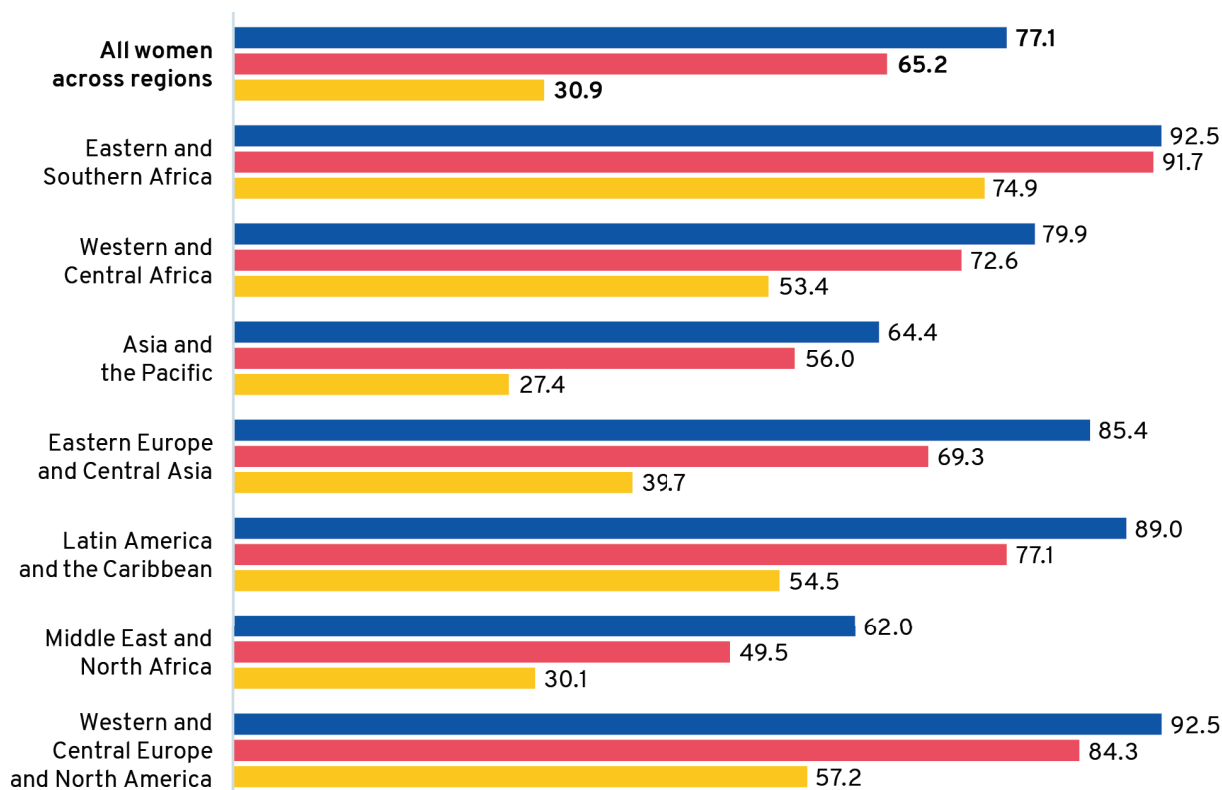


<sup>14</sup> Regardless of if they were asked five items in total (as most respondents were) or three items, which occurred in Pakistan and Saudi Arabia

Figure 3.8. (continued)

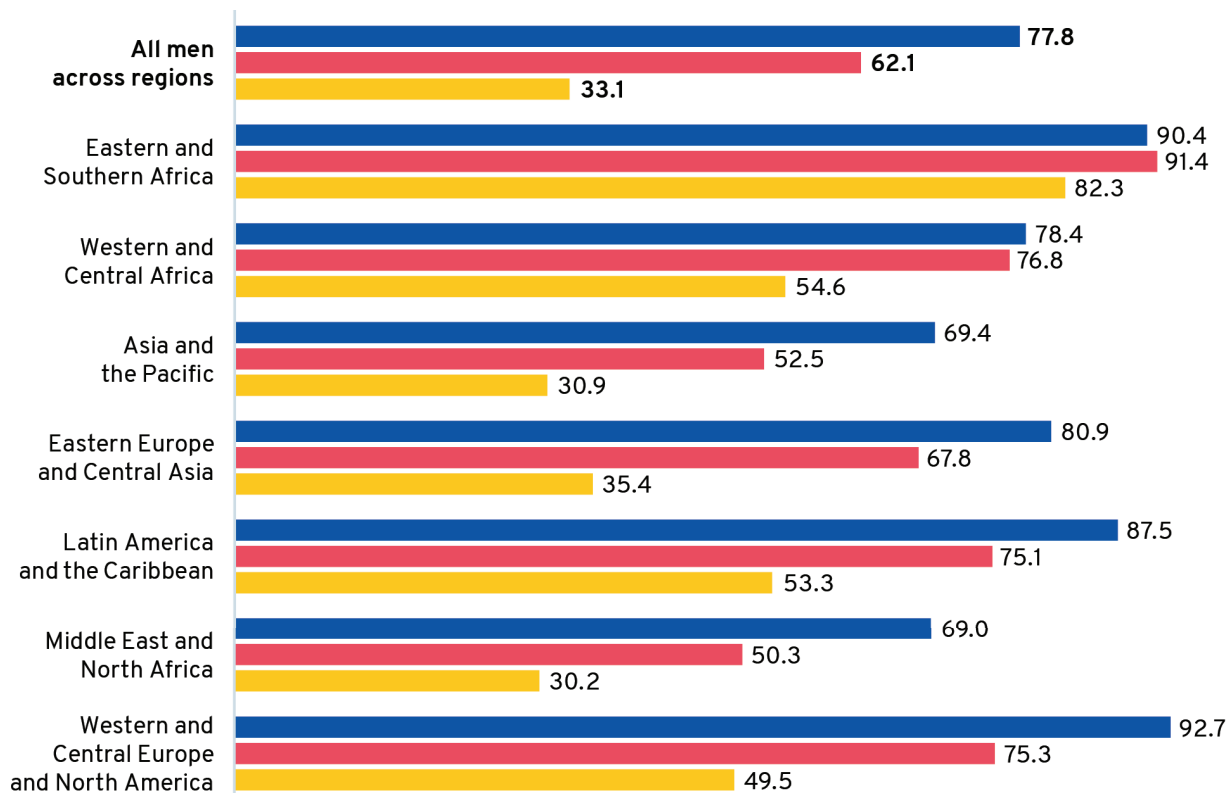
Women

■ Correctly answered all Q3 items and say “allowed” to Q1 ■ Incorrectly answered one Q3 item and say “allowed” to Q1  
 ■ Incorrectly answered two or more Q3 items and say “allowed” to Q1



Men

■ Correctly answered all Q3 items and say “allowed” to Q1 ■ Incorrectly answered one Q3 item and say “allowed” to Q1  
 ■ Incorrectly answered two or more Q3 items and say “allowed” to Q1



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## ► Conclusion

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The ILO Global HIV Discrimination in the World of Work survey shows that overall public knowledge about how HIV is transmitted is somewhat mixed. Overall, about a quarter of people (23.9 per cent) correctly answered all of the survey's question items about how HIV is transmitted. Globally – and across the seven regions – most people correctly understand that HIV can be transmitted through unprotected sex (83.0 per cent overall) and by sharing needles (83.7 per cent overall). However, substantial percentages of respondents voiced misconceptions about how HIV is transmitted, such as by sharing a bathroom (48.1 per cent did not provide the correct answer) or through kissing (60.3 per cent did not provide the correct answer).

Relatively high percentages of respondents incorrectly answering certain HIV transmission question items suggest that advocacy and education campaigns focusing on the misconceptions, such as those related to transmitting HIV by sharing bathrooms, hugging or shaking hands,

and kissing, may be more productive for reducing HIV-related discrimination in the world of work than would focusing on educating people only about the better-known methods of transmission (by sharing needles and through unprotected sex).

Also, the survey results demonstrate that those who have a better understanding of the ways HIV is transmitted are generally more likely to say people living with HIV should be allowed to work directly with others who do not have HIV. Given that relationship, workplaces could improve inclusion of people living with HIV by increasing dissemination of accurate information about HIV transmission.

The next chapter will review the results from the survey's final question, which examines the extent of people's support for mandatory HIV testing before people are allowed to work.

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►► Relatively high percentages of respondents incorrectly answering certain HIV transmission question items suggest that advocacy and education campaigns focusing on the misconceptions, such as those related to transmitting HIV by sharing bathrooms, hugging or shaking hands, and kissing, may be more productive for reducing HIV-related discrimination in the world of work than would focusing on educating people only about the better-known methods of transmission (by sharing needles and through unprotected sex). ►►



# ▶ 4



## Mandatory HIV testing before employment

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### Introduction

The ILO's Recommendation No. 200 calls for respect for the fundamental human rights of all workers, including observance of the right to be free from required testing and disclosure of HIV status, while encouraging everyone to undertake voluntary, confidential HIV counselling and testing. Recommendation No. 200 states that HIV testing must be "genuinely voluntary and free of any coercion and testing programmes must respect international guidelines on confidentiality, counselling and consent". Also, "HIV testing or other forms of screening for HIV should not be required of workers, including migrant workers, jobseekers and job applicants".<sup>1</sup>

WHO and UNAIDS do not support mandatory or compulsory testing of individuals on public health grounds.

According to the organizations' statement on HIV testing services, "HIV testing, no matter how it is delivered, must always respect personal choice and adhere to ethical and human rights principles. ... Mandatory, compulsory or coerced testing is never appropriate, regardless of where that coercion comes from: health-care providers, partners, family members, employers, law enforcement officials or others".<sup>2</sup>

Despite the guidance from international standards, the results from the ILO Global HIV Discrimination in the World of Work survey reveal significant public support for mandatory HIV testing before people are allowed to work. This chapter examines the results across all 50 countries for the survey question on this topic (see box 4.1).

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<sup>1</sup> ILO, "R200 - HIV and AIDS Recommendation, 2010 (No. 200)".

<sup>2</sup> WHO (World Health Organization) and UNAIDS, *WHO, UNAIDS Statement on HIV Testing Services: New Opportunities and Ongoing Challenges*, 2017.



## ► Survey questions analysed in this chapter

### ► Box 4.1

Survey question Q4; chapter also includes analysis tying Q4 to Q1 and Q3A-E

**Q4:** In this country, should there be mandatory testing for HIV before people are allowed to work?  
Yes, No, (It depends), (Already have mandatory testing in this country), (Don't know), (Refused)

**This chapter also incorporates some analysis of Q1 and Q3, including items Q3A-E:**

**Q1:** Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Allowed, Not allowed, (It depends), (Don't know), (Refused)

**Q3:** To the best of your knowledge, can HIV be transmitted in any of the following ways?

**Q3A:** Through unprotected sex

Yes, No, (Don't know), (Refused)

**Q3B:** Through hugging or shaking hands

Yes, No, (Don't know), (Refused)

**Q3C:** By sharing needles

Yes, No, (Don't know), (Refused)

**Q3D:** Through kissing

Yes, No, (Don't know), (Refused)

**Q3E:** By sharing a bathroom

Yes, No, (Don't know), (Refused)

**Note:** Q4, Q1, Q3 and Q3A-E are codes that indicate question items in the survey. For ease of reference, these codes are used throughout the report. Survey response options are shown below each question. Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer. In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: "To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands." For the purposes of this chapter's analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results. Additionally, none of the Q3 question items were asked in the United Arab Emirates; consequently, the Q3 data in this chapter are results from the remaining 49 countries.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)



## ► Key findings

1. Despite the questionable value of mandatory HIV testing before employment, support for HIV testing before people are allowed to work is widespread, with 59.6 per cent of all respondents expressing support for this view.
2. A majority of respondents in six regions support mandatory HIV testing before people are allowed to work. This group of regions includes Eastern and Southern Africa, where 50.6 per cent of respondents support the policy, even though people there are very likely to say people living with HIV should be allowed to work in any type of job in direct contact with other people who do not have HIV (see Chapter 2 for details). The region with the least support for mandatory HIV testing for employment is Western and Central Europe and North America, where just under a quarter of respondents (23.4 per cent) support mandatory HIV testing for employment.
3. Respondents with greater levels of education are less likely to support mandatory HIV testing before employment, with 47.5 per cent of those with a tertiary education (16 or more years of education) supporting this, compared with 65.6 per cent of those who have a primary education (zero to eight years of education). This pattern is consistent throughout the regions, although respondents in some regions have more polarized views than others.
4. Viewpoints about whether HIV testing should be required before employment are fairly similar for those participating in employment as those who are not, with 60.5 per cent of employed individuals supporting mandatory testing, compared with 58.3 per cent of those who are not currently participating in employment saying the same.
5. Greater knowledge of how HIV is transmitted is associated with lower support for mandatory HIV testing before employment, with 47.6 per cent of people who correctly answered all question items about how HIV is transmitted saying there should be mandatory testing, compared with 63.4 per cent of those who did not answer all items correctly.<sup>3</sup>

►► The expansion of voluntary HIV testing services should include improved protection from stigma and discrimination related to HIV-positive status and HIV risk behaviours. HIV testing services should also facilitate linkage to HIV prevention, treatment, care and support services. ▲▲

WHO and UNAIDS<sup>4</sup>

<sup>3</sup> Respondents' knowledge about how HIV is transmitted was tested using survey question Q3 and question items Q3A–E, as covered in detail in Chapter 3 of this report. Question wording and correct responses are as follows:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

<sup>4</sup> WHO (World Health Organization) and UNAIDS, *WHO, UNAIDS Statement on HIV Testing Services: New Opportunities and Ongoing Challenges*, 2017.



## ► Opinions about mandatory HIV testing before employment

### Results across regions: Broad support for mandatory testing

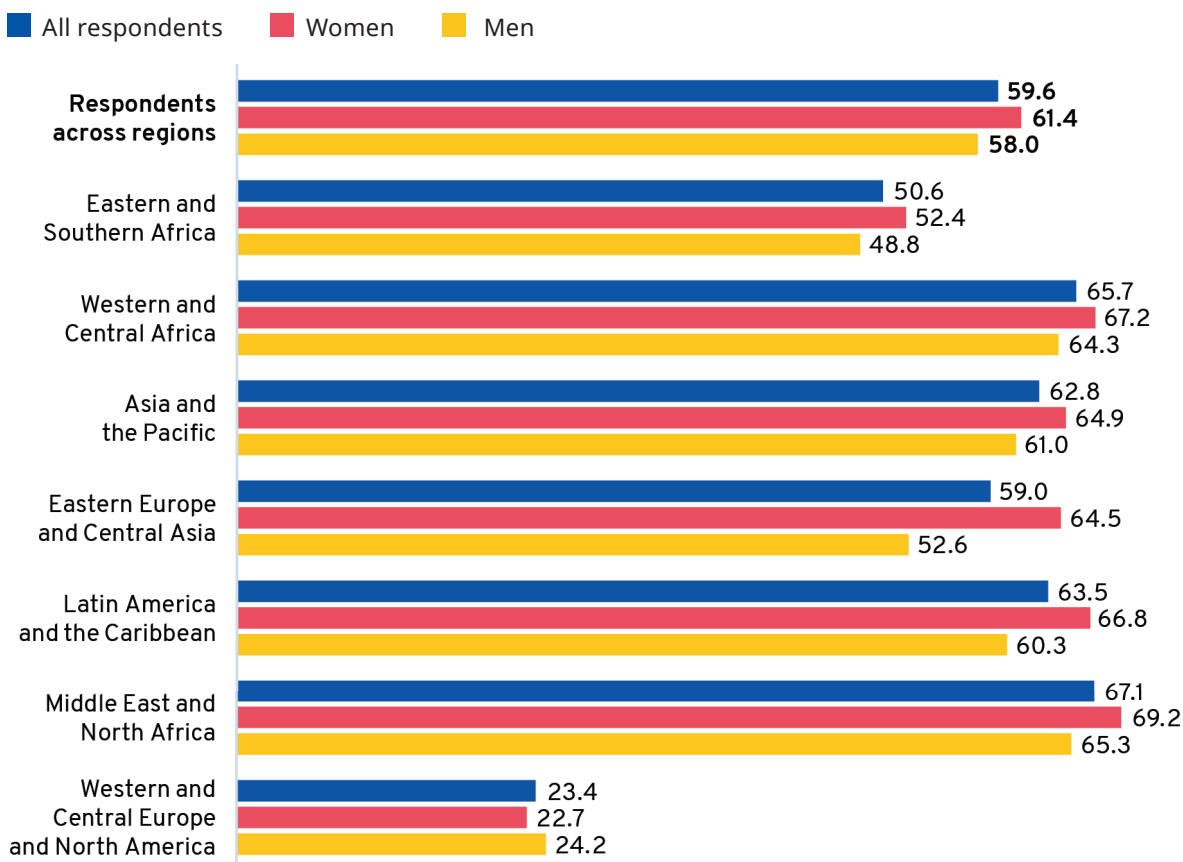
Globally, nearly six in ten respondents (59.6 per cent) say there should be mandatory testing for HIV before people are allowed to work – with women and men about equally as likely to support this type of policy.

Mandatory testing for HIV before employment also has majority support across all regions – with the glaring exception of Western and Central Europe and North America, where less than one fourth of respondents (23.4 per cent) say such testing should be mandatory. Support for mandatory testing is highest in the Middle East and North

Africa, and Western and Central Africa, where around two thirds of people in each region support the idea.

Some gender differences on this question are apparent, especially in the regions of Eastern Europe and Central Asia, and Latin America and the Caribbean, where women are more likely than men to support mandatory testing for HIV before employment. The difference between women and men is 11.9 percentage points in Eastern Europe and Central Asia, and it is 6.5 points in Latin America and the Caribbean (see figure 4.1).

► **Figure 4.1.** Support for mandatory testing for HIV before people are allowed to work, by gender  
Percentages of people who say “yes” to Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)



## Key demographic patterns

The survey results regarding mandatory HIV testing before people are allowed to work suggest that people who have higher levels of education are less supportive of mandatory HIV testing before employment. Differences

of opinion also exist by age cohort and participation in employment, but the differences do not vary as widely among those groups.

### People whose education stops at primary level are more likely to support mandatory testing

Across the 50 countries covered by this survey, people with only a primary education (zero to eight years of education) are notably more likely than those with higher levels of education to say there should be mandatory testing for HIV before people are allowed to work. Overall, 65.6 per cent of people with only a primary education say this, compared with 57.7 per cent of those with a secondary education (nine to 15 years of education) and 47.5 per cent of those with a tertiary education (16 or more years of education). This pattern (people with lower levels of education are

more likely to support mandatory HIV testing before employment) holds true for both women and men.

Broadly speaking, a similar pattern exists at a regional level, and it is especially pronounced in Latin America and the Caribbean. In that region, support for mandatory HIV testing before employment stands at 76.5 per cent among the respondents with the lowest educational attainment, and it plummets to 27.3 per cent among those with the highest level of education (see figure 4.2).

► **Figure 4.2.** Support for mandatory testing for HIV before people are allowed to work, by education level  
Percentages of people who say “yes” to Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?

#### All respondents

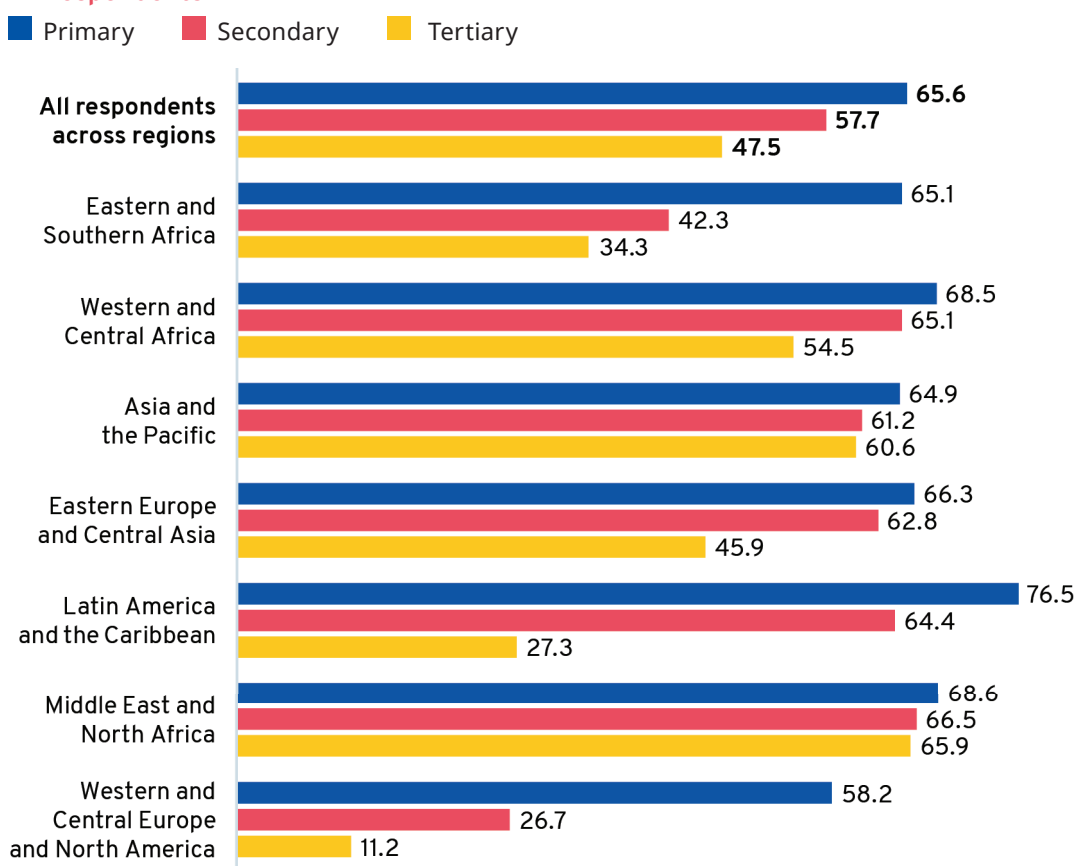
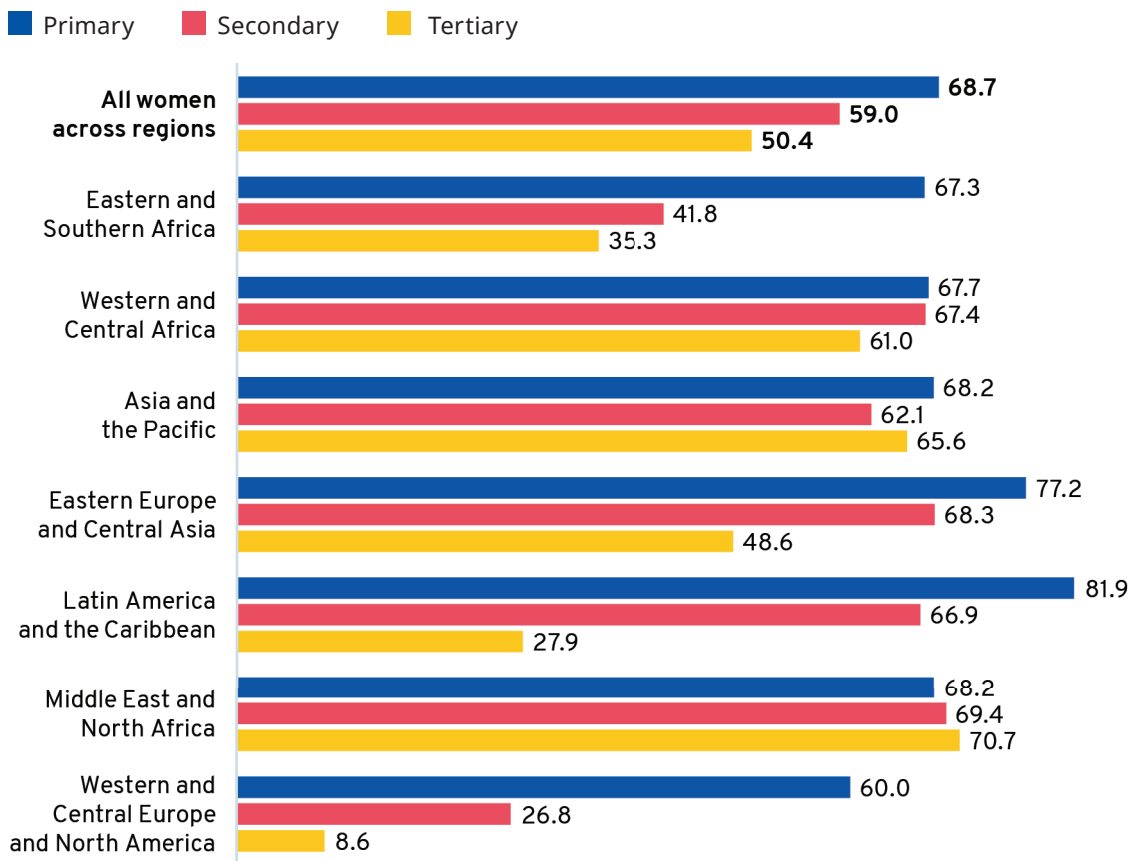
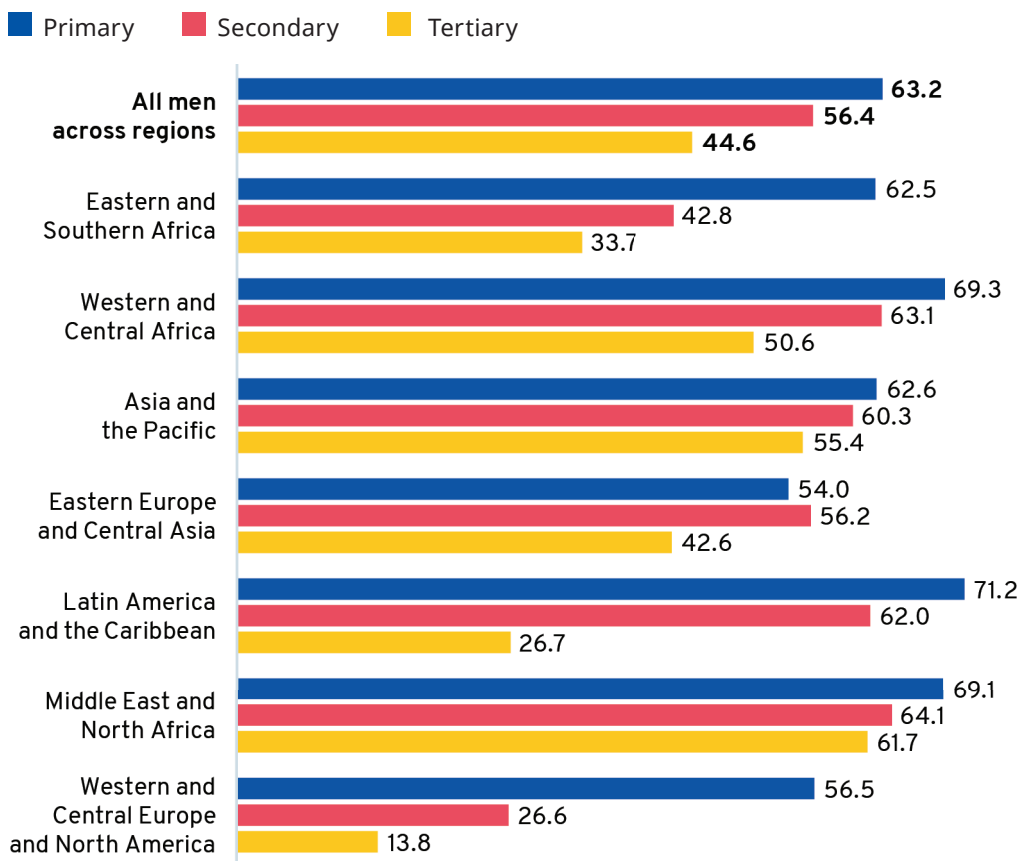


Figure 4.2. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Youngest cohort generally more likely to support mandatory testing

Globally, the 15- to 29-year-old age cohort is the most supportive of mandatory HIV testing before employment, at 62.9 per cent. This compares with 59.1 per cent of 30- to 54-year-olds and 54.7 per cent of the 55 and older age group. This finding is striking in light of the fact that 15- to 29-year-olds are slightly more likely than those in other age cohorts to say people living with HIV should be allowed to work in direct contact with other people who do not have HIV, and the oldest age group is the least supportive of that notion.

However, the differences among the age groups vary regionally. For instance, in Latin America and the Caribbean, the oldest age group is most supportive of mandatory HIV

testing for employment, at 73.4 per cent, and younger respondents from that region are comparatively less supportive, with percentages at 62.0 or lower. In Western and Central Africa, the oldest age group is the least supportive of mandatory HIV testing for employment.

Younger women, those aged 15–29, are considerably more likely than women aged 55 and older to support mandatory testing, at 66.3 per cent and 53.3 per cent, respectively. By comparison, the gap between these same age groups on this question is much smaller for men, with 59.7 per cent of 15- to 29-year-old men supporting mandatory testing, compared with 55.9 per cent of those aged 55 and older (see figure 4.3).

► **Figure 4.3.** Support for mandatory testing for HIV before people are allowed to work, by age cohort  
Percentages of people who say “yes” to Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?

### All respondents

■ Aged 15–29 ■ Aged 30–54 ■ Aged 55+

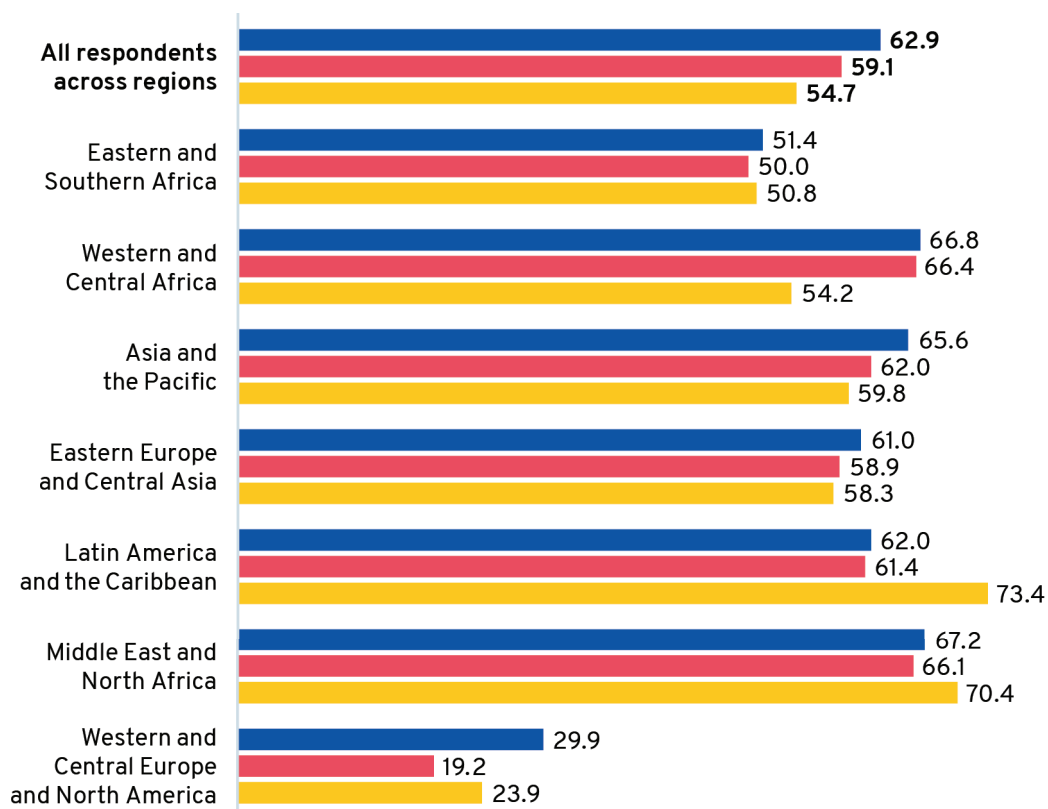
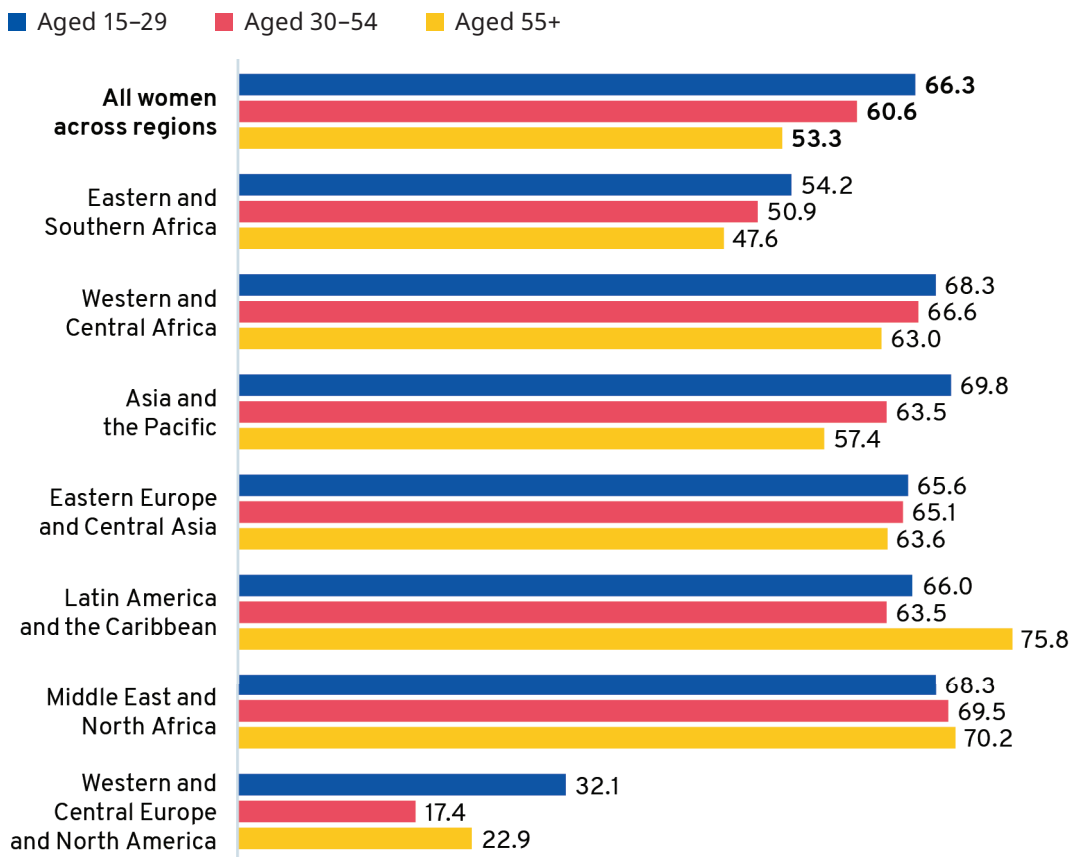


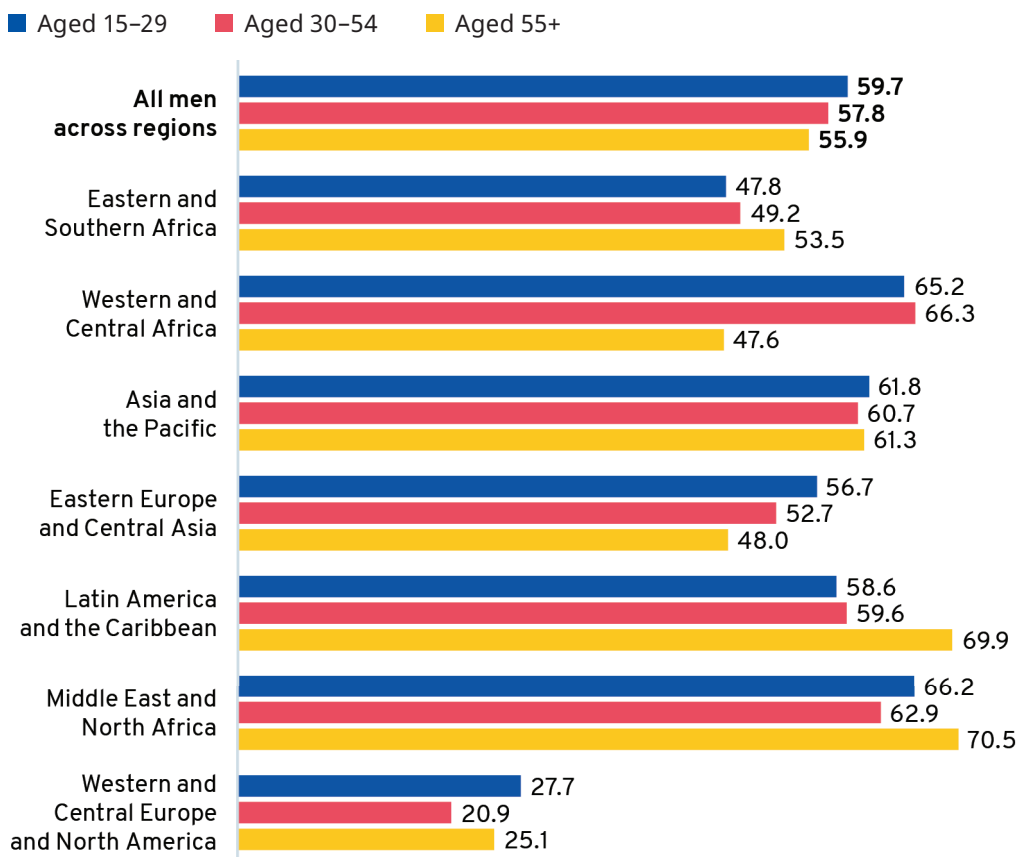


Figure 4.3. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Overall, little difference globally by participation in employment

Across all 50 countries, respondents who participate in employment are about as likely as those who are not participating in employment – at 60.5 per cent and 58.3 per cent, respectively – to say there should be mandatory testing for HIV before people are allowed to work. There is no significant difference in percentages for men who are employed versus not participating in employment. However, at 64.2 per cent, women who are employed are slightly more likely to support mandatory testing for

HIV before employment than are women who are not participating in employment, at 59.0 per cent.

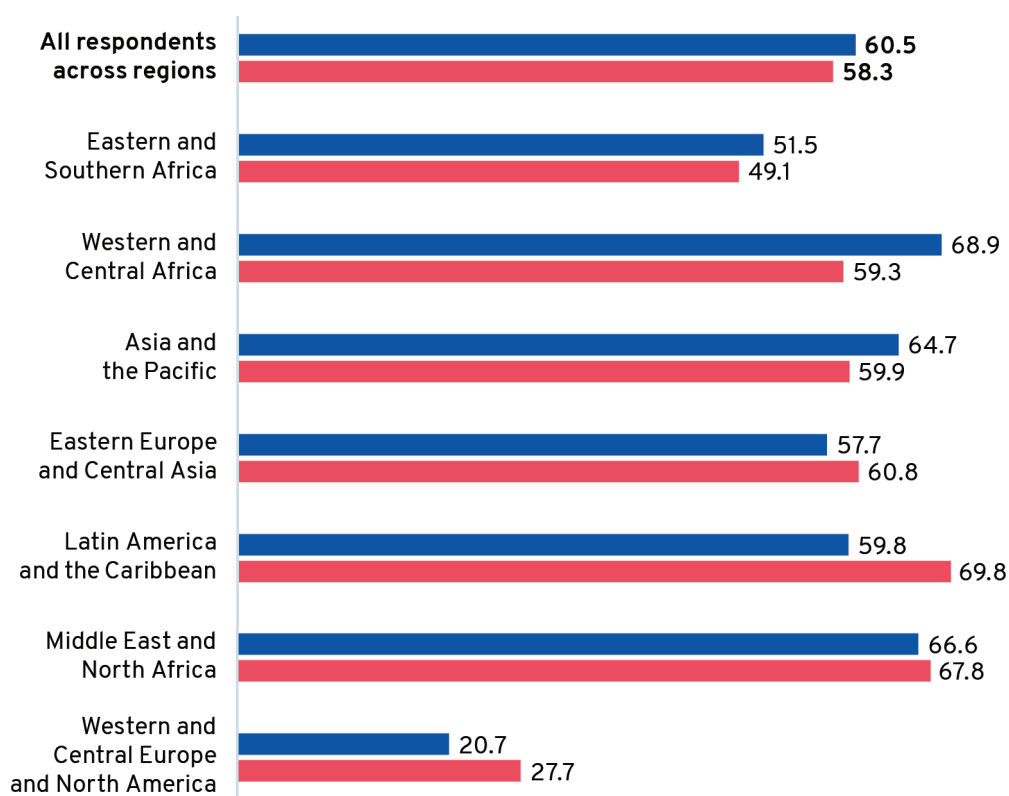
At the regional level, there is no clear relationship between participation in employment and support for mandatory HIV testing before people are allowed to work. In Latin America and the Caribbean, as well as Western and Central Europe and North America, support for mandatory testing is lower among people who are employed; in Western and Central Africa, the opposite is true (see figure 4.4).

► **Figure 4.4.** Support for mandatory testing for HIV before people are allowed to work, by participation in employment

Percentages of people who say “yes” to Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?

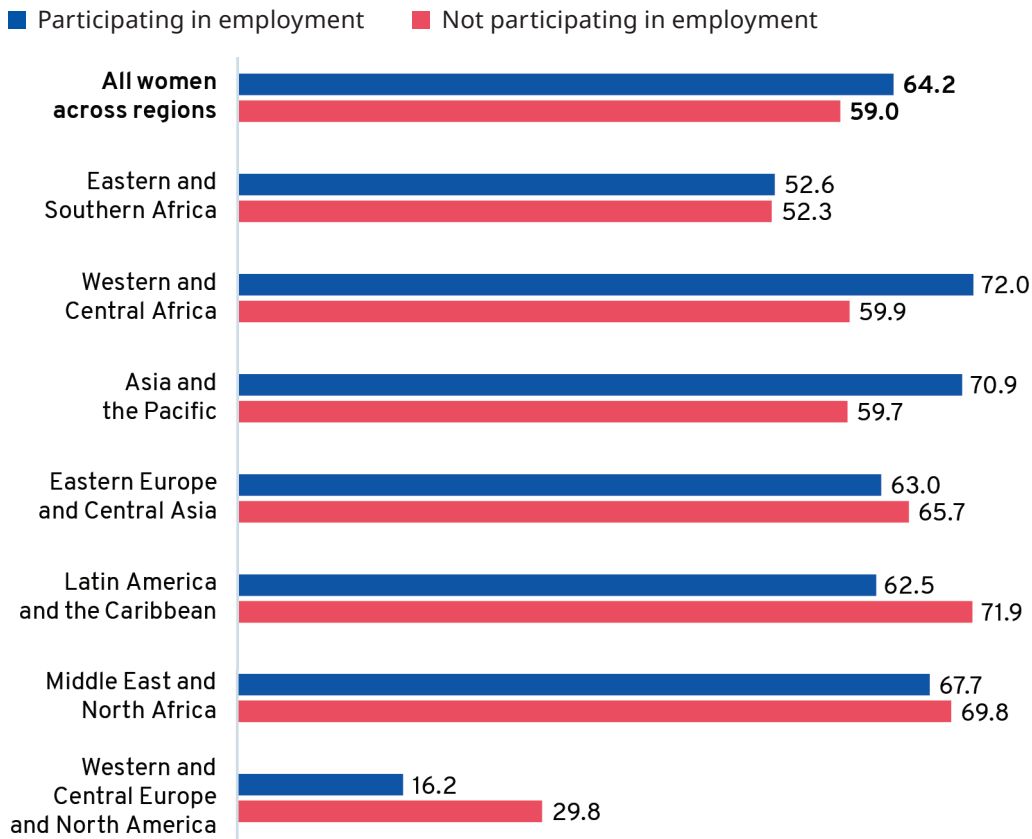
### All respondents

■ Participating in employment ■ Not participating in employment

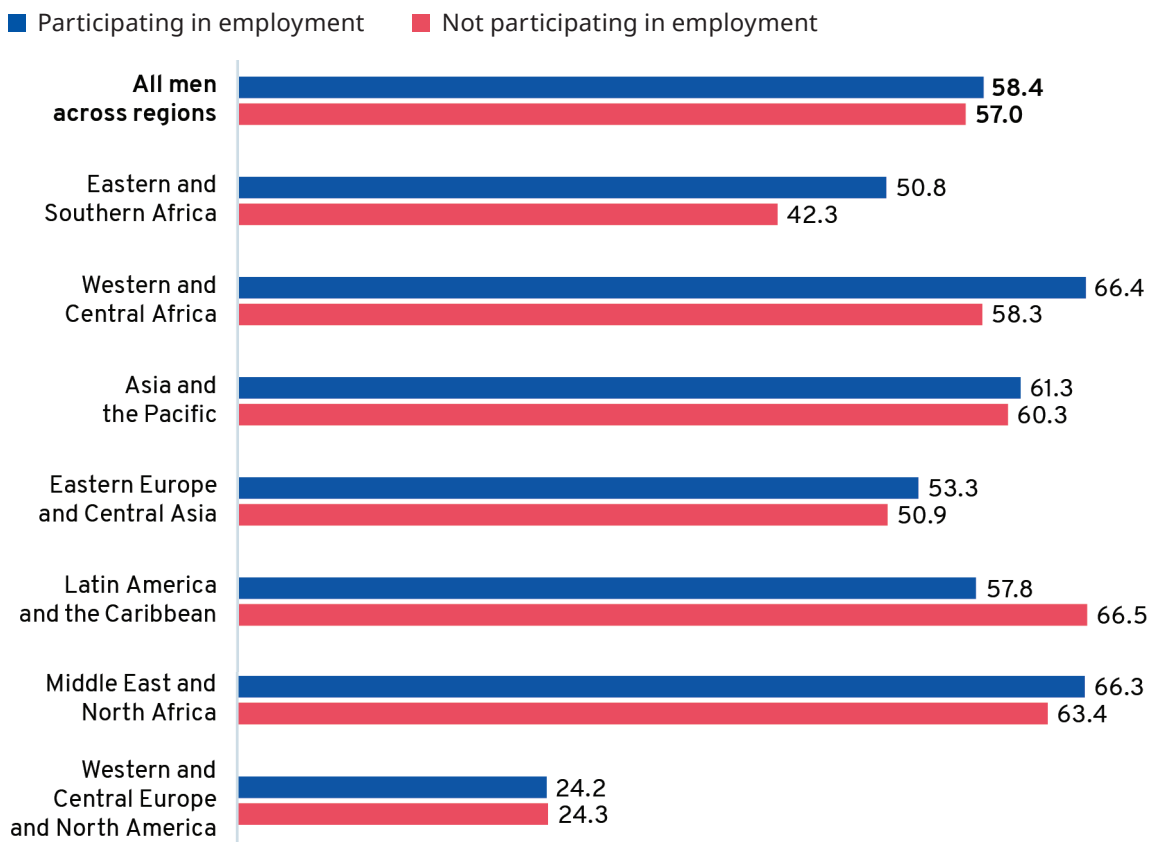


**Figure 4.4. (continued)**

**Women**



**Men**



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

## Support for mandatory testing falls as knowledge about how HIV is transmitted rises

In Chapter 3, the analysis explores the extent of people's knowledge and misconceptions about how HIV is transmitted. In this section, the analysis considers how support for mandatory testing for HIV before employment varies based on respondents' levels of knowledge about how HIV is transmitted.

The findings suggest that a greater level of knowledge about how HIV is transmitted is related to reduced support for mandatory testing for HIV before employment. Overall, 47.6 per cent of people who correctly answered all

items about how HIV is transmitted say there should be mandatory testing for HIV before people are allowed to work. By contrast, this figure is 63.4 per cent for those who did not answer all items correctly. This pattern – people who have higher knowledge of how HIV is transmitted are less likely to say HIV testing should be mandatory before employment – plays out at the regional level, albeit to differing degrees (see figure 4.5), and between women and men.

### ► Figure 4.5. Support for mandatory testing for HIV before people are allowed to work, by knowledge of how HIV is transmitted

Percentages of people who say “yes” to Q4 (see question wording below), by if they did or did not correctly answer all question items for Q3:

Q3: To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex (correct answer: Yes)

Q3B: Through hugging or shaking hands (correct answer: No)

Q3C: By sharing needles (correct answer: Yes)

Q3D: Through kissing (correct answer: No)

Q3E: By sharing a bathroom (correct answer: No)

Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?

#### All respondents

- Correctly answered all items about HIV transmission and do support mandatory testing
- Did not correctly answer all items about HIV transmission and do support mandatory testing

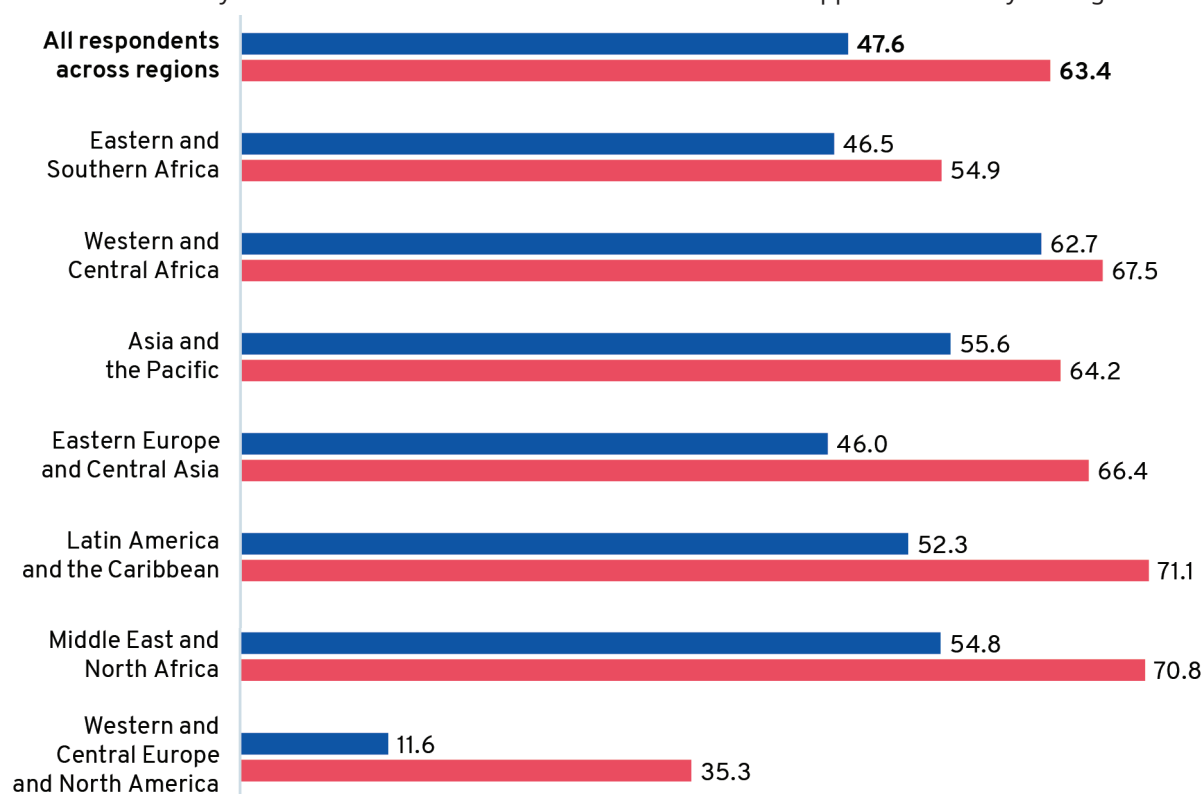
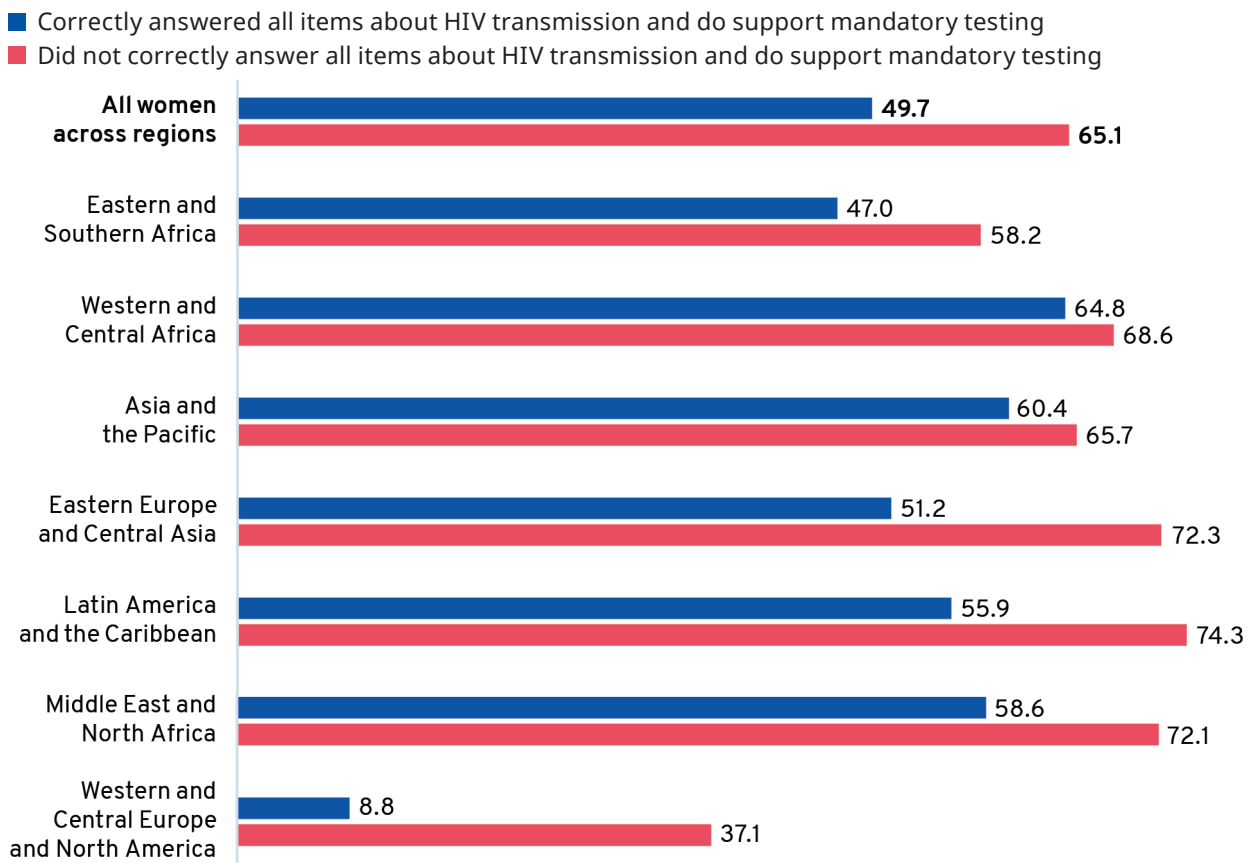
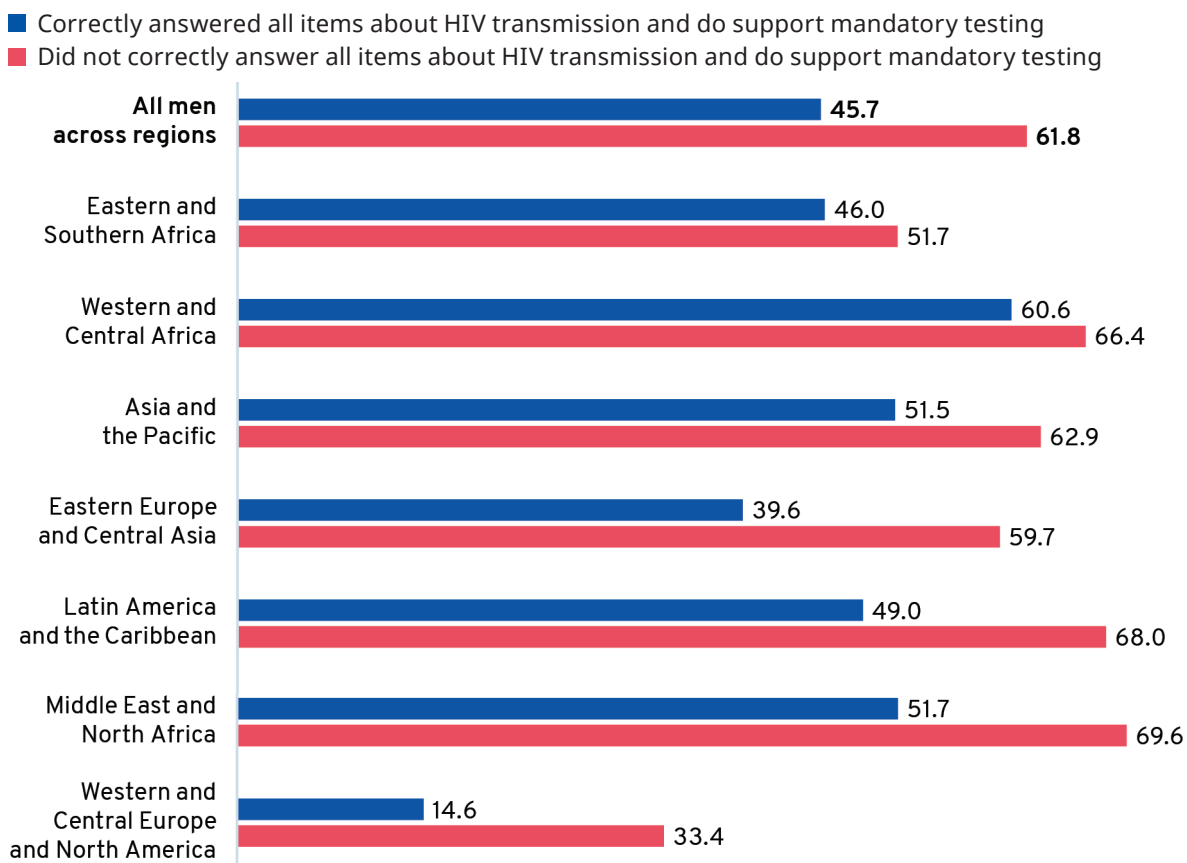


Figure 4.5. (continued)

Women



Men



Source: The ILO Global HIV Discrimination in the World of Work survey (2021)

The survey results suggest that increasing education about how HIV is transmitted may, to some degree, reduce the level of support for mandatory HIV testing before people are allowed to work. Looking at this conclusion from a different angle, however, it is notable that nearly half (47.6 per cent) of individuals who demonstrate the highest level of knowledge about how HIV is transmitted are still

supportive of mandatory testing for HIV before people are allowed to work. Required HIV testing before employment attracts support even among respondents who say that people living with HIV should be allowed to work in any type of job in direct contact with others who do not have HIV – 53.2 per cent of respondents in this group support mandatory HIV testing before people are allowed to work.

## ► Conclusion

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In 2010, the International Labour Organization adopted Recommendation No. 200, which says, “HIV testing or other forms of screening for HIV should not be required of workers, including migrant workers, jobseekers and job applicants.”<sup>5</sup> However, public opinion is not aligned with this international labour standard, as 59.6 per cent of all respondents across the 50 countries in this survey support the idea of mandatory HIV testing before people are allowed to work.

Notably, in some regions, such as Latin America and the Caribbean, and Western and Central Africa, support for mandatory HIV testing for employment exists for nearly two thirds of respondents, even though relatively high percentages of people in those regions say people living with HIV should be allowed to work directly with others who do not have HIV. Even a majority of respondents, globally, who say people living with HIV should be allowed

to work directly with others who do not have HIV support mandatory HIV testing before employment.

Nevertheless, there is evidence that mandatory testing for HIV before people are allowed to work is not widespread in all regions or within all demographic groups. In Western and Central Europe and North America, support for mandatory testing is low. In most regions, support falls as education levels rise.

Perhaps more pertinent for the policymakers and stakeholders looking to ensure that the rights of people living with HIV are respected in the world of work is the fact that support for mandatory testing is lower among people who demonstrate a better understanding of how HIV is transmitted. Although improving knowledge about HIV transmission is no panacea in terms of lowering public support for mandatory testing, it may make an important difference in reducing support for this and related policies, practices and viewpoints.

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► Perhaps more pertinent for the policymakers and stakeholders looking to ensure that the rights of people living with HIV are respected in the world of work is the fact that support for mandatory testing is lower among people who demonstrate a better understanding of how HIV is transmitted. ►

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<sup>5</sup> ILO, “R200 - HIV and AIDS Recommendation, 2010 (No. 200)”.

# ▶ 5



## Recommendations

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### Introduction

The conclusions drawn from the ILO Global HIV Discrimination in the World of Work survey in Chapters 2, 3 and 4 are reminders that after 40 years of responses from the global community and world leaders about the AIDS epidemic, HIV-related stigma and discriminatory attitudes still persist in the context of the workplace. This view is reinforced by the UNAIDS Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination, which also aims to eliminate HIV-related stigma and discrimination in the workplace setting, among other settings.<sup>1</sup>

The survey identified the extent of HIV-related discriminatory attitudes related to the workplace in 50 countries in seven regions. Gaps in knowledge on HIV and AIDS and some misconceptions about HIV transmission that fuel stigma and discrimination also were identified.

Recommendation No. 200 states that “there should be no discrimination against or stigmatization of workers, in

particular jobseekers and job applicants, on the grounds of real or perceived HIV status or the fact that they belong to regions of the world or segments of the population perceived to be at greater risk of or more vulnerable to HIV infection”.<sup>2</sup> The ILO promotes the rights and dignity of all workers, including workers living with HIV, and supports programmes that aim at creating enabling work environments where workers can contribute productively and earn a living.

This chapter provides recommendations for governments, employers’ and workers’ organizations, civil society, and other stakeholders. The recommendations are aimed at providing guidance and generating new political momentum to proactively address HIV-related stigma and discrimination in the world of work.

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<sup>1</sup> UNAIDS, *Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination*, 2018.

<sup>2</sup> ILO, “R200 - HIV and AIDS Recommendation, 2010 (No. 200)”.



## ► Recommendations

Based on findings of the survey, the following recommendations may be in order:

1. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should prioritize efforts to reduce HIV-related stigma and discrimination. Governments should commit to high-level promotion of rights-based interventions as part of national AIDS programmes to address HIV-related stigma and discrimination.
2. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should engage with networks of people living with HIV to promote HIV programmes in the workplace. The involvement of these networks improves the relevance, acceptability and effectiveness of programmes, while enhancing their visibility.
3. Governments should strengthen programmes to enhance equal access to education, as education is one of the strongest predictors of whether a person will demonstrate discriminatory attitudes towards people living with HIV.
4. Governments, in consultation with employers' and workers' organizations and other relevant partners, should support the implementation of HIV programmes that increase workers' knowledge of HIV transmission and dispel myths and misconceptions about how HIV can or cannot be transmitted in the workplace.
5. Governments, in consultation with employers' and workers' organizations and other relevant partners, should, as part of HIV programmes, promote the benefits of HIV treatment, including suppression of viral loads, significant reduction in the likelihood of transmitting HIV to others, and ability to live a healthy life and work productively.
6. Governments should work towards the abolition of all mandatory HIV testing laws and policies for the purposes of employment. HIV testing for employment must be voluntary and undertaken in line with the guidance provided in Recommendation No. 200.
7. At the global level, advocacy by the UN family and partners should continue to:
  - a. stress the urgent need to eliminate HIV-related stigma and discrimination in the world of work and beyond, and create the conditions for greater uptake of lifesaving antiretroviral therapy and the full participation of people living with HIV in the labour market;
  - b. strive to put an end to mandatory HIV testing;
  - c. promote gender equality and non-discrimination; and
  - d. bring to an end violence and harassment faced by people living with HIV and key populations.

Additional recommendations which could help reduce HIV-related stigma and discrimination in the world of work include:

8. Governments should repeal laws that explicitly criminalize HIV transmission, require disclosure of HIV status, criminalize same-sex relationships, and enforce laws that enable effective non-discriminatory behaviour in the workplace and beyond.
9. Governments, in consultation with employers' and workers' organizations should ratify and implement the Violence and Harassment Convention, 2019 (No. 190) and the accompanying Violence and Harassment Recommendation, 2019 (No. 206)
10. Governments, in collaboration with employers and workers' organizations and other partners, should strengthen access to justice of people living with HIV, by supporting community-based and community-led legal aid service providers. They should be able to report complaints through safe channels and have their complaints investigated confidentially.
11. Governments, in collaboration with employers' and workers' organizations and other partners, should commit towards developing inclusive social protection programmes that progressively enhance coverage, adequacy and comprehensiveness for all, including people living with, affected by and at risk of HIV.
12. Governments, employers' and workers' organizations should mainstream HIV non-discrimination issues in occupational safety and health and wellness policies and programmes, as well as in collective bargaining agreements.
13. Governments should build the capacities of labour administrations and labour inspectors to monitor and assess the implementation of workplace policies to prevent HIV-related discrimination as part of broader workplace health and wellness programmes.



14. Governments, in collaboration with employers' and workers' organizations and other relevant partners, should support action-oriented research to deepen understanding of the causes of unfair and discriminatory labour practices based on real or perceived HIV status, gender, sexual orientation, age, race, origin or other characteristics.
15. The ILO, the UN family, development partners and all other partners should strengthen their collaboration to end HIV-related stigma and discrimination, including in the world of work, through support of the UNAIDS Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination. Priority attention must be paid to regions where HIV-related stigma and discrimination are highest.

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▶▶ The ILO promotes the rights and dignity of all workers, including workers living with HIV, and supports programmes that aim at creating enabling work environments where workers can contribute productively and earn a living. ... The recommendations are aimed at providing guidance and generating new political momentum to proactively address HIV-related stigma and discrimination in the world of work. ▶▶



# Appendix: Survey approach and methodology

## Survey approach

The ILO Global HIV Discrimination in the World of Work survey was undertaken to gain understanding of global attitudes towards working with people living with HIV. The overarching objective behind the survey is to assess the level of HIV-related stigma and discrimination in the world of work and to understand the reasons, knowledge gaps or misconceptions that may underpin such attitudes. Data on these issues would allow stakeholders, including ILO constituents (i.e., governments, employers' and workers' organizations), national AIDS programmes, civil society organizations and other United Nations organizations, to implement evidence-informed policies and programmes that reduce and eliminate HIV-related stigma and discrimination in the workplace.

The survey was developed jointly by the ILO and Gallup using a two-stage research approach, and the survey module was fielded on the 2020 Gallup World Poll.<sup>1</sup> The following sections provide a detailed look at the development of the ILO Global HIV Discrimination in the World of Work questionnaire.

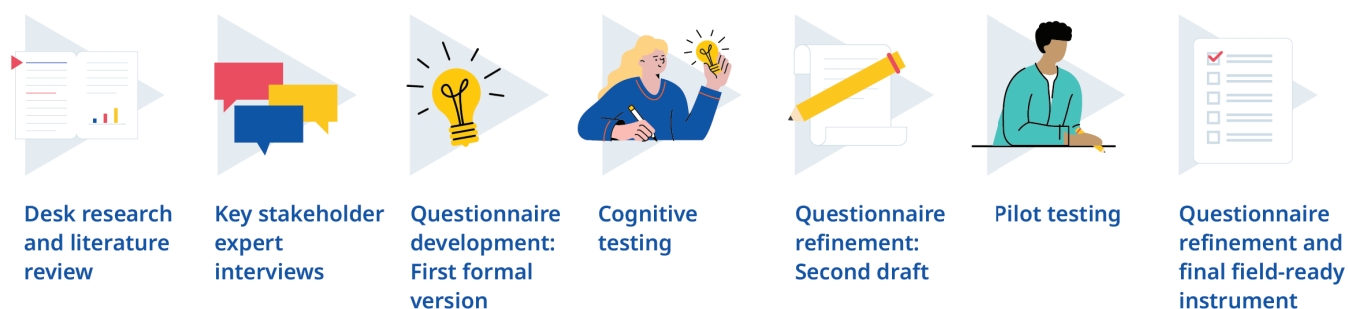
The survey process had two stages:

1. Stage 1 was the careful and systematic development and testing of a cross-country survey questionnaire on various aspects of HIV-related discrimination in the world of work (see figure A.1).
2. Stage 2 was the implementation of the survey in 50 countries (using local languages) through probability-based sampling to collect nationally representative data for all the surveyed countries.

<sup>1</sup> Readers interested in additional information about the Gallup World Poll are encouraged to visit the following website: <https://www.gallup.com/178667/gallup-world-poll-work.aspx>.

## Stage 1: Systematic development and testing of survey questionnaire

Figure A.1. Stages of the questionnaire development process as part of stage 1



### Initial ideas

The questionnaire development process started with a review of initial ideas from the ILO on the subject of HIV-related stigma and discrimination in the world of work. The initial ideas led to the development of the first set of draft questions for the survey, which would be modified based on the literature review, expert interviews, cognitive interviews and pilot testing.

### Literature review

The literature review focused on population-based surveys on HIV-related stigma and discrimination. Previous research has made great strides in capturing attitudes on people living with HIV. A review of population-based surveys in recent decades – including those from Kaiser and Pew,<sup>2</sup> Ipsos MORI,<sup>3</sup> the Demographic and Health Surveys Program,<sup>4</sup> and Gallup<sup>5</sup> – highlighted some important issues and lessons that informed the questionnaire development.

Previous research showed that the root of discrimination related to HIV and AIDS often was based on misinformation about the transmission of HIV.<sup>6</sup> This meant that including a question to gauge misconceptions and misunderstandings about HIV transmission would be critical for the survey.

The literature review showed that previous research did not include a simplified and easy-to-understand definition for HIV and AIDS. Therefore, for the ILO's population-based survey on HIV-related stigma and discrimination against people living with HIV in the world of work, it was vital to first define the disease in simple terms to ensure that respondents across many countries with different levels of awareness and education have the same – or a very similar – understanding of what HIV and AIDS mean.

### Expert interviews

The literature review was followed by interviews with 12 subject matter experts who have specialized knowledge of HIV and AIDS research and policy. The interviews covered various aspects of HIV-related stigma and discrimination to gain further knowledge and insights that would help shape and refine the questionnaire. Key objectives of the interviews included gaining insights related to the different areas of expertise to inform the development of the questionnaire, learning the policy-relevant data gaps on the issue and exploring initial ideas for the survey questions.

The experts are both internal and external to ILO and have a wide range of expertise in the fields of HIV and AIDS, including human rights, civil society, social protection, LGBT+ issues, and detailed research and analysis on HIV and AIDS (see box A.1).

2 Kaiser and Pew, *A Global Look at Public Perceptions of Health Problems, Priorities, and Donors: The Kaiser/Pew Global Health Survey*, 2007.

3 Ipsos MORI, *HIV Public Knowledge and Attitudes, 2014*, 2014.

4 The Demographic and Health Surveys Program, *AIDS Indicator Survey: Model Individual Questionnaire*, 2011.

5 Justin McCarthy, "Gallup Vault: Fear and Anxiety During the 1980s AIDS Crisis", Gallup News, 28 June 2019.

6 Burton O. Cowgill et al., "Fears about HIV Transmission in Families with an HIV-Infected Parent: A Qualitative Analysis", *Pediatrics* 122, No. 5 (2008), e950–e958; Anne K. Hughes and Kristen R. Alford, "HIV Transmission: Myths about Casual Contact and Fear about Medical Procedures Persist Among Older Adults", *Social Work in Public Health* 32, No. 1 (2017), 49–52.; Faye Z. Belgrave et al., "'I Don't Know and I Don't Want to Know': A Qualitative Examination of Older African American Women's Knowledge and Experiences With HIV", *Journal of Black Psychology* 44, No. 7 (2018), 644–666.

► **Box A.1**  
**Experts interviewed as part of the questionnaire development process**

1. Syed Asif Altaf, Global Wellbeing and HIV Program Coordinator, International Transport Workers Federation (ITF)
2. Luisa Cabal, Director a.i. of the Community Support, Social Justice and Inclusion, UNAIDS
3. Somnath Chatterji, Director Ad Interim for the Department of Data and Analytics, WHO
4. Hyung Hak Nam, Former President, UN-GLOBE
5. Olusegun Oshinowo, Director General, Nigeria Employers' Consultative Association
6. André du Plessis, Executive Director, the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)
7. Susan Preller, Chief Operating Officer, South African Business Coalition on Health and AIDS (SABCOHA)
8. Gurchaten Sandhu, Programme Officer, ILO
9. Valérie Schmitt, Deputy Director, Social Protection Department, ILO
10. Getrude Sima, National Program Coordinator for HIV and AIDS, ILO
11. Laurel Sprague, Special Advisor, Community Support, Social Justice, and Inclusion, Joint United Nations Programme on HIV/AIDS
12. Kieran Walsh, Senior Statistician, ILO

The expert interviews provided key insights into the questionnaire development. These include:

- The survey needed to have an HIV and AIDS definition that was not too scientific, lengthy or difficult to understand. The definition needed to be simple enough for a lay person to understand. The experts contributed towards the drafting of simple and easy-to-comprehend definitions of HIV and AIDS. Two separate definitions were developed to be tested.
- The survey needed to include a question on knowledge of how HIV is transmitted or prevented. Since many misconceptions about the transmission of HIV inform stigma and discrimination, the experts felt it was important to test respondents' knowledge to gain insight.
- The experts acknowledged that social desirability effects lead respondents to answer questions in a way that they feel would be more accepted by society at large. Many experts suggested framing the questions neutrally, urging honest answers and reassuring respondents of the confidentiality of their responses.
- The role of the workplace in providing HIV testing was reviewed by the experts. This issue raised many preliminary questions, including responsibility for payment, the use of the health data, whether testing would be mandatory and what confidentiality measures would be needed.

## First draft of questionnaire

The literature review and expert interviews led to the development of the first formal version of the questionnaire. That version was then cognitively tested and pilot tested before finalization.

## Cognitive interviews

The cognitive interviews were undertaken to learn how well the survey instrument works in practice. Researchers use cognitive testing to assess respondents' comprehension, item relevance to the sampled population, extent to which it is feasible for respondents to answer a survey question and the steps required to select a response. Cognitive testing ensures that survey items and the final questionnaire elicit the desired information while minimizing respondent burden.

For the ILO Global HIV Discrimination in the World of Work survey, cognitive interviews were conducted for approximately 30 minutes in the native local languages in four identified countries: Arabic in Egypt, English and Swahili in Kenya, Bahasa in Indonesia, and Ukrainian in Ukraine. The four countries are in different regions. In each country, the survey questionnaire was tested with ten respondents with varying socio-economic statuses, levels of education, ages and genders.

The survey was refined based on feedback from the cognitive interviews, and then it was translated, programmed and pilot tested to ensure field suitability. The findings from the cognitive interviews were instrumental in developing the next version of the survey questionnaire. The cognitive interview findings led to the following recommendations:

- Use specific definitions for HIV and AIDS in the survey (see box A.2 for the definitions that were chosen after comparing and contrasting two proposals).
- Allow “it depends” as a response to the question asking if “people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV”; this question was challenging in many cognitive interviews due to the variety of ways in which people can perform work, so many respondents stated that their response to this item depends on which industry or job function, and their answers would change for different settings.
- Allow “it depends” as a response to the question “In this country, should there be mandatory testing for HIV before people are allowed to work?”
- Keep a short list of response options for the question “Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV”.
- Change the wording of the question “Do you, personally, know any person who has HIV?” to “Have you, personally, ever known a person with HIV?” to ensure respondents’ answers reflect both past and current experiences.

## Pilot testing and finalization of questionnaire

After an agreement was reached on which feedback to incorporate after the cognitive interviews, the questionnaire was refined, updated and pilot tested. Pilot testing allowed for an observation of how the survey flowed for respondents and any translation issues. The pilot testing revealed that the phrase “people living with HIV” was not easily understood; therefore, it was changed to “people with HIV”.

Pilot testing also covered quality assurance on skip patterns, flow, length and related issues. The survey was updated again to establish the most effective survey length and ensure proper and consistent administration of the survey by the interviewers.

The finalized survey questions are listed in box A.2.

### ► Box A.2 Survey questions for ILO Global HIV Discrimination in the World of Work survey

I will now ask you several questions about people who have HIV. HIV is a virus that attacks the immune system, which is our body’s natural defense against illness. If left untreated, HIV can progress into AIDS. A person who has HIV may or may not know that they have this virus and may or may not be receiving treatment.

**Q1:** Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Allowed, Not allowed, (It depends), (Don’t know), (Refused)

**Q2:** Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV?

Q2A: Risk of other people getting infected with HIV

Yes, No, (Don’t know), (Refused)

Q2B: People with HIV can spread illnesses other than HIV

Yes, No, (Don’t know), (Refused)

Q2C: People with HIV cannot be productive at work because they are sick a lot

Yes, No, (Don’t know), (Refused)

Q2D: People with HIV should not associate with people who do not have HIV

Yes, No, (Don’t know), (Refused)

**Q3:** To the best of your knowledge, can HIV be transmitted in any of the following ways?

Q3A: Through unprotected sex

- Yes, No, (Don't know), (Refused)
- Q3B: Through hugging or shaking hands  
Yes, No, (Don't know), (Refused)
- Q3C: By sharing needles  
Yes, No, (Don't know), (Refused)
- Q3D: Through kissing  
Yes, No, (Don't know), (Refused)
- Q3E: By sharing a bathroom  
Yes, No, (Don't know), (Refused)
- Q4: In this country, should there be mandatory testing for HIV before people are allowed to work?  
Yes, No, (It depends), (Already have mandatory testing in this country), (Don't know), (Refused)
- Q5: Have you, personally, ever known a person with HIV?  
Yes, No, (Don't know), (Refused)

**Note:** Q1, Q2, Q2A–D, Q3, Q3A–E, Q4 and Q5 are codes that indicate question items in the survey. For ease of reference, these codes are used throughout the report. Survey response options are shown below each question. Throughout this report, parentheses on survey responses indicate a response that is not read to the respondent by the interviewer; rather, it is a response voluntarily provided by the respondent and accepted as a valid response by the interviewer. In Pakistan and Saudi Arabia, items Q3A and Q3D were omitted. In Saudi Arabia, a modified version of Q3B was asked: “To the best of your knowledge, can HIV be transmitted in any of the following ways? Through shaking hands.” For the purposes of this report’s analysis, the modified form of Q3B is treated the same as the original form of the item when reporting results. Additionally, none of the Q3 question items were asked in the United Arab Emirates; consequently, the Q3 data in each chapter are results from the remaining 49 countries.

**Source:** The ILO Global HIV Discrimination in the World of Work survey (2021)

## Stage 2: Implementation of the survey

The ILO Global HIV Discrimination in the World of Work survey was implemented as a module within the 2020 Gallup World Poll.<sup>7</sup> The World Poll has regularly fielded nationally representative surveys in over 150 countries since 2005. Typically, surveys include 1,000 individuals in each country or area, using a standard set of core questions that are translated into the major languages of the respective country. In some regions, supplemental questions are asked in addition to core questions.

While the World Poll has historically collected data both through telephone and face-to-face interviewing (depending on which methodology is considered best suited for any given country, in terms of attaining a representative sample), the COVID-19 pandemic forced a reassessment of this approach. To ensure the health of both the World Poll interviewers and respondents, face-to-face interviewing was largely suspended in 2020. Instead, interviews were conducted using Computer Assisted Telephone Interviewing (CATI).<sup>8</sup> In only a few countries, including Congo (Brazzaville), Mali, Pakistan and Senegal, did Gallup collect data using face-to-face interviews for the ILO Global HIV Discrimination in the World of Work survey. This mode of data collection was used after Gallup methodologists and World Poll team leaders decided that this type of interviewing could be done safely and in alignment with Gallup’s quality assurance standards. The team also believed that this interviewing approach would enhance the representativeness of the data during the COVID-19 pandemic.

As a standard practice, data collection partners comply with all government-issued guidance from local authorities and take this guidance into account throughout the interviewing process.

Despite the scope of this challenge, the World Poll kept its commitment to retaining high levels of representativeness and ensuring high-quality data collection that accurately reflects the attitudes, opinions and experiences of people around the world.

<sup>7</sup> The country of Lebanon is an exception. Lebanon was included in the survey after the fielding of the 2020 Gallup World Poll; Gallup fielded a separate stand-alone survey to collect data in Lebanon following the same survey methodological approach outlined in this section.

<sup>8</sup> Computer Assisted Telephone Interviewing (CATI) is a telephone surveying method for which the interviewer follows a script (the questionnaire) provided via a software application. The interview is conducted by telephone, and the interviewer reads the questions from the computer screen and records the respondent’s answers directly into the computer.

## Country selection and regional groupings

In total, 50 countries were selected for the ILO Global HIV Discrimination in the World of Work survey. A number of factors were considered in determining which countries to select for the survey, including whether a country was on the UNAIDS Fast-Track countries list.<sup>9</sup> Additional considerations were other countries in the African regions with a relatively high HIV burden (as determined by the ILO team with UNAIDS data) and the countries that the Gallup World Poll team approved as COVID-19 safe and suitable to survey in 2020. Thus, the first list of 50 countries for the survey was heavily skewed towards the African regions. As the impact of the COVID-19 pandemic became more apparent and the number of countries in which Gallup could survey in 2020 decreased, the criteria for the selection of 50 countries was revised. The revised criteria included a revised Gallup country list for 2020; the list of Focused, Core and High Impact countries from The Global Fund; and the UNAIDS Fast-Track countries list.

A deliberate effort was made to ensure an even distribution of survey countries across different geographical regions to facilitate comparison across regions. Because the survey covers the issues of HIV and AIDS, the UNAIDS regions, which take HIV and AIDS concerns into consideration, were used as the regional groupings for the ILO Global HIV Discrimination in the World of Work survey. Therefore, the regions are Eastern and Southern Africa, Western and Central Africa, Asia and the Pacific, Eastern Europe and Central Asia, Latin America and the Caribbean, the Middle East and North Africa, and Western and Central Europe and North America (see table A.1 for regions and countries within each region). These regional groupings are used throughout this report to demonstrate how results differed across the regions, rather than overwhelming the reader with data points from all 50 countries for each survey item.

► **Table A.1. Regional groupings**

Region	Country code	Country name
<b>Eastern and Southern Africa</b>	ETH	Ethiopia
	KEN	Kenya
	MUS	Mauritius
	NAM	Namibia
	ZAF	South Africa
	TZA	Tanzania (United Republic of)
	UGA	Uganda
	ZMB	Zambia
	ZWE	Zimbabwe
	<b>Western and Central Africa</b>	BEN
BFA		Burkina Faso
CMR		Cameroon
COG		Congo (Brazzaville)
CIV		Côte d'Ivoire
GAB		Gabon
GHA		Ghana
GIN		Guinea
MLI		Mali
NGA		Nigeria

<sup>9</sup> UNAIDS, *Understanding Fast-Track: Accelerating Action to End the AIDS Epidemic by 2030*.

Region	Country code	Country name
	SEN	Senegal
<b>Asia and the Pacific</b>	KHM	Cambodia
	CHN	China
	IND	India
	IDN	Indonesia
	MMR	Myanmar
	PAK	Pakistan
	PHL	Philippines
	THA	Thailand
	VNM	Viet Nam
<b>Eastern Europe and Central Asia</b>	ALB	Albania
	KAZ	Kazakhstan
	KGZ	Kyrgyzstan
	RUS	Russian Federation
	UKR	Ukraine
<b>Latin America and the Caribbean</b>	BOL	Bolivia (Plurinational State of)
	BRA	Brazil
	CRI	Costa Rica
	DOM	Dominican Republic
	PRY	Paraguay
	PER	Peru
<b>Middle East and North Africa</b>	DZA	Algeria
	EGY	Egypt
	IRN	Iran (Islamic Republic of)
	LBN	Lebanon
	MAR	Morocco
	SAU	Saudi Arabia
	ARE	United Arab Emirates
<b>Western and Central Europe and North America</b>	BGR	Bulgaria
	ROU	Romania
	USA	United States

Sources: UNAIDS, "[Regions](#)"; UN Trade Statistics, "[Country Code](#)".



## Translation

The ILO Global HIV Discrimination in the World of Work survey was translated into the major conversational languages of every country in which the survey was conducted. The translation process started with an English, French or Spanish version, depending on the region. One of two translation methods was used:

- Method 1: Two independent translations were completed. An independent third party, with some knowledge of survey research methods, adjudicated the differences. A professional translator translated the final version back into the source language.
- Method 2: A translator translated into the target language, and an independent translator translated the content back into the source language. An independent third party with knowledge of survey methods reviewed and revised the translation as necessary.

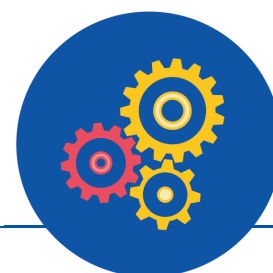
Interviewers were instructed to follow the interview script and not deviate from the translated language.

## Training on survey implementation

Training and field quality control in-country partners were selected and retained based on their experience in nationwide survey research studies in the mode that is typically appropriate for the country. In-depth and often in-person training sessions were conducted with local field staff prior to the start of data collection. However, in a limited number of countries, in-country partners who managed data collection in prior years were replaced or augmented. All training was conducted remotely using available technologies such as e-learning and video conferencing. The changes were largely necessary to address lack of telephone data collection experience, technical and infrastructural limitations, and compressed timelines.

To assist the fieldwork team with training and to ensure consistency and structure, a standardized training manual was provided. Training covered standards for conducting a quality interview, such as closed-ended questions, open-ended questions, read and rotate, skip patterns, and probing. It also taught respondent selection and disposition coding, which covered contact outcome coding for each telephone attempt, sample release and management, and within-household selection for those reached on landline and on mobile phone in countries where telephone coverage is low. The training also reviewed recruitment and retention of interviewers and field quality control, covering characteristics of a successful interviewer, requirements for setting up remote data collection, and how to monitor sample performance and interviewer productivity.

## ► Methodology



This section details the methodology of the World Poll as it was implemented in 2020.<sup>10</sup> It presents details about sampling and data collection methodology, as well as country datasets and income groupings.

## Sampling and data collection methodology

All samples are probability-based and nationally representative of the resident adult population. As all eligible landline exchanges and valid mobile service providers are included, coverage area is the entire country, including rural areas. The sampling frame represents adults aged 15 and older with access to a phone (either landline or mobile).

### Traditional telephone countries

Dual-frame (landline and mobile telephone) CATI is typically used as a mode of data collection in Northern America, Western Europe, high-income countries in Asia (see table A.3 for income groupings of countries included in this survey), and the Cooperation Council for the Arab States of the Gulf (GCC). In some countries, the sampling frame was mobile telephone only in 2020 – as was the case for the United Arab Emirates, a member of the GCC.

The split between expected landline- and mobile telephone-completed interviews in a dual-frame design was based on the information on landline and mobile use in those countries, results from past Gallup World Poll surveys, data from

<sup>10</sup> Readers interested in additional information about the Gallup World Poll are encouraged to visit the following website:  
<https://www.gallup.com/178667/gallup-world-poll-work.aspx>.

other (secondary) sources on this topic, and the demographic distribution of the final landline/mobile sample in relation to population targets. There were no other changes to the design, stratification or execution of the telephone samples in traditional telephone countries (countries that were surveyed through the CATI system in previous years; not countries that changed to CATI as a result of the COVID-19 pandemic).

In traditional telephone countries, respondent selection followed the same procedure as in previous years using these methods:

- For respondents contacted by landline telephone, random respondent selection was performed within the household among eligible respondents aged 15 and older, either by asking for the person aged 15 or older who has the next birthday or randomly selecting a respondent from a list of all eligible household members.
- For respondents contacted by mobile telephone, no further selection was performed (other than confirming the respondent was at least 15 years of age and a resident in that country).

## New telephone countries

In countries where interviews were being conducted by telephone for the first time (previously face-to-face countries in Central and Eastern Europe, Latin America, the former Soviet states, developing Asia, the Middle East and Africa), one of two methods was used:

- dual-frame (landline and mobile telephone) random digit dialing (RDD),<sup>11</sup> where landline presence and use is 20 per cent or higher based on historical Gallup estimates
- mobile telephone RDD in countries with limited to no landline presence (less than 20 per cent)

To ensure greater transparency and control over the sampling process, RDD samples for all the new telephone countries, except for Israel and Uzbekistan, which were not part of the ILO Global HIV Discrimination in the World of Work survey, were purchased from a single source. Stratification of the landline frame was by geography and where market share information for mobile service providers was known. The mobile frame was explicitly stratified by the service providers and the sample drawn proportional to the market share. In all of the new telephone countries, samples were screened for working status. Sampled landline and mobile telephone numbers that were deemed working were replicated separately and released sequentially as appropriate.

In new telephone countries with combined landline/mobile telephone coverage of 80 per cent or higher, these same respondent selection procedures as noted above were applied:

- For respondents contacted by landline telephone, random respondent selection is performed within the household (among eligible respondents aged 15 and older), either by asking for the person aged 15 or older who has the next birthday or randomly selecting a respondent from a list of all eligible household members.
- For respondents contacted by mobile telephone, no further selection is performed (other than confirming respondent is at least 15 years of age).

In new telephone countries with low combined landline/mobile telephone coverage (below 80 per cent), random respondent selection within the household (among eligible household members aged 15 and older) was performed, regardless of if the respondent was contacted by landline or mobile telephone.

## Face-to-face countries

Gallup conducted face-to-face interviewing in a limited number of countries for this survey, including Congo (Brazzaville), Mali, Pakistan and Senegal.

### Stratification and sampling

In countries where face-to-face surveys are conducted, sampling units are stratified by population size and/or geography, and clustering is achieved through one or more stages of sampling. Where population information is available, sample selection is based on probabilities proportional to population size; otherwise, simple random sampling is used. Samples are drawn independently of any samples drawn for surveys conducted in previous years. The goal is to identify 100 to 125 ultimate clusters (sampling units), consisting of clusters of households.

For face-to-face surveys, Gallup uses three different sampling approaches, depending on the available population information:

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<sup>11</sup> Random-digit-dialing (RDD) is a method used to select people to take part in telephone surveys. Telephone numbers are selected and generated at random by a computer to provide a representative survey sample. Samples can be defined by a variety of criteria, including area code and geography, and the approach ensures that each telephone number has an equal probability of selection (it includes unlisted numbers).

- Method 1: In countries where Gallup has detailed population information from a recent census or other reliable source, it uses a stratified single stage or multiple-stage cluster design. Sampling units are selected using probabilities proportional to population size for each sampling stage down to 100 to 125 ultimate clusters, with a fixed number of interviews (eight or ten) completed in each ultimate cluster. If multiple-stage selection is used, a minimum of 33 Primary Sampling Units (PSUs) are selected.
- Method 2: In countries with limited population information (for example, population data available at the state, province or district level), Gallup uses a stratified multiple stage cluster design. PSUs are selected using probabilities proportional to size, and units at subsequent stages are selected using simple random sampling. At least 33 PSUs are selected at the first stage of sampling, with 100 to 125 ultimate clusters selected at the last stage of sampling.
- Method 3: In countries where only overall population information is available at the strata level (broad geographies/ regions or population density) and below that just the name of units down to the lowest administrative unit, Gallup uses a stratified single stage cluster design. PSUs (for example, wards or villages) are selected using simple random sampling. The sample design results in 100 to 125 PSUs/ultimate clusters.

### Household selection

Random route procedures are used to select sampled households. In each ultimate cluster, the supervisor or field manager has pre-selected a starting point for the interviewer. Once the interviewer reaches the starting point, they need to follow strict rules to determine the households they need to visit to attempt an interview.

All interviews take place at a person's home, which can be anything from a one-room flat to a single house. To be eligible, a household has to have its own cooking facilities, which could be anything from a standing stove in the kitchen to a small fire in the courtyard.

Once at the given starting point, the interviewer has to place their back to the (main) entrance of the structure and move to the right (rule: always go to the right). Counting three households (excluding the starting point), the interviewer attempts a contact at the third household. This household is the main household where the interviewer makes up to three attempts to secure an interview with a household member.

After visiting this first main household, the interviewer continues to select the third household to the right, and so on. If the interviewer is not successful in completing an interview at a selected household, it is replaced with another household using the same procedure.

The interviewer counts individual households – not houses – because a house or building can contain numerous individual households. The interviewer does not count unoccupied structures.

Group quarters are generally institutions and other group living arrangements such as rooming houses, dormitories and military barracks. Group quarters are excluded from this survey.

### Respondent selection

After a person in the household, aged 15 or older, has agreed to an interview, the interviewer randomly selects the respondent within the household. The interviewer lists all household members aged 15 or older who live in the household. The CAPI (Computer Assisted Personal Interviewing) system then randomly selects the household member to be interviewed. (For countries or areas where paper and pencil interviewing are employed, the Kish grid selection is used.)

If the selected respondent is temporarily unavailable, the interviewer revisits the household at another time. If the selected respondent refuses to take part in an interview or is unavailable for the remainder of the field period, the interviewer cannot interview any other person of the household, and the household is replaced with another household (following the random route procedure). In a few Middle Eastern and Asian countries where cultural restrictions dictate gender matching, respondents are randomly selected among all eligible adults of the matching gender.<sup>12</sup>

### Scripting and testing

In traditional telephone countries, local data collection partners continued to program the surveys, and they were tested for accuracy prior to the launch.

In the new telephone countries, to ensure consistency in programming of the surveys, one of two methods was used in each country. Local data collection partners used their own CATI data collection platform, prepared their own script, and provided links to test the program logic and generate synthetic data used to confirm that the questionnaire was programmed correctly. For the remaining countries, all of the country surveys were scripted and tested in both English and the local language before making them available to local data collection partners.

<sup>12</sup> Gender-matched interviewing is the matching of genders for interviewers and respondents – women interview women, and men interview men.

## Data preparation

All data collected through the World Poll went through a rigorous quality assurance process before they were publicly released. The data were reviewed in each region for consistency and stability by interviewer and region.

After the data were reviewed, additional validity reviews were undertaken. The data were centrally aggregated and cleaned, ensuring correct variable codes and labels were applied.

## Data weighting

Data weighting was used to minimize bias in survey-based estimates, to ensure samples were nationally representative for each country and were intended to be used for generating estimates within a country. The weighting procedure was formulated based on the sample design and performed in multiple stages.

For all telephone countries, the weighting procedure was as follows: A probability weight factor (base weight) was constructed to account for selection of telephone numbers from the respective frames and to correct for unequal selection probabilities as a result of selecting one adult in landline households and to account for dual-users coming from both the landline and mobile frame. Adjustment to selection probabilities reflecting the relative frame sizes was a new improvement to the weighting process in 2020 and was implemented in all telephone countries (both traditional telephone countries and new telephone countries).

For face-to-face countries, Gallup constructed base sampling weights to account for household size. Weighting by household size (number of residents aged 15 and older) was used to adjust for the probability of selection, as residents in large households will have a disproportionately lower probability of being selected for the sample.

For both types of countries – telephone or face-to-face – the next stage was the construction of the post-stratification weights to adjust for non-response and to match the weighted sample totals to known target population totals obtained from country-level census data. Non-response adjustments were made with regard to gender, age, and – where reliable data were available – education or socio-economic status.

The total sample size is approximately 1,000 people in each country, with a few exceptions. As the sample was selected using probability-based random sampling, the unweighted number of women and men selected for interviewing is not necessarily equal. After data cleaning and validation, the data are weighted so that they reflect the overall 15-and-older population demographics as per the national census, including the 15-and-older population split by gender.

Finally, approximate study design effect and margin of error were calculated (see data in table A.2). The design effect calculation reflects the influence of data weighting.

## Projection weighting

Throughout this report, figures are often presented at a cross-country level – either “globally” (i.e., all 50 countries in this survey, unless otherwise noted) or at a regional level. For these types of comparisons and calculations, the survey weights were adjusted to account for population differences between the countries included in the analysis. These projection weights give more populous countries more weight than countries with fewer people.

## Margin of error

The maximum margin of error was calculated based on reported proportions for each country-level dataset, assuming a 95 per cent confidence level. The margin of error also includes the approximate design effect for the total country sample.

Because these surveys were a clustered sample design, the margin of error varies by question, and if the data users are making decisions based on the margin of error, they should consider inflating the margin of error. Further, in countries where gender-matched interviewing was implemented, the margin of error was inflated to approximate the effect of non-random procedures during the final stage of sampling.

Other errors that could affect survey validity include measurement error associated with the questionnaire, such as translation issues, and coverage error, where a part of the target population has a zero probability of being selected for the survey. Additionally, because of authoritarian governments in select countries, some respondents potentially were less than forthcoming in their assessments, leading to the potential for inflated scores. Table A.2 below provides the country dataset details, including margin of error and design effect estimates, for the 50 countries included in the ILO Global HIV Discrimination in the World of Work survey.

## Country dataset and income details

► Table A.2. Country dataset details

Country <sup>1</sup>	Data collection date	Number of interviews	Design effect <sup>2</sup>	Margin of error <sup>3</sup>	Mode of interviewing <sup>4</sup>	Languages
<b>Albania</b>	24 Nov.–21 Dec. 2020	1 000	1.59	3.9	Mobile telephone	Albanian
<b>Algeria</b>	21 Dec. 2020–11 Jan. 2021	1 038	2.02	4.3	Landline and mobile telephone	Arabic
<b>Benin</b>	23 Nov.–15 Dec. 2020	1 013	2.17	4.5	Mobile telephone	Bariba, Fon, French
<b>Bolivia (Plurinational State of)</b>	24 Nov.–24 Dec. 2020	1 000	1.50	3.8	Mobile telephone	Spanish
<b>Brazil</b>	3 Nov. 2020–6 Jan. 2021	1 000	2.16	4.6	Landline and mobile telephone	Portuguese
<b>Bulgaria</b>	14 Dec. 2020–22 Jan. 2021	1 004	1.90	4.3	Landline and mobile telephone	Bulgarian
<b>Burkina Faso</b>	28 Nov. 2020–2 Jan. 2021	1 004	3.15	5.5	Mobile telephone	Dioula, French, Fulfulde, Moore
<b>Cambodia</b>	25 Dec. 2020–15 Jan. 2021	1 000	2.46	4.9	Mobile telephone	Khmer
<b>Cameroon</b>	23 Nov.–19 Dec. 2020	1 024	3.01	5.3	Mobile telephone	French, English, Fulfulde
<b>China</b>	8 Sep.–28 Oct. 2020	3 503	2.16	2.4	Mobile telephone	Chinese
<b>Congo (Brazzaville)</b>	6–29 Dec. 2020	1 000	1.56	3.9	Face to face (HH)	French, Kituba, Lingala
<b>Costa Rica</b>	12 Dec. 2020–14 Jan. 2021	1 005	1.58	3.9	Landline and mobile telephone	Spanish
<b>Côte d'Ivoire</b>	17–30 Dec. 2020	1 020	2.60	4.9	Mobile telephone	French, Dioula
<b>Dominican Republic</b>	23 Nov.–9 Dec. 2020	1 004	1.80	4.2	Landline and mobile telephone	Spanish
<b>Egypt</b>	5–18 Jan. 2021	1 001	2.53	4.9	Landline and mobile telephone	Arabic
<b>Ethiopia</b>	7–31 Dec. 2020	1 022	3.10	5.4	Mobile telephone	Amharic, English, Oromo, Tigrinya
<b>Gabon</b>	2–26 Dec. 2020	1 028	2.58	4.9	Mobile telephone	French, Fang
<b>Ghana</b>	28 Oct.–15 Nov. 2020	1 000	2.03	4.4	Mobile telephone	English, Ewe, Twi, Hausa

Country <sup>1</sup>	Data collection date	Number of interviews	Design effect <sup>2</sup>	Margin of error <sup>3</sup>	Mode of interviewing <sup>4</sup>	Languages
Guinea	30 Nov.–24 Dec. 2020	1 009	2.95	5.3	Mobile telephone	French, Malinke, Pular, Soussou
India	28 Dec. 2020–26 Jan. 2021	3 103	3.53	3.3	Mobile telephone	Assamese, Bengali, Gujarati, Hindi, Kannada, Malayalam, Marathi, Odia, Punjabi, Tamil, Telugu
Indonesia	4 Dec. 2020–10 Jan. 2021	1 011	2.49	4.9	Mobile telephone	Bahasa Indonesia
Iran (Islamic Republic of)	5–12 Aug. 2020	1 009	1.45	3.7	Landline and mobile telephone	Farsi
Kazakhstan	11–25 Dec. 2020	1 000	1.58	3.9	Mobile telephone	Russian, Kazakh
Kenya	2–12 Dec. 2020	1 000	1.98	4.4	Mobile telephone	English, Swahili/Kiswahili
Kyrgyzstan	26 Nov.–10 Dec. 2020	1 000	1.47	3.8	Mobile telephone	Kyrgyz, Russian
Lebanon	23–31 Mar. 2021	1 011	1.16	3.3	Mobile telephone	Arabic
Mali	5–21 Dec. 2020	1 000	1.30	3.5	Face to face (HH)	French, Bambara
Mauritius	4 Sep.–11 Oct. 2020	1 000	1.91	4.3	Landline and mobile telephone	Creole, English, French
Morocco	17 Dec. 2020–6 Jan. 2021	1 010	1.44	3.7	Landline and mobile telephone	Moroccan Arabic
Myanmar	9–25 Dec. 2020	1 000	2.05	4.4	Mobile telephone	Myanmar, Burmese
Namibia	19 Nov.–10 Dec. 2020	1 003	1.80	4.2	Mobile telephone	English, Oshivambo, Afrikaans
Nigeria	9–21 Dec. 2020	1 019	1.98	4.3	Mobile telephone	English, Hausa, Igbo, Pidgin English, Yoruba
Pakistan	9 Jan.–5 Feb. 2021	1 001	1.49	3.8	Face to face (HH)	Urdu
Paraguay	22 Sep.–9 Dec. 2020	1 000	1.71	4.1	Landline and mobile telephone	Spanish
Peru	27 Nov. 2020–4 Feb. 2021	1 003	1.60	3.9	Landline and mobile telephone	Spanish
Philippines	16 Nov.–19 Dec. 2020	1 000	1.62	3.9	Landline and mobile telephone	Filipino, Iluko, Cebuano, Waray, Bicol

Country <sup>1</sup>	Data collection date	Number of interviews	Design effect <sup>2</sup>	Margin of error <sup>3</sup>	Mode of interviewing <sup>4</sup>	Languages
Romania	2 Nov.–17 Dec. 2020	1 006	1.60	3.9	Landline and mobile telephone	Romanian
Russian Federation	2–28 Dec. 2020	2 002	1.55	2.7	Mobile telephone	Russian
Saudi Arabia	30 Sep.–17 Oct. 2020	1 013	1.79	5.0	Landline and mobile telephone	Arabic, English, Hindi, Urdu
Senegal	7–23 Dec. 2020	1 000	1.43	3.7	Face to face (HH)	French, Wolof
South Africa	19 Nov.–13 Dec. 2020	1 004	1.93	4.3	Mobile telephone	Afrikaans, English, Sotho, Xhosa, Zulu
Tanzania (United Republic of)	2–15 Dec. 2020	1 000	2.50	4.9	Mobile telephone	Swahili, Kiswahili
Thailand	13 Dec. 2020–25 Jan. 2021	1 000	2.48	4.9	Mobile telephone	Thai
Uganda	28 Oct.–27 Nov. 2020	1 000	2.56	5.0	Mobile telephone	Ateso, English, Luganda, Runyankole
Ukraine	28 Oct.–16 Nov. 2020	1 000	1.80	4.2	Landline and mobile telephone	Russian, Ukrainian
United Arab Emirates	22 Nov.–16 Dec. 2020	1 017	1.20	3.4	Mobile telephone	Arabic, English, Hindi, Urdu
United States	14 Oct.–8 Dec. 2020	1 008	1.68	4.0	Landline and mobile telephone	English, Spanish
Viet Nam	19 Oct.–6 Dec. 2020	1 000	2.62	5.0	Mobile telephone	Vietnamese
Zambia	14 Dec. 2020–20 Jan. 2021	1 005	1.94	4.3	Mobile telephone	Bemba, English, Lozi, Nyanja, Tonga
Zimbabwe	14–26 Dec. 2020	1 002	2.02	4.4	Mobile telephone	English, Shona, Ndebele

<sup>1</sup>Samples are nationally representative unless noted otherwise. Some exclusions apply to specific countries. For China, Tibet was excluded from the sample. The excluded area represents less than 1 per cent of the population of China. For India, the populations living in the Northeast states and remote islands were excluded. For Mali, the regions of Gao, Kidal, Mopti and Tombouctou were excluded because of insecurity. Quartiers and villages with less than 50 inhabitants were also excluded from the sample. The excluded areas represent 23 per cent of the total population. For Pakistan, Azad Jammu and Kashmir (AJK) and Gilgit-Baltistan were excluded. The excluded area represents approximately 5 per cent of the population. Gender-matched sampling was used during the final stage of selection. For Saudi Arabia, the surveyed population includes Saudi Arabians, Arab expatriates and non-Arabs who were able to complete the interview in Arabic, English, Urdu or Hindi. For the United Arab Emirates, the surveyed population includes only Emiratis, Arab expatriates and non-Arabs who were able to complete the interview in Arabic, English, Hindi or Urdu. <sup>2</sup>The design effect calculation reflects the weights and does not incorporate the intraclass correlation coefficients. Design effect calculation:  $n \cdot (\text{sum of squared weights}) / [(\text{sum of weights}) \cdot (\text{sum of weights})]$ . <sup>3</sup>Margin of error is calculated around a proportion at the 95 per cent confidence level. The maximum margin of error was calculated assuming a reported percentage of 50 per cent and takes into account the design effect. Margin of error calculation:  $\sqrt{(0.25/N) \cdot 1.96 \cdot \sqrt{DE}}$ . <sup>4</sup>“Face to face (HH)” interviewing mode indicates handheld-device data collection.

Source: Gallup

► **Table A.3. Country income groupings**

Income group	Country code	Country name
<b>Low income</b>	BFA	Burkina Faso
	ETH	Ethiopia
	GIN	Guinea
	MLI	Mali
	UGA	Uganda
<b>Lower-middle income</b>	DZA	Algeria
	BEN	Benin
	BOL	Bolivia (Plurinational State of)
	KHM	Cambodia
	CMR	Cameroon
	COG	Congo (Brazzaville)
	CIV	Côte d'Ivoire
	EGY	Egypt
	GHA	Ghana
	IND	India
	IDN	Indonesia
	IRN	Iran (Islamic Republic of)
	KEN	Kenya
	KGZ	Kyrgyzstan
	MAR	Morocco
	MMR	Myanmar
	NGA	Nigeria
	PAK	Pakistan
	PHL	Philippines
	SEN	Senegal
TZA	Tanzania (United Republic of)	
UKR	Ukraine	
VNM	Viet Nam	
ZMB	Zambia	
ZWE	Zimbabwe	
<b>Upper-middle income</b>	ALB	Albania
	BRA	Brazil



Income group	Country code	Country name
	BGR	Bulgaria
	CHN	China
	CRI	Costa Rica
	DOM	Dominican Republic
	GAB	Gabon
	KAZ	Kazakhstan
	LBN	Lebanon
	MUS	Mauritius
	NAM	Namibia
	PRY	Paraguay
	PER	Peru
	ROU	Romania
	RUS	Russian Federation
	ZAF	South Africa
	THA	Thailand
<b>High income</b>	SAU	Saudi Arabia
	ARE	United Arab Emirates
	USA	United States

**Source:** The World Bank, ["New World Bank Country Classifications by Income Level: 2020-2021"](#).



## ▶ Survey results, by country

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People in 50 countries around the world answered the questions in the ILO Global HIV Discrimination in the World of Work survey. The following pages provide details and survey results for each country.

[Albania](#)

[Algeria](#)

[Benin](#)

[Bolivia \(Plurinational State of\)](#)

[Brazil](#)

[Bulgaria](#)

[Burkina Faso](#)

[Cambodia](#)

[Cameroon](#)

[China](#)

[Congo \(Brazzaville\)](#)

[Costa Rica](#)

[Côte d'Ivoire](#)

[Dominican Republic](#)

[Egypt](#)

[Ethiopia](#)

[Gabon](#)

[Ghana](#)

[Guinea](#)

[India](#)

[Indonesia](#)

[Iran \(Islamic Republic of\)](#)

[Kazakhstan](#)

[Kenya](#)

[Kyrgyzstan](#)

[Lebanon](#)

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[Myanmar](#)

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[Nigeria](#)

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[Paraguay](#)

[Peru](#)

[Philippines](#)

[Romania](#)

[Russian Federation](#)

[Saudi Arabia](#)

[Senegal](#)

[South Africa](#)

[Tanzania \(United Republic of\)](#)

[Thailand](#)

[Uganda](#)

[Ukraine](#)

[United Arab Emirates](#)

[United States](#)

[Viet Nam](#)

[Zambia](#)

[Zimbabwe](#)

# The ILO Global HIV Discrimination in the World of Work survey

Country: Albania

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern Europe and Central Asia	Upper-middle income	1 000 (women = 509, men = 491)	24 Nov.–21 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

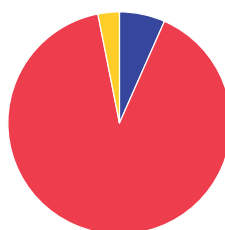
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
39.5	Allowed	50.5
43.4	Not allowed	35.6
3.0	(It depends)	2.8
14.1	(Don't know)/(Refused)	11.1

Country total - percentages

6.6 Yes  
 90.3 No  
 3.1 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
58.0	Yes	59.6
20.8	No	27.4
8.5	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
12.7	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV

Say "allowed" \*\*      Say "not allowed" \*\*

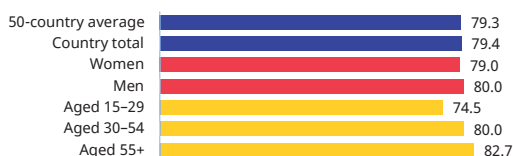
Have not ever known a person living with HIV

Say "allowed"      Say "not allowed"

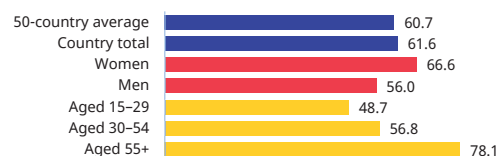
38.1      44.8

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

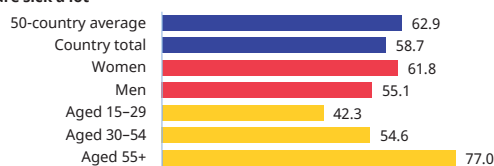
Risk of other people getting infected with HIV



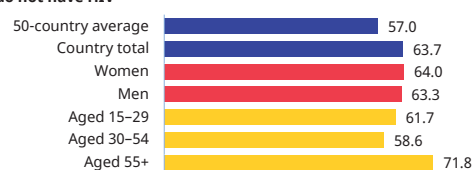
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

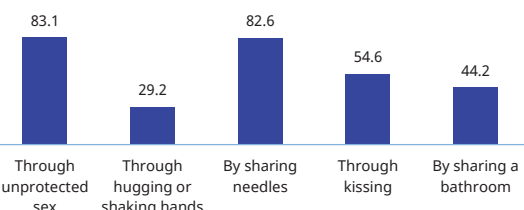


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

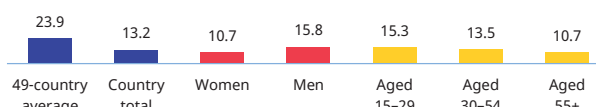
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Algeria

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	Lower-middle income	1 038 (women = 410, men = 628)	21 Dec. 2020–11 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

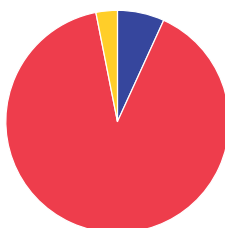
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
51.9	Allowed	50.5
22.0	Not allowed	35.6
10.3	(It depends)	2.8
15.8	(Don't know)/(Refused)	11.1

Country total - percentages

6.8 Yes  
 90.1 No  
 3.1 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
28.6	Yes	59.6
38.4	No	27.4
13.2	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
19.8	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

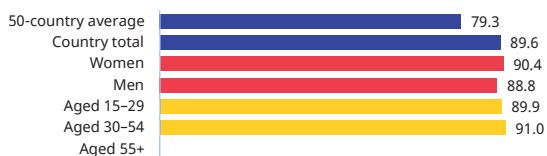
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" \*\*  
 Say "not allowed" \*\*

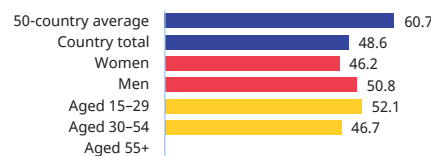
Have not ever known a person living with HIV  
 Say "allowed" 52.7  
 Say "not allowed" 21.3

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

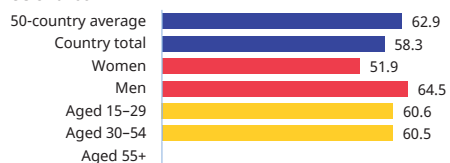
Risk of other people getting infected with HIV



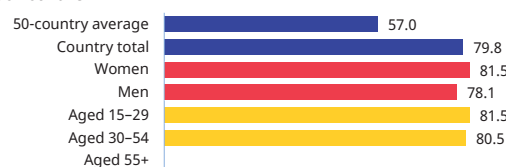
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

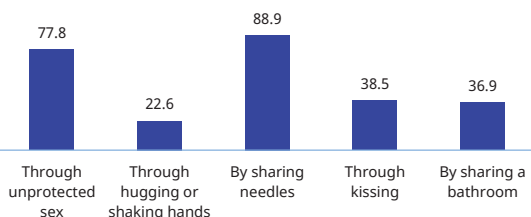


People with HIV should not associate with people who do not have HIV

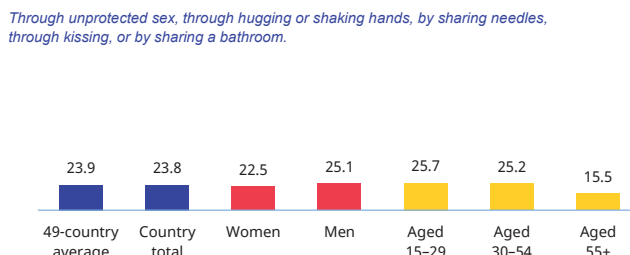


Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Benin

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 013 (women = 538, men = 475)	23 Nov.–15 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

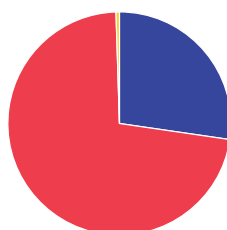
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
71.3	Allowed	50.5
24.7	Not allowed	35.6
1.6	(It depends)	2.8
2.4	(Don't know)/(Refused)	11.1

Country total - percentages

27.3 Yes  
 72.2 No  
 0.5 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
64.8	Yes	59.6
23.1	No	27.4
9.3	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
2.4	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 77.3  
 Say "not allowed" 19.9

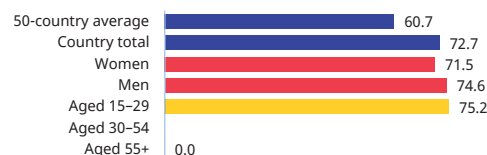
Have not ever known a person living with HIV  
 Say "allowed" 69.3  
 Say "not allowed" 26.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

Risk of other people getting infected with HIV



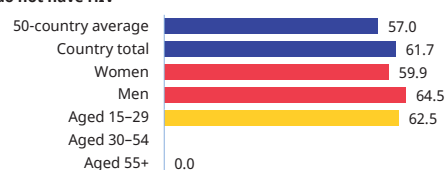
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

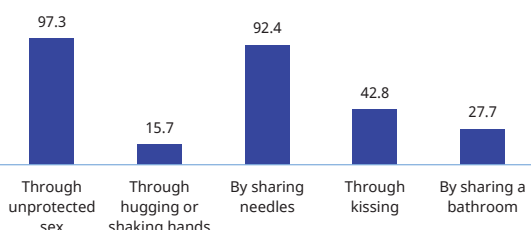


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

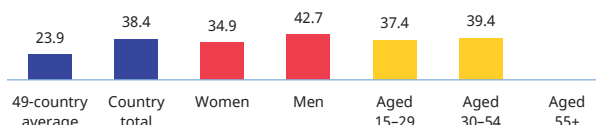
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: **Bolivia (Plurinational State of)**

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Lower-middle income	1 000 (women = 480, men = 520)	24 Nov.–24 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

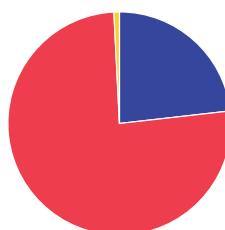
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
76.4	Allowed	50.5
15.6	Not allowed	35.6
1.5	(It depends)	2.8
6.5	(Don't know)/(Refused)	11.1

Country total - percentages

23.2 Yes  
 76.0 No  
 0.8 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
70.9	Yes	59.6
23.0	No	27.4
3.4	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
2.6	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
82.3	14.3

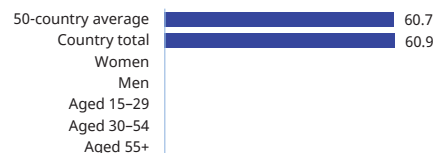
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
74.6	16.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

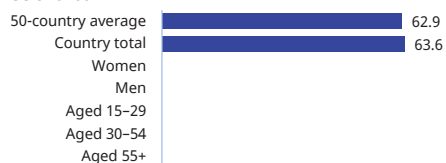
Risk of other people getting infected with HIV



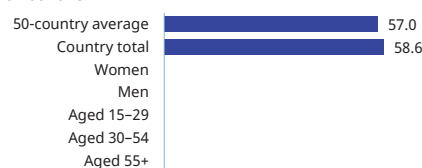
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

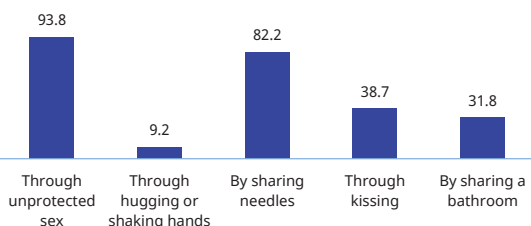


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

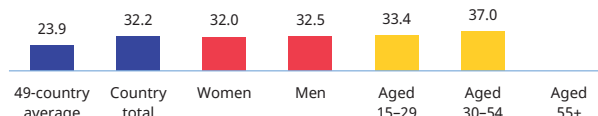
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Brazil

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Upper-middle income	1 000 (women = 476, men = 524)	3 Nov. 2020–6 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

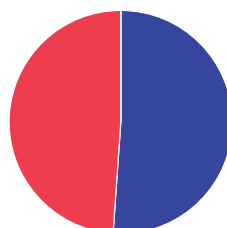
In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
74.6	Allowed	50.5
21.2	Not allowed	35.6
1.4	(It depends)	2.8
2.8	(Don't know)/(Refused)	11.1

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Country total - percentages

50.9 Yes  
 48.7 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
61.4	Yes	59.6
35.8	No	27.4
0.6	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
2.2	(Don't know)/(Refused)	8.4

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
79.5	17.3

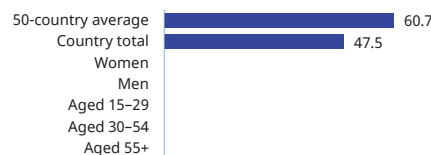
Have <b>not</b> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
69.4	25.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

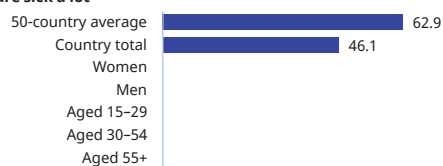
Risk of other people getting infected with HIV



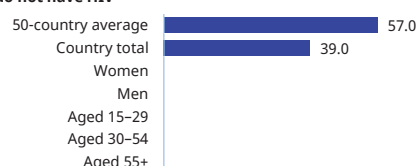
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

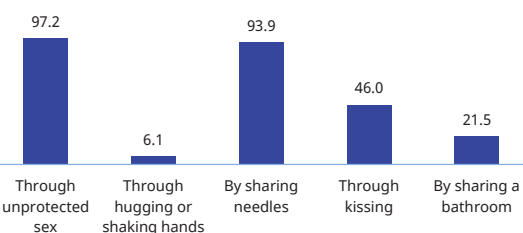


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

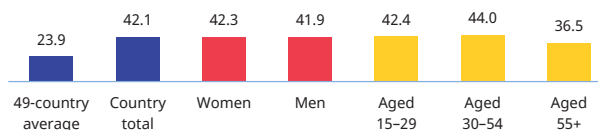
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Bulgaria

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Europe and North America	Upper-middle income	1 004 (women = 511, men = 493)	14 Dec. 2020–22 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

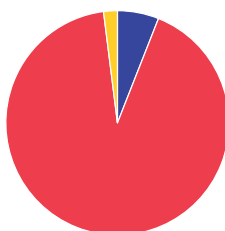
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
62.8	Allowed	50.5
21.8	Not allowed	35.6
7.6	(It depends)	2.8
7.8	(Don't know)/(Refused)	11.1

Country total - percentages

6.0 Yes  
 92.1 No  
 2.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
37.6	Yes	59.6
48.5	No	27.4
7.5	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
6.3	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV

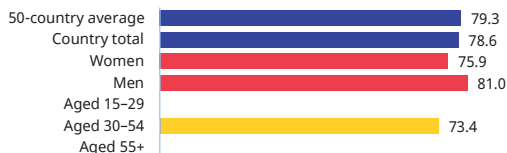
Say "allowed" \*\*      Say "not allowed" \*\*

Have not ever known a person living with HIV

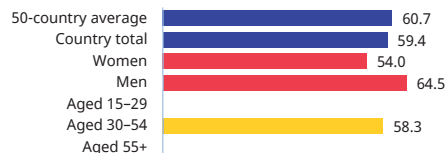
Say "allowed" 63.4      Say "not allowed" 21.9

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

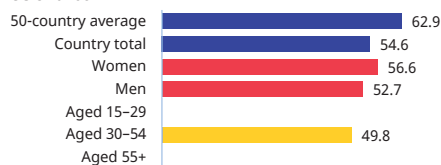
Risk of other people getting infected with HIV



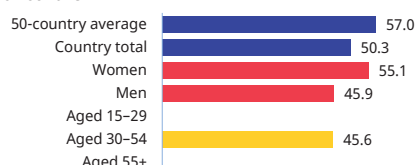
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

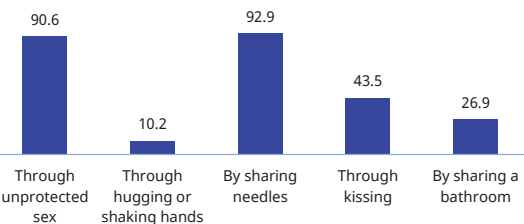


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

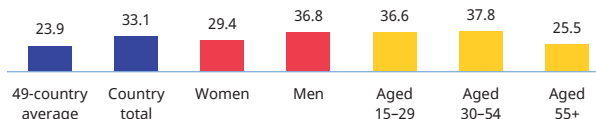
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: Burkina Faso

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Low income	1 004 (women = 499, men = 505)	28 Nov. 2020–2 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

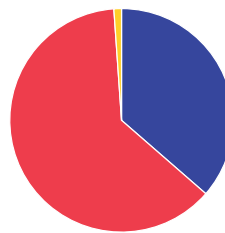
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
67.5	Allowed	50.5
26.7	Not allowed	35.6
3.7	(It depends)	2.8
2.0	(Don't know)/(Refused)	11.1

Country total - percentages

36.4 Yes  
 62.5 No  
 1.1 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
67.9	Yes	59.6
24.3	No	27.4
4.6	(It depends)	4.1
0.7	(Already have mandatory testing in this country)	0.5
2.5	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

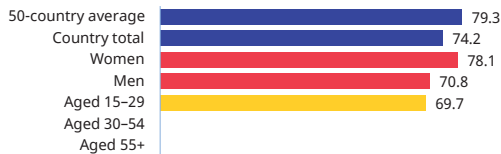
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
78.4	16.6

Have <b>not</b> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
62.3	32.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

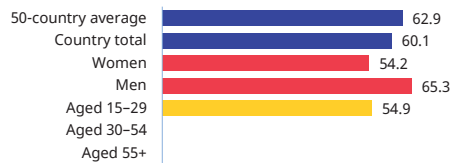
Risk of other people getting infected with HIV



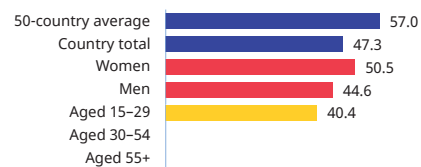
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

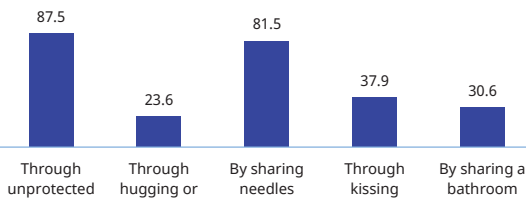


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

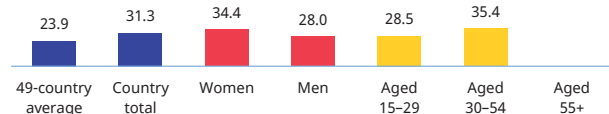
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Cambodia

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 000 (women = 429, men = 571)	25 Dec. 2020–15 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

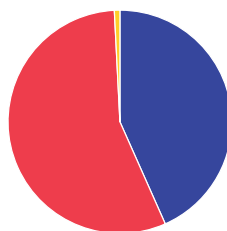
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
73.3	Allowed	50.5
18.8	Not allowed	35.6
*	(It depends)	2.8
7.9	(Don't know)/(Refused)	11.1

Country total - percentages

43.4 Yes  
 55.9 No  
 0.8 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
70.9	Yes	59.6
21.3	No	27.4
1.0	(It depends)	4.1
0.7	(Already have mandatory testing in this country)	0.5
6.1	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
88.3	8.6

Have <b>not</b> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
61.8	26.3

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

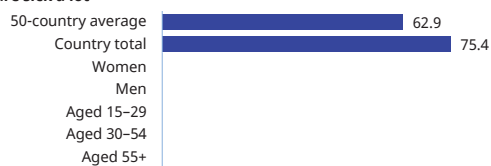
Risk of other people getting infected with HIV



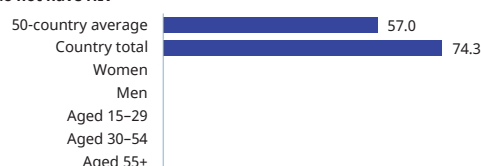
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

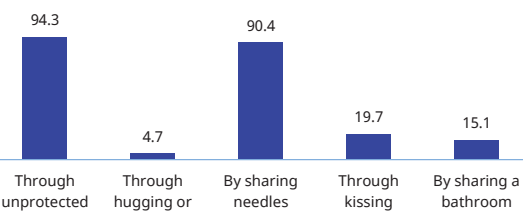


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

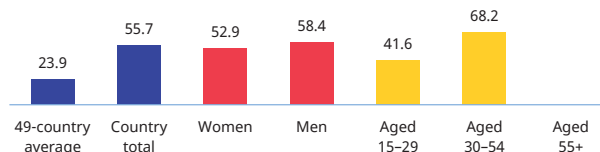
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Cameroon

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 024 (women = 518, men = 506)	23 Nov.–19 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

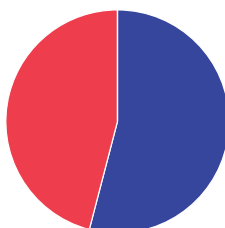
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
78.6	Allowed	50.5
20.0	Not allowed	35.6
0.5	(It depends)	2.8
0.9	(Don't know)/(Refused)	11.1

Country total - percentages

53.9 Yes  
 45.8 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
67.6	Yes	59.6
29.6	No	27.4
1.4	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
1.3	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

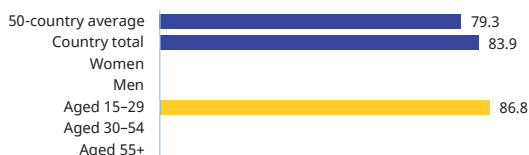
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
79.0	18.8

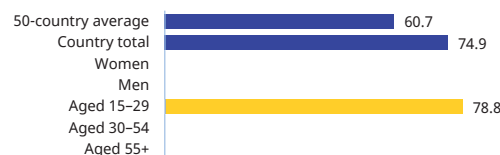
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
78.1	21.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

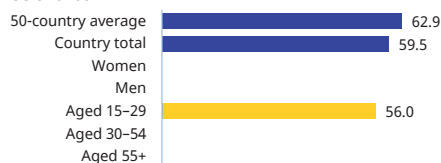
Risk of other people getting infected with HIV



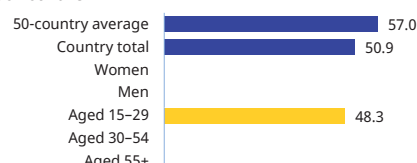
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

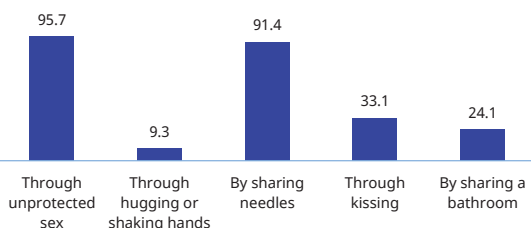


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

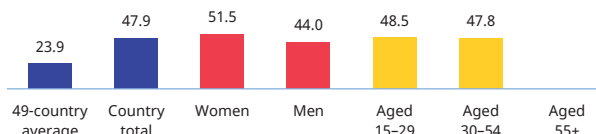
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: China

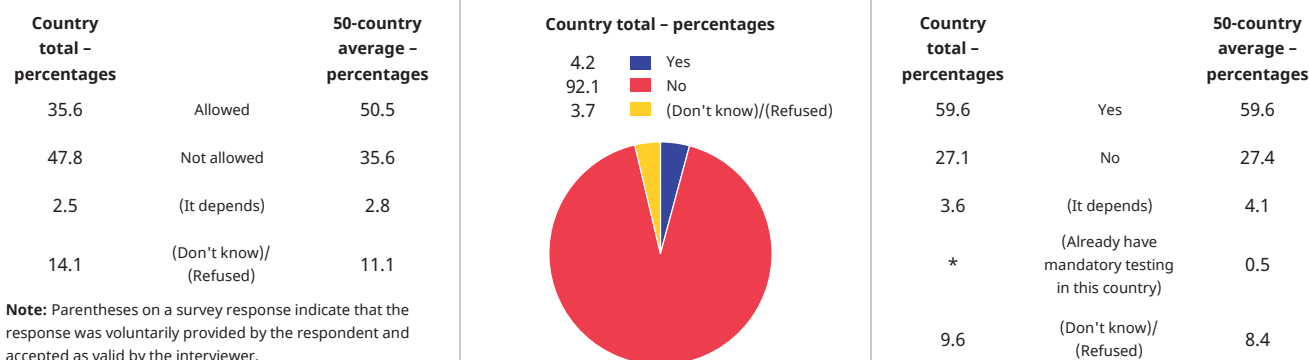
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Upper-middle income	3 503 (women = 1 148, men = 2 355)	8 Sep.–28 Oct. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

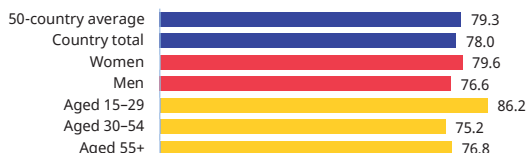


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

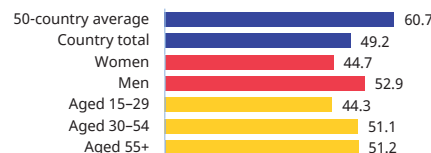
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
52.0	39.6	35.4	48.6

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

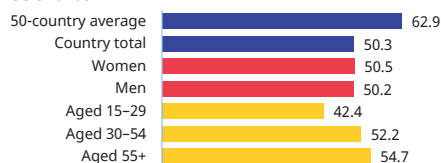
Risk of other people getting infected with HIV



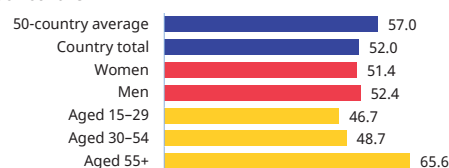
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

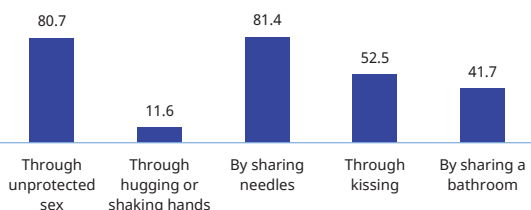


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

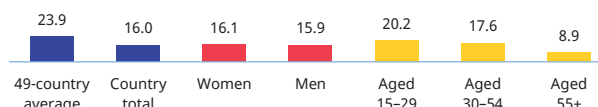
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Congo (Brazzaville)

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 000 (women = 516, men = 484)	6–29 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

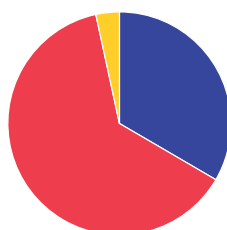
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
54.9	Allowed	50.5
36.8	Not allowed	35.6
1.5	(It depends)	2.8
6.9	(Don't know)/(Refused)	11.1

Country total - percentages

33.4 Yes  
 63.2 No  
 3.4 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
66.9	Yes	59.6
23.4	No	27.4
3.1	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
6.3	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

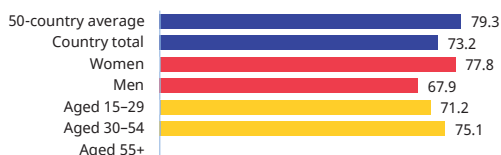
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
65.9	31.0

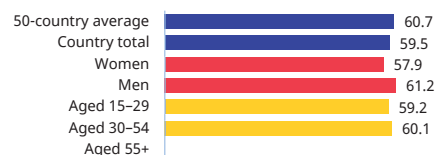
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
51.6	40.3

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

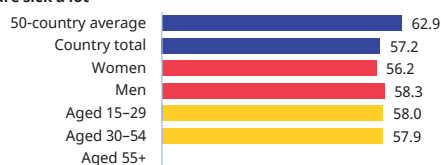
Risk of other people getting infected with HIV



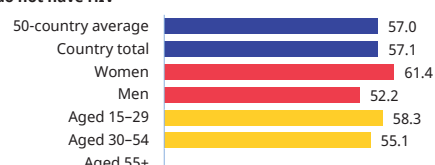
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

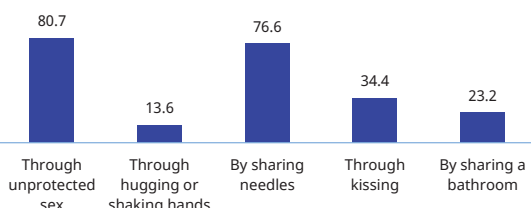


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

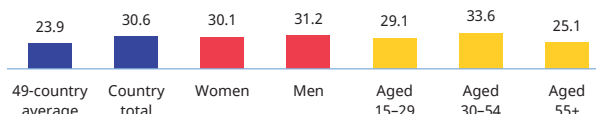
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Costa Rica

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Upper-middle income	1 005 (women = 525, men = 480)	12 Dec. 2020–14 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

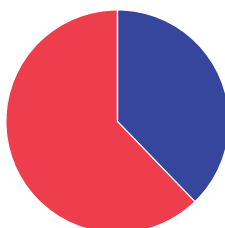
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
79.9	Allowed	50.5
13.5	Not allowed	35.6
3.3	(It depends)	2.8
3.3	(Don't know)/(Refused)	11.1

Country total - percentages

37.7 Yes  
 62.1 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
53.2	Yes	59.6
41.3	No	27.4
3.9	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.5	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
83.7	11.5

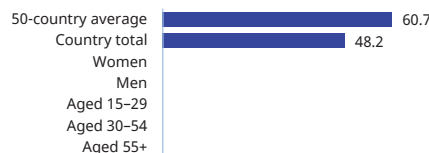
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
77.6	14.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

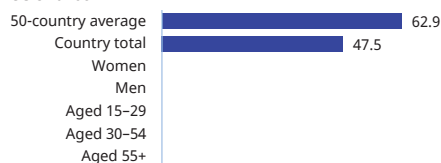
Risk of other people getting infected with HIV



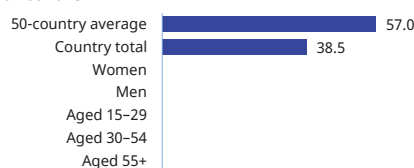
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

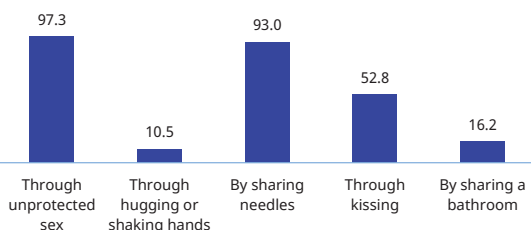


People with HIV should not associate with people who do not have HIV



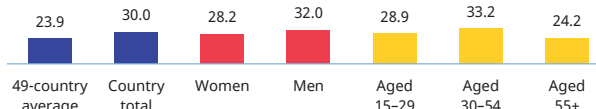
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Côte d'Ivoire

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 020 (women = 505, men = 515)	17–30 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

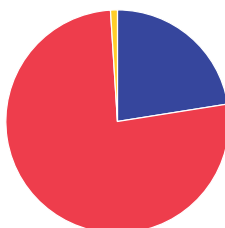
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
71.8	Allowed	50.5
22.3	Not allowed	35.6
3.9	(It depends)	2.8
2.0	(Don't know)/(Refused)	11.1

Country total - percentages

22.5 Yes  
 76.5 No  
 1.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
53.5	Yes	59.6
36.3	No	27.4
7.0	(It depends)	4.1
0.7	(Already have mandatory testing in this country)	0.5
2.5	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 74.7  
 Say "not allowed" 18.7

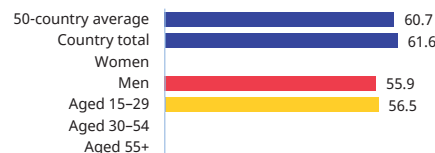
Have not ever known a person living with HIV  
 Say "allowed" 70.7  
 Say "not allowed" 23.6

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

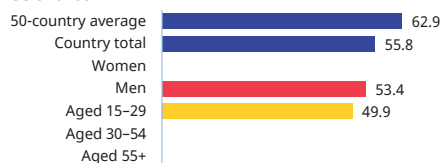
Risk of other people getting infected with HIV



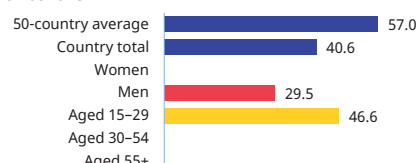
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

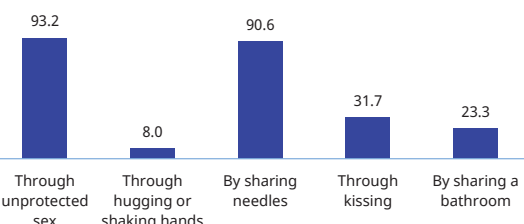


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

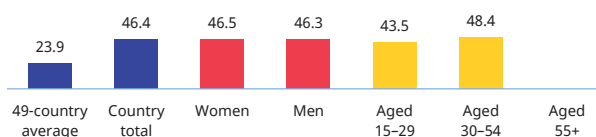
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Dominican Republic

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Upper-middle income	1 004 (women = 509, men = 495)	23 Nov.–9 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

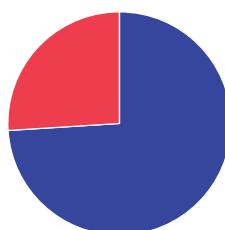
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
77.2	Allowed	50.5
19.1	Not allowed	35.6
1.2	(It depends)	2.8
2.5	(Don't know)/(Refused)	11.1

Country total - percentages

74.0 Yes  
 26.0 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
79.4	Yes	59.6
16.9	No	27.4
0.9	(It depends)	4.1
1.4	(Already have mandatory testing in this country)	0.5
1.4	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

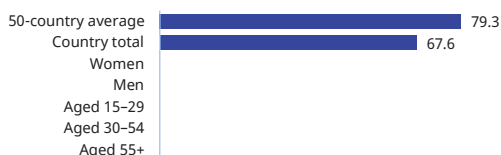
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
78.2	18.7

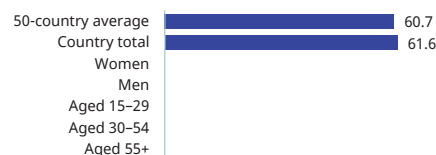
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
74.4	20.1

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

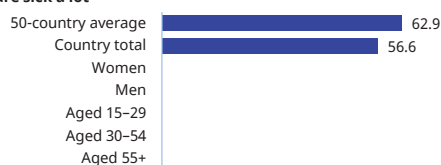
Risk of other people getting infected with HIV



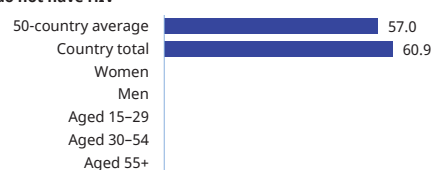
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

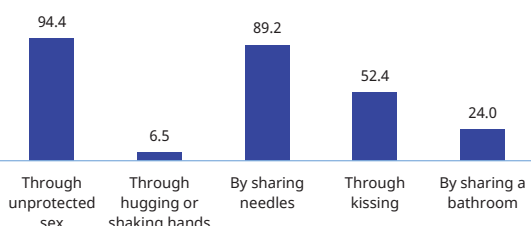


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

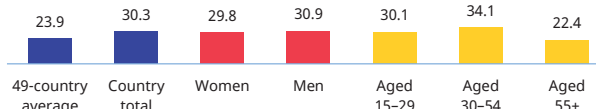
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: Egypt

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	Lower-middle income	1 001 (women = 465, men = 536)	5–18 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

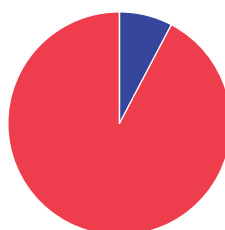
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
30.2	Allowed	50.5
51.4	Not allowed	35.6
9.1	(It depends)	2.8
9.3	(Don't know)/(Refused)	11.1

Country total - percentages

7.7 Yes  
 92.3 No  
 0.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
85.7	Yes	59.6
4.2	No	27.4
3.6	(It depends)	4.1
1.0	(Already have mandatory testing in this country)	0.5
5.6	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

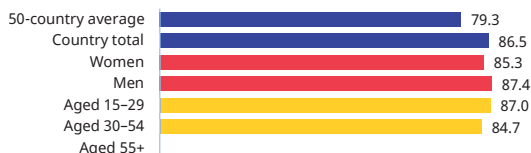
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" \*\*  
 Say "not allowed" \*\*

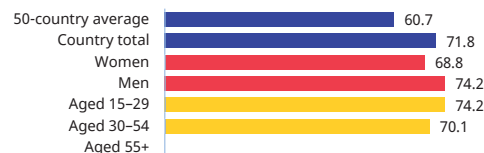
Have not ever known a person living with HIV  
 Say "allowed" 30.8  
 Say "not allowed" 50.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

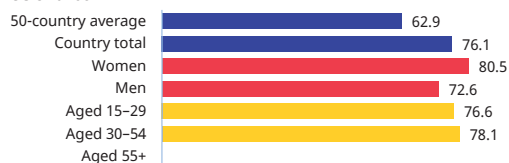
Risk of other people getting infected with HIV



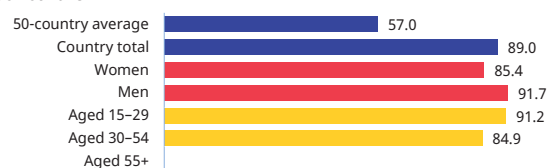
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

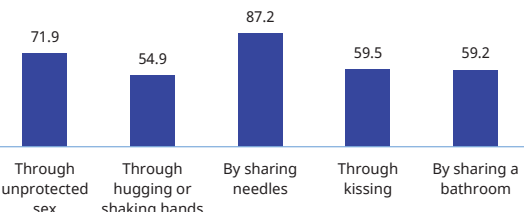


People with HIV should not associate with people who do not have HIV



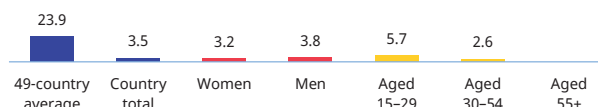
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Ethiopia

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Low income	1 022 (women = 443, men = 579)	7–31 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

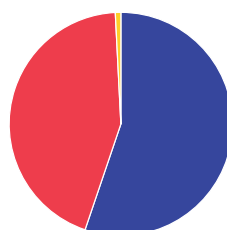
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
83.0	Allowed	50.5
13.7	Not allowed	35.6
3.2	(It depends)	2.8
*	(Don't know)/(Refused)	11.1

Country total - percentages

55.2 Yes  
 44.0 No  
 0.8 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
62.8	Yes	59.6
31.1	No	27.4
5.9	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
*	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
87.7	8.2

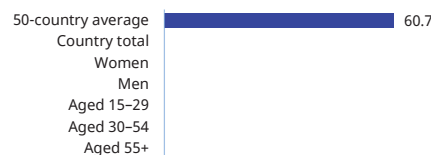
Have <b>not</b> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
76.8	20.9

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

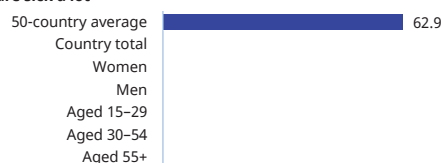
Risk of other people getting infected with HIV



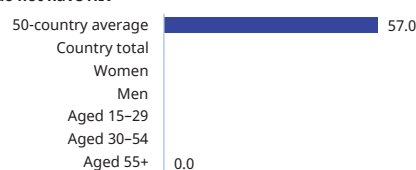
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

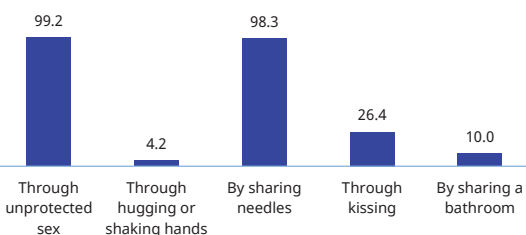


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

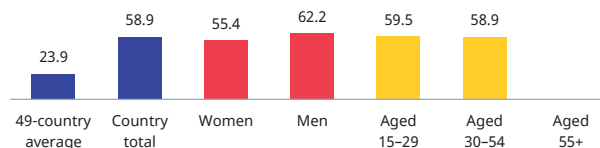
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: **Gabon**

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Upper-middle income	1 028 (women = 550, men = 478)	2–26 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

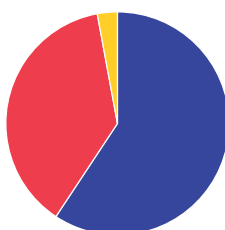
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
81.6	Allowed	50.5
12.3	Not allowed	35.6
3.7	(It depends)	2.8
2.4	(Don't know)/(Refused)	11.1

Country total - percentages

59.3 Yes  
 37.8 No  
 2.9 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
46.7	Yes	59.6
37.5	No	27.4
11.1	(It depends)	4.1
1.8	(Already have mandatory testing in this country)	0.5
2.9	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

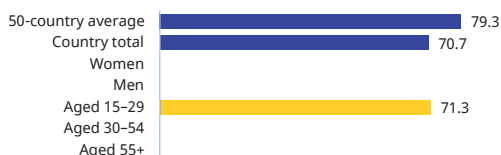
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 87.8  
 Say "not allowed" 8.4

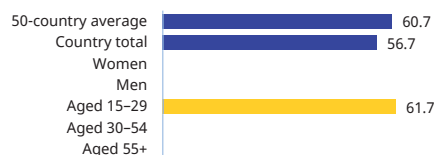
Have **not** ever known a person living with HIV  
 Say "allowed" 74.7  
 Say "not allowed" 19.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

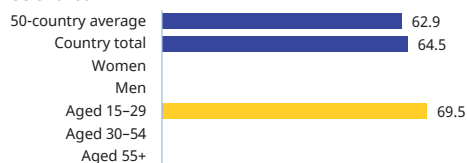
Risk of other people getting infected with HIV



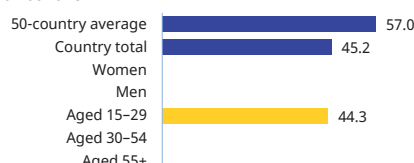
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

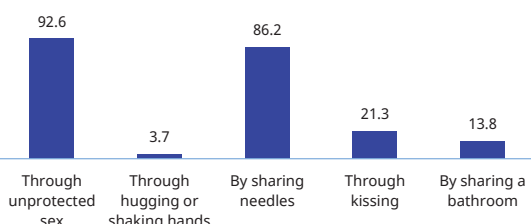


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

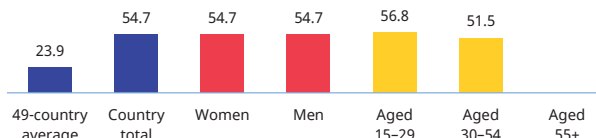
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Ghana

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 000 (women = 530, men = 470)	28 Oct.–15 Nov. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

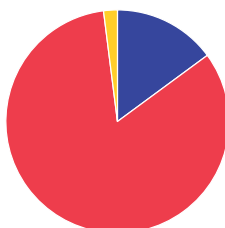
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
70.3	Allowed	50.5
22.9	Not allowed	35.6
3.9	(It depends)	2.8
2.8	(Don't know)/(Refused)	11.1

Country total - percentages

14.9 Yes  
 83.1 No  
 2.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
56.7	Yes	59.6
29.8	No	27.4
8.9	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
4.5	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

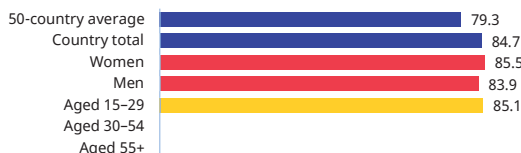
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
79.7	13.4

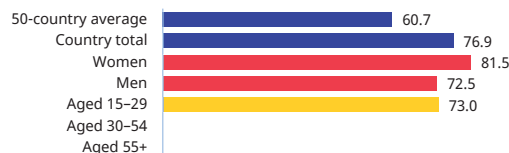
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
68.9	24.6

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

Risk of other people getting infected with HIV



People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

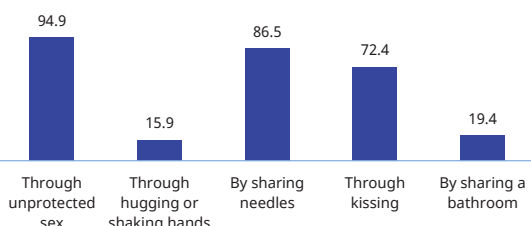


People with HIV should not associate with people who do not have HIV



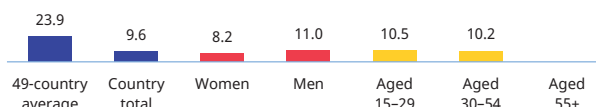
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Guinea

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Low income	1 009 (women = 494, men = 515)	30 Nov.–24 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

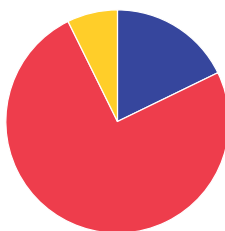
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
48.5	Allowed	50.5
34.0	Not allowed	35.6
1.8	(It depends)	2.8
15.6	(Don't know)/(Refused)	11.1

Country total - percentages

17.8 Yes  
 74.9 No  
 7.3 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
70.1	Yes	59.6
13.9	No	27.4
4.6	(It depends)	4.1
0.5	(Already have mandatory testing in this country)	0.5
10.9	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
69.3	24.7

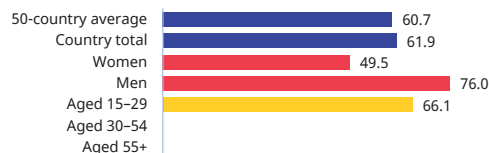
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
47.0	38.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

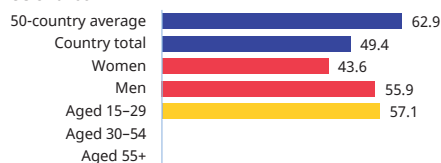
Risk of other people getting infected with HIV



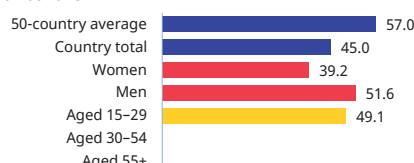
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

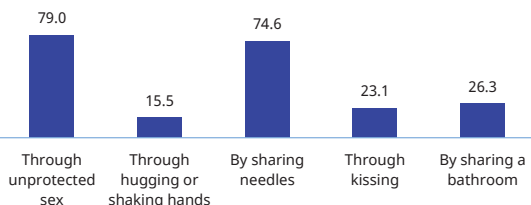


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

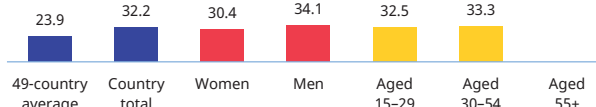
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: India

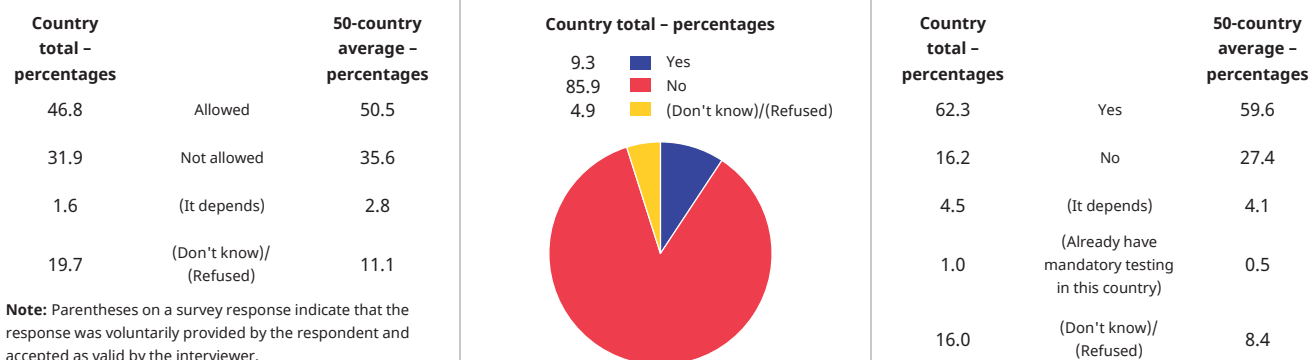
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	3 103 (women = 917, men = 2 186)	28 Dec. 2020–26 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?



Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

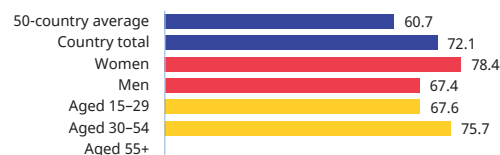
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
69.0	24.7	46.5	33.1

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

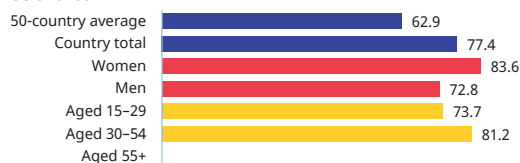
Risk of other people getting infected with HIV



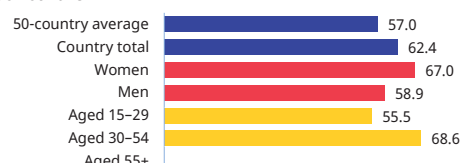
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

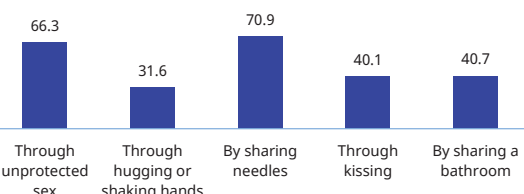


People with HIV should not associate with people who do not have HIV



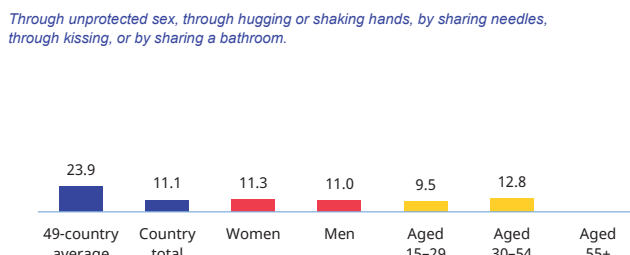
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Indonesia

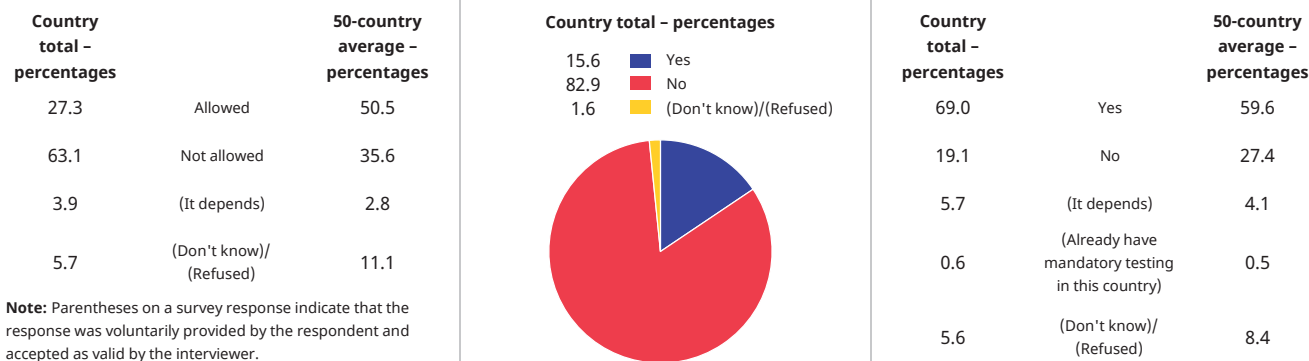
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 011 (women = 426, men = 585)	4 Dec. 2020–10 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

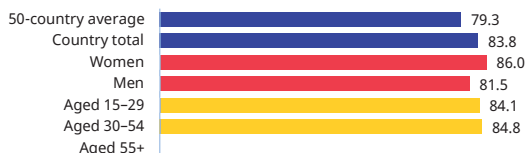


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

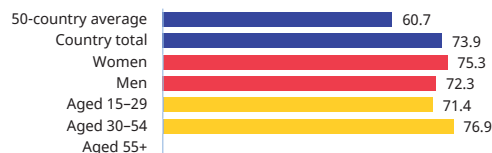
Have ever known a person living with HIV	Have <u>not</u> ever known a person living with HIV
Say "allowed"	Say "allowed"
33.9	25.7
Say "not allowed"	Say "not allowed"
62.2	64.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

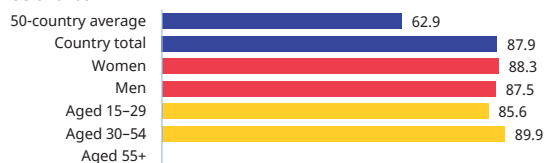
Risk of other people getting infected with HIV



People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

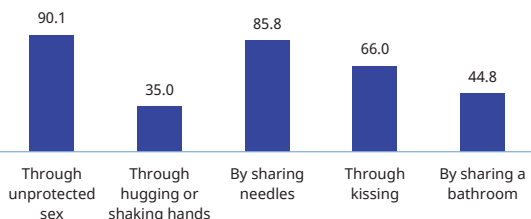


People with HIV should not associate with people who do not have HIV



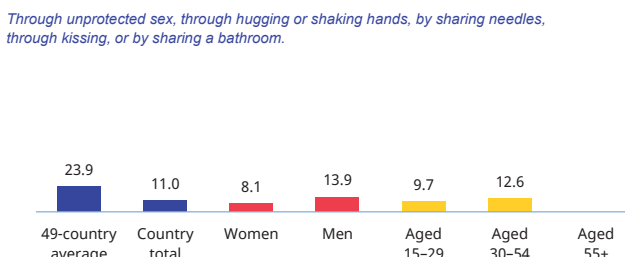
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Iran (Islamic Republic of)

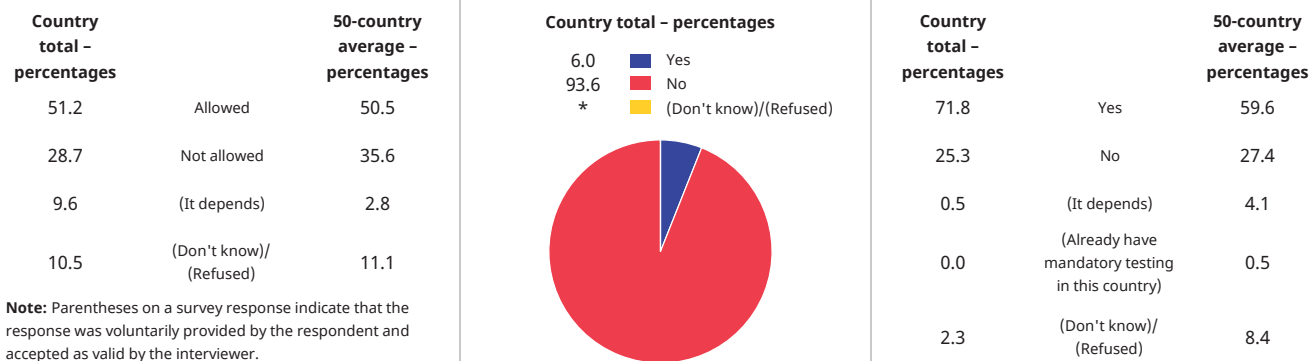
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	Lower-middle income	1 009 (women = 502, men = 507)	5–12 Aug. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

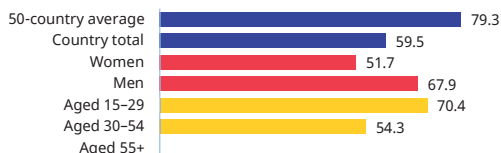


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

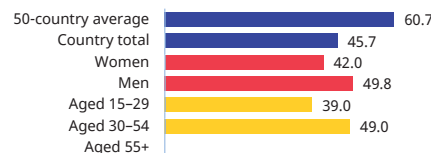
Have ever known a person living with HIV	Have <u>not</u> ever known a person living with HIV
Say "allowed" **	Say "allowed" 51.8
Say "not allowed" **	Say "not allowed" 28.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

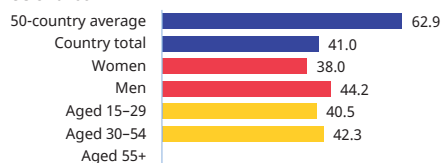
Risk of other people getting infected with HIV



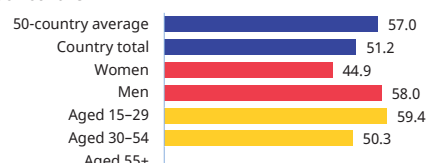
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

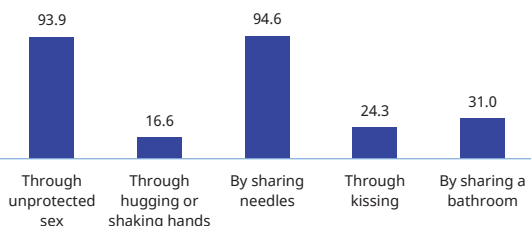


People with HIV should not associate with people who do not have HIV



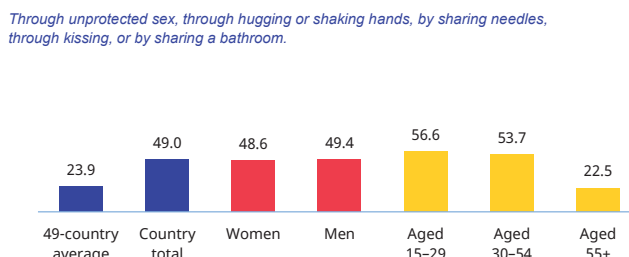
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: **Kazakhstan**

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern Europe and Central Asia	Upper-middle income	1 000 (women = 521, men = 479)	11–25 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

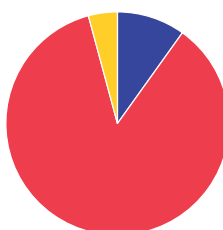
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
48.7	Allowed	50.5
28.9	Not allowed	35.6
6.5	(It depends)	2.8
15.8	(Don't know)/(Refused)	11.1

Country total - percentages

9.9 Yes  
 86.0 No  
 4.2 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
51.1	Yes	59.6
20.3	No	27.4
12.3	(It depends)	4.1
3.6	(Already have mandatory testing in this country)	0.5
12.6	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

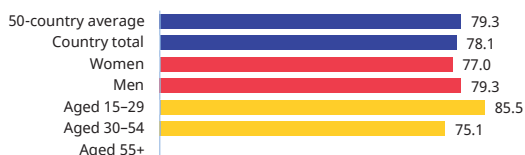
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" \*\*      Say "not allowed" \*\*

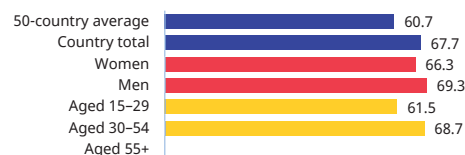
Have **not** ever known a person living with HIV  
 Say "allowed" 49.0      Say "not allowed" 29.3

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

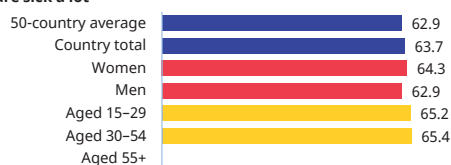
Risk of other people getting infected with HIV



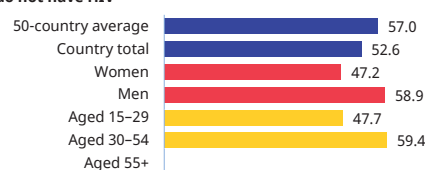
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

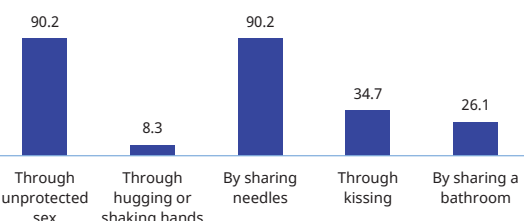


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

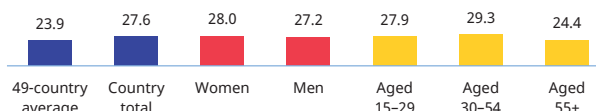
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Kenya

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Lower-middle income	1 000 (women = 463, men = 537)	2–12 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

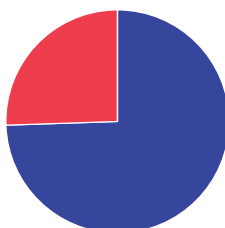
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
96.7	Allowed	50.5
2.6	Not allowed	35.6
*	(It depends)	2.8
0.6	(Don't know)/(Refused)	11.1

Country total - percentages

74.4 Yes  
 25.5 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
35.2	Yes	59.6
61.3	No	27.4
2.2	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.1	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

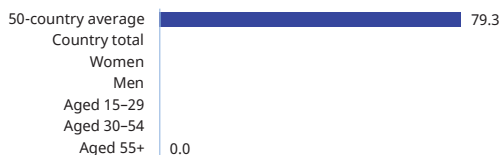
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
97.7	1.9

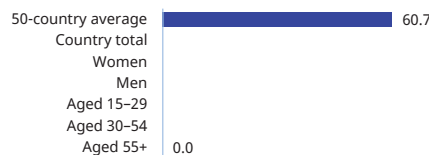
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
93.9	4.6

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

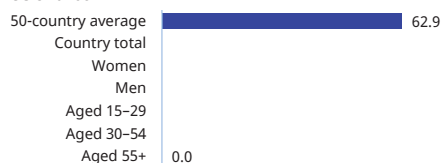
Risk of other people getting infected with HIV



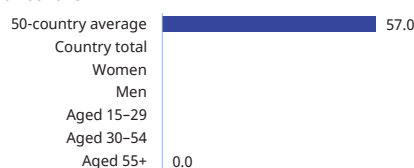
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

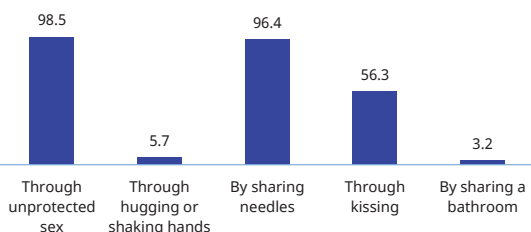


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

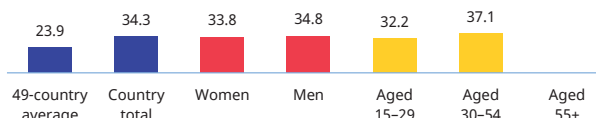
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Kyrgyzstan

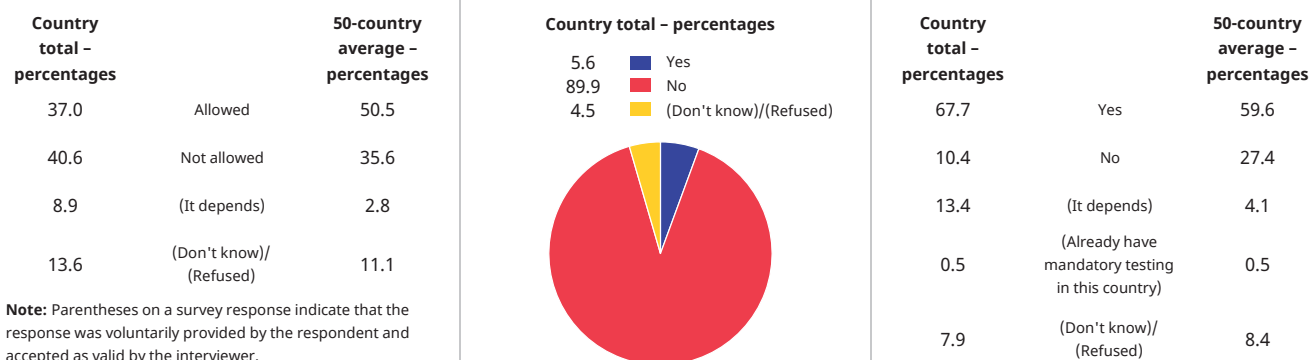
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern Europe and Central Asia	Lower-middle income	1 000 (women = 530, men = 470)	26 Nov.–10 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?



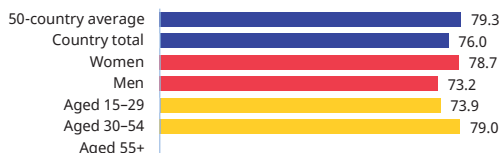
Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

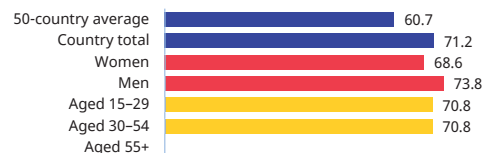
Have ever known a person living with HIV	Have <u>not</u> ever known a person living with HIV
Say "allowed" **	Say "allowed" 36.7
Say "not allowed" **	Say "not allowed" 41.8

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

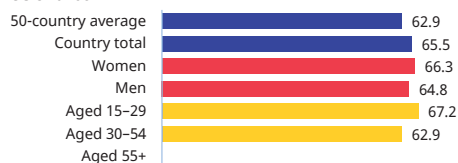
Risk of other people getting infected with HIV



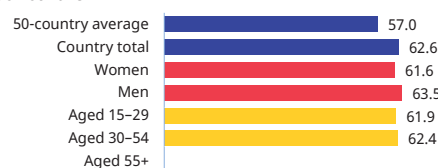
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

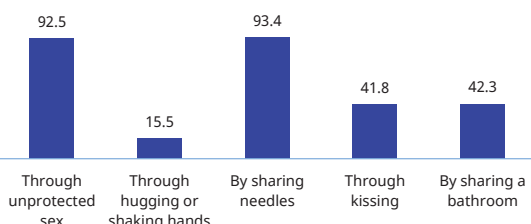


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

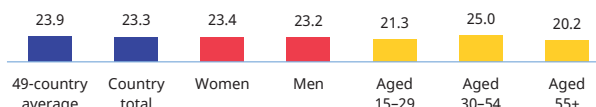
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Lebanon

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	Upper-middle income	1 011 (women = 511, men = 500)	23–31 Mar. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

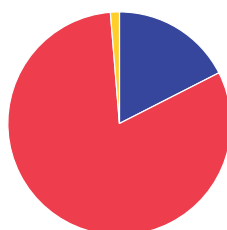
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
39.0	Allowed	50.5
45.1	Not allowed	35.6
6.1	(It depends)	2.8
9.7	(Don't know)/(Refused)	11.1

Country total - percentages

17.5 Yes  
 81.2 No  
 1.3 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
62.4	Yes	59.6
21.9	No	27.4
7.0	(It depends)	4.1
2.4	(Already have mandatory testing in this country)	0.5
6.4	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

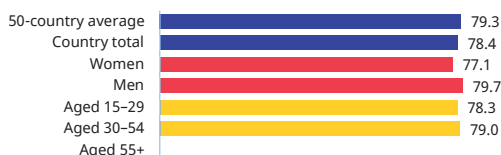
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 26.6  
 Say "not allowed" 63.1

Have not ever known a person living with HIV  
 Say "allowed" 41.6  
 Say "not allowed" 41.3

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

Risk of other people getting infected with HIV



People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

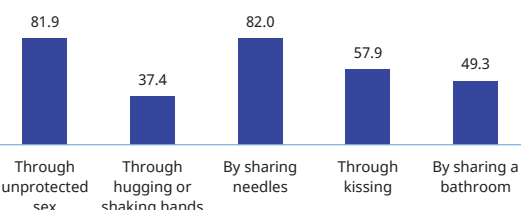


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

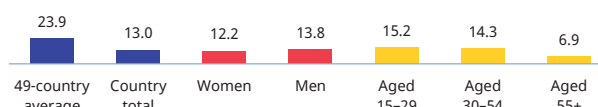
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Mali

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Low income	1 000 (women = 518, men = 482)	5–21 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

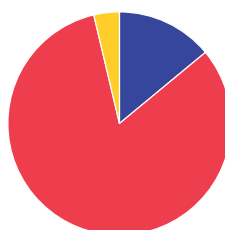
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
52.1	Allowed	50.5
30.8	Not allowed	35.6
1.9	(It depends)	2.8
15.2	(Don't know)/(Refused)	11.1

Country total - percentages

14.0 Yes  
 82.3 No  
 3.7 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
76.2	Yes	59.6
9.2	No	27.4
4.8	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
9.8	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
59.1	30.7

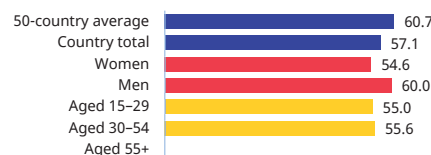
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
53.1	31.8

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

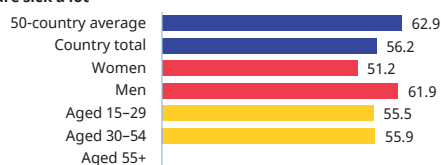
Risk of other people getting infected with HIV



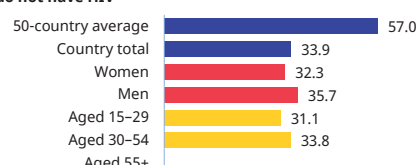
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

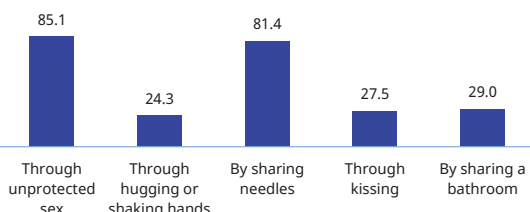


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

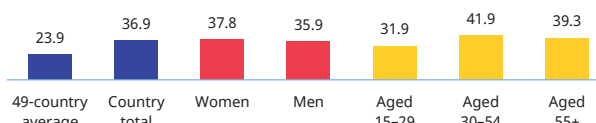
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



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# The ILO Global HIV Discrimination in the World of Work survey

Country: Mauritius

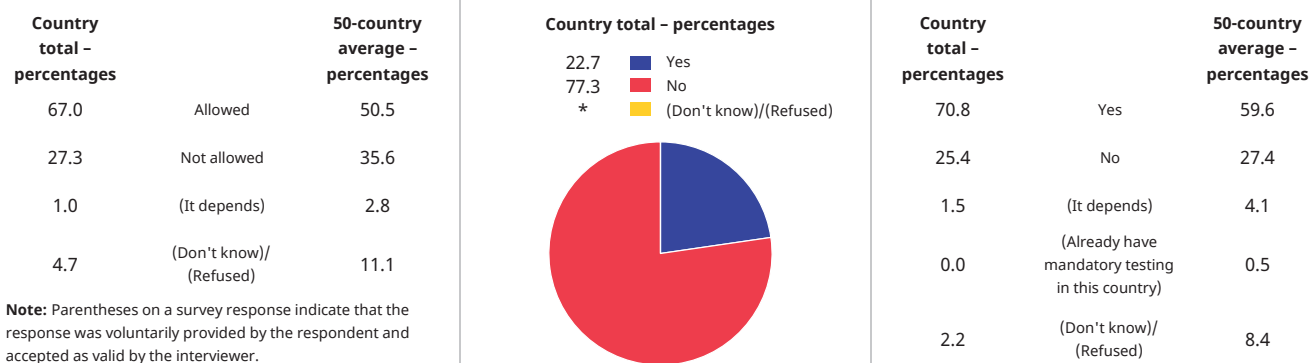
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Upper-middle income	1 000 (women = 526, men = 474)	4 Sep.–11 Oct. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

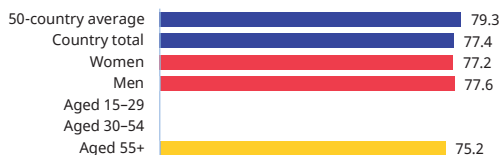


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

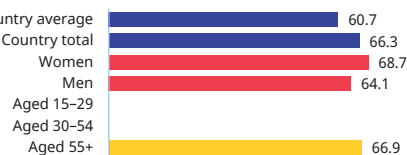
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
82.9	15.7	62.4	30.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

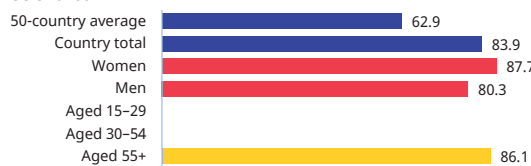
Risk of other people getting infected with HIV



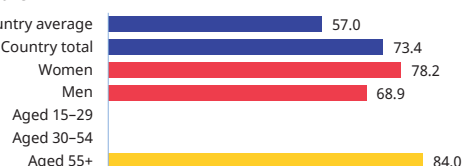
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

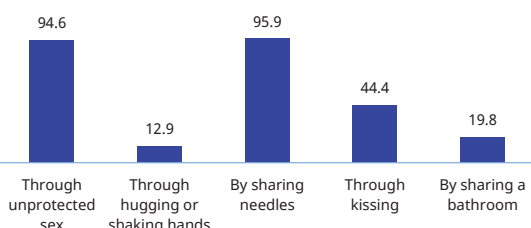


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

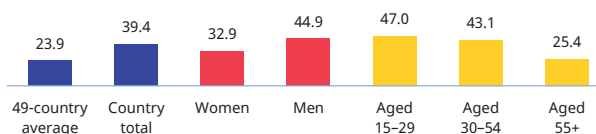
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Morocco

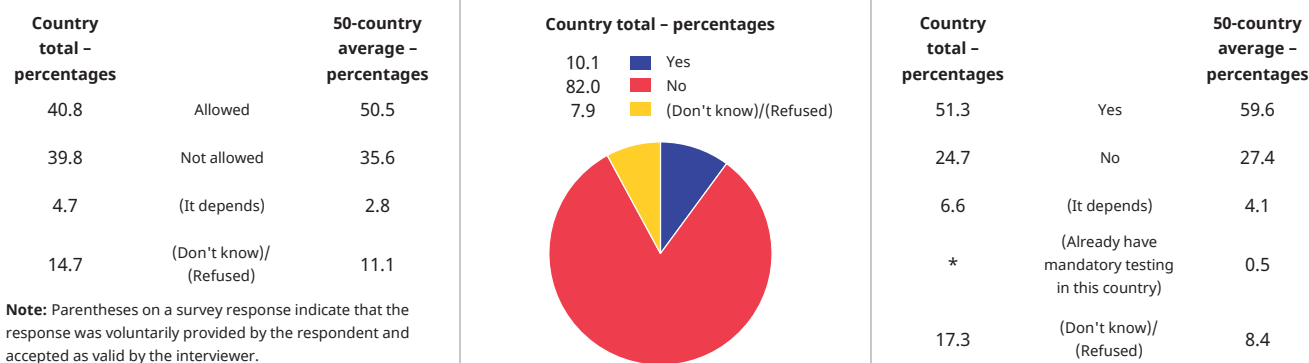
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	Lower-middle income	1 010 (women = 441, men = 569)	17 Dec. 2020–6 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

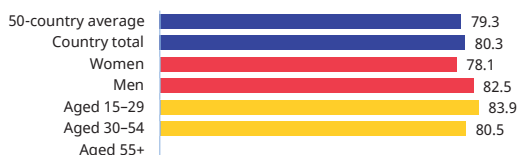


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

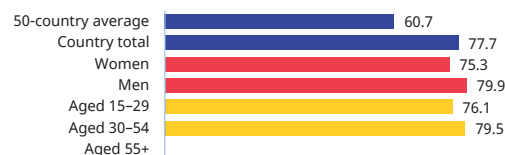
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
43.8	46.0	43.5	40.5

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

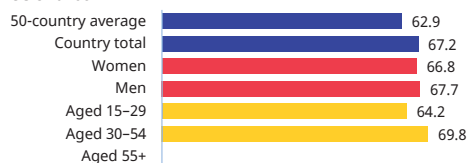
Risk of other people getting infected with HIV



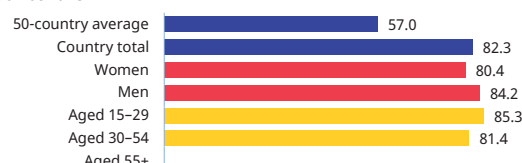
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

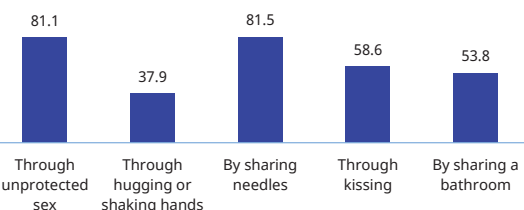


People with HIV should not associate with people who do not have HIV



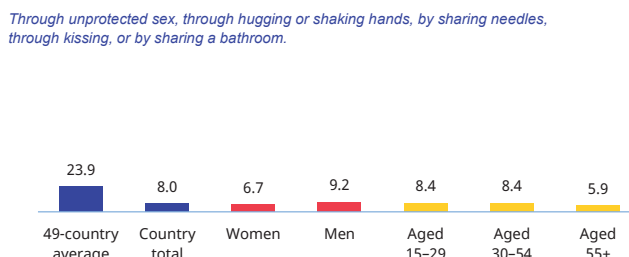
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Myanmar

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 000 (women = 409, men = 591)	9–25 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

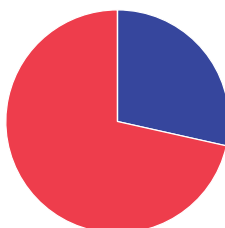
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
47.5	Allowed	50.5
50.4	Not allowed	35.6
0.5	(It depends)	2.8
1.7	(Don't know)/(Refused)	11.1

Country total - percentages

28.5 Yes  
 71.5 No  
 0.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
83.3	Yes	59.6
14.1	No	27.4
0.9	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.7	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
71.7	28.1

Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
37.8	59.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

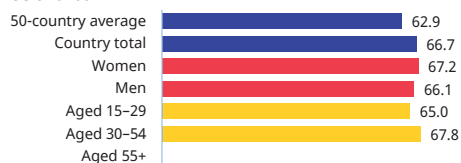
Risk of other people getting infected with HIV



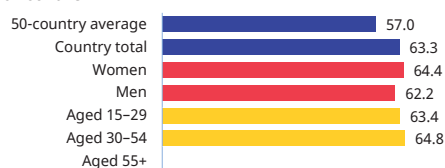
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

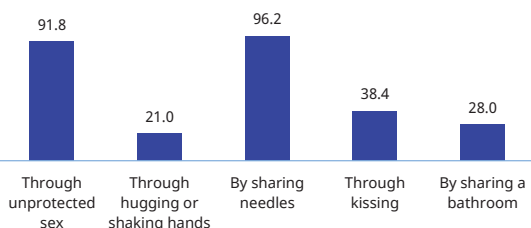


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

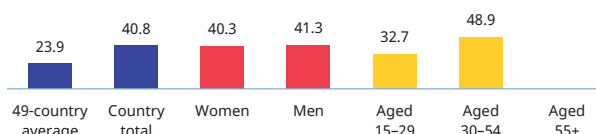
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: Namibia

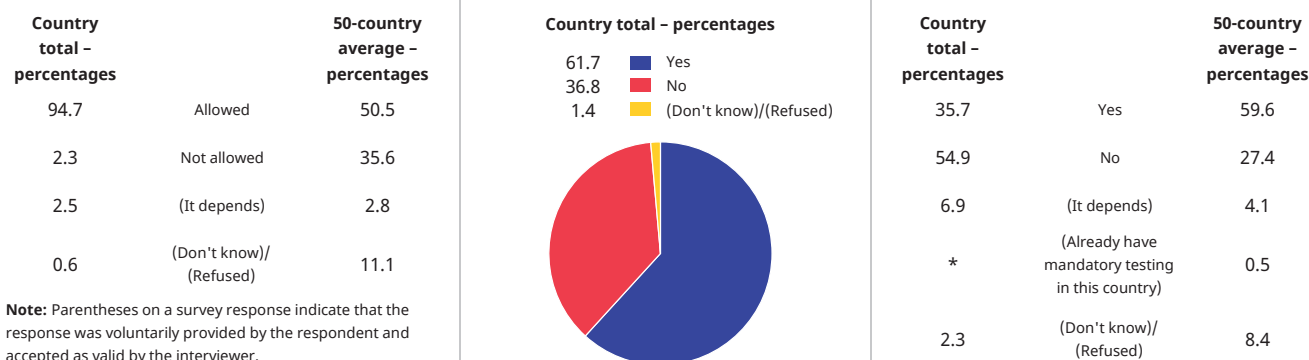
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Upper-middle income	1 003 (women = 614, men = 389)	19 Nov.–10 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?



Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

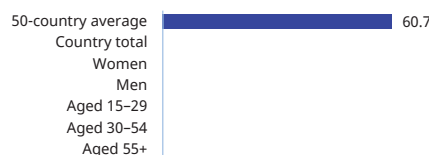
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
94.9	2.5	94.3	2.1

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

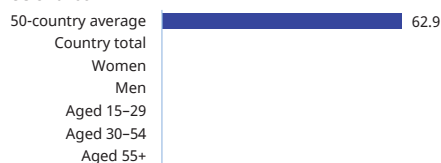
Risk of other people getting infected with HIV



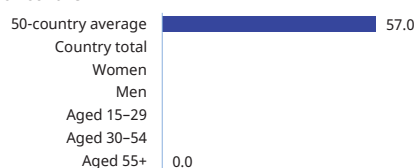
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

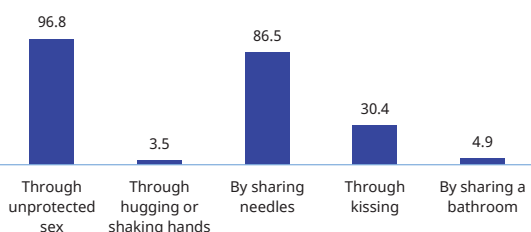


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

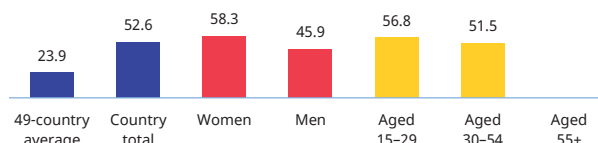
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Nigeria

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 019 (women = 433, men = 586)	9–21 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

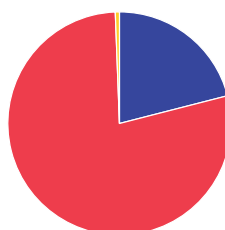
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
75.2	Allowed	50.5
20.6	Not allowed	35.6
2.4	(It depends)	2.8
1.7	(Don't know)/(Refused)	11.1

Country total - percentages

21.0 Yes  
 78.4 No  
 0.6 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
67.7	Yes	59.6
23.0	No	27.4
5.3	(It depends)	4.1
1.9	(Already have mandatory testing in this country)	0.5
2.1	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
73.9	23.1

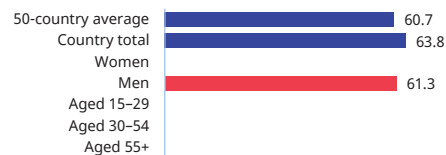
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
75.8	19.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

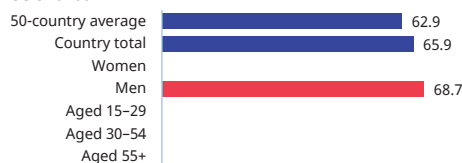
Risk of other people getting infected with HIV



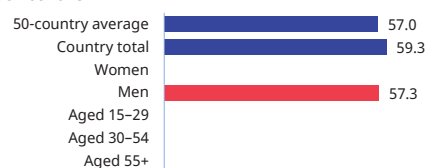
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

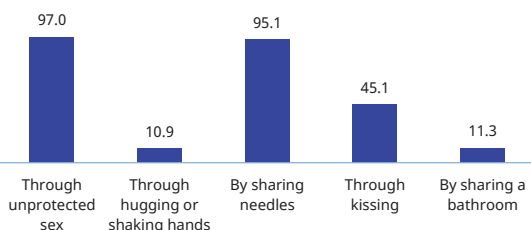


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

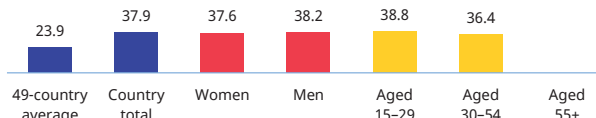
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Pakistan

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 001 (women = 499, men = 502)	9 Jan.–5 Feb. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

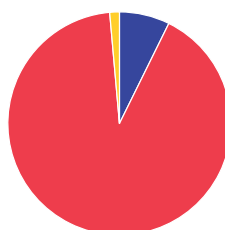
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
31.6	Allowed	50.5
51.6	Not allowed	35.6
6.2	(It depends)	2.8
10.7	(Don't know)/(Refused)	11.1

Country total - percentages

7.3 Yes  
 91.3 No  
 1.4 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
72.0	Yes	59.6
14.7	No	27.4
4.8	(It depends)	4.1
1.7	(Already have mandatory testing in this country)	0.5
6.8	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

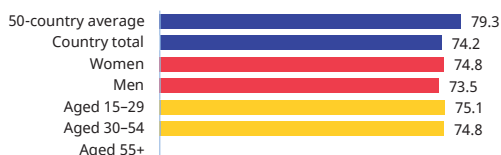
Have ever known a person living with HIV  
 Say "allowed" \*\*  
 Say "not allowed" \*\*

Have not ever known a person living with HIV  
 Say "allowed"  
 Say "not allowed"

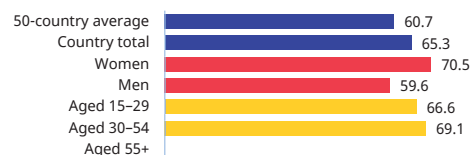
30.4  
 52.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

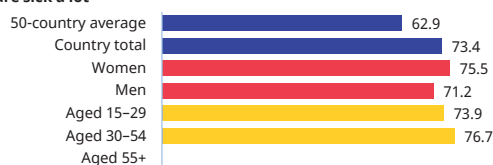
Risk of other people getting infected with HIV



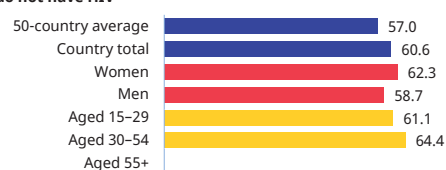
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

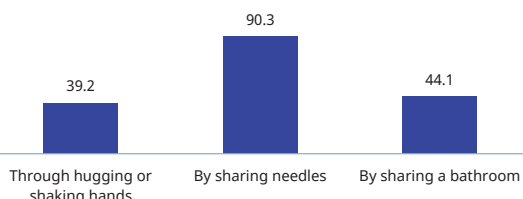


People with HIV should not associate with people who do not have HIV



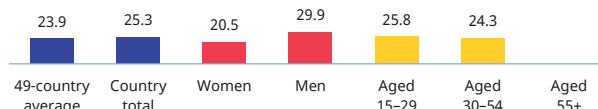
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through hugging or shaking hands, by sharing needles, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

In Pakistan, "through unprotected sex" and "through kissing" were omitted.

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries. The 49-country average is based on correct responses to all available items. Although only three items were asked in Saudi Arabia and Pakistan, respondents in the other 47 countries responded to five items – the three above, plus "through unprotected sex" and "through kissing".

# The ILO Global HIV Discrimination in the World of Work survey

Country: Paraguay

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Upper-middle income	1 000 (women = 482, men = 518)	22 Sep.–9 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

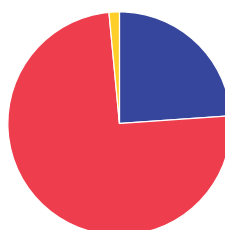
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
67.2	Allowed	50.5
19.3	Not allowed	35.6
6.4	(It depends)	2.8
7.1	(Don't know)/(Refused)	11.1

Country total - percentages

23.9 Yes  
 74.6 No  
 1.5 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
48.4	Yes	59.6
38.1	No	27.4
6.9	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
6.3	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

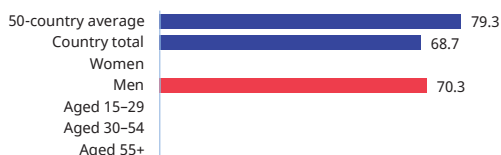
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	Say "allowed"	Say "not allowed"
	75.2	15.9

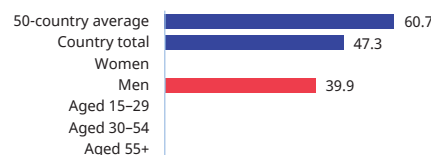
Have <u>not</u> ever known a person living with HIV	Say "allowed"	Say "not allowed"
	64.9	20.5

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

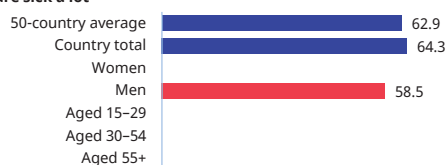
Risk of other people getting infected with HIV



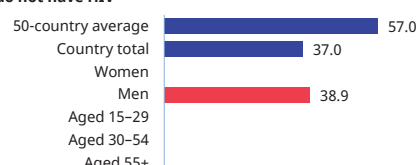
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

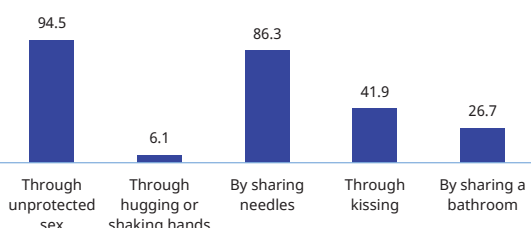


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

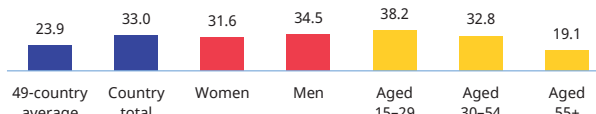
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Peru

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Latin America and the Caribbean	Upper-middle income	1 003 (women = 479, men = 524)	27 Nov. 2020–4 Feb. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

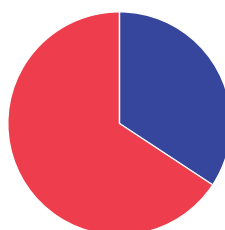
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
80.8	Allowed	50.5
16.0	Not allowed	35.6
0.8	(It depends)	2.8
2.4	(Don't know)/(Refused)	11.1

Country total - percentages

34.2 Yes  
 65.6 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
74.9	Yes	59.6
23.9	No	27.4
0.5	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
0.7	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV

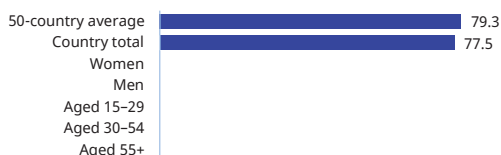
Say "allowed"	Say "not allowed"
85.8	11.9

Have not ever known a person living with HIV

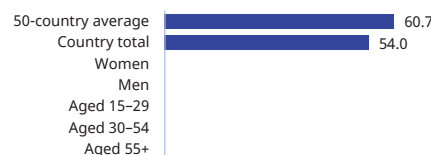
Say "allowed"	Say "not allowed"
78.2	18.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

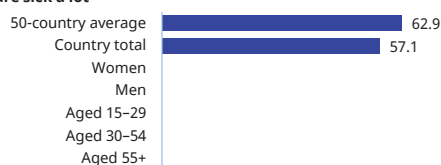
Risk of other people getting infected with HIV



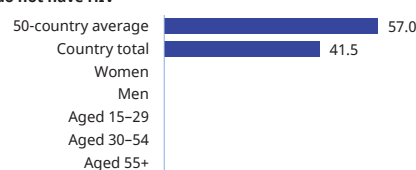
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

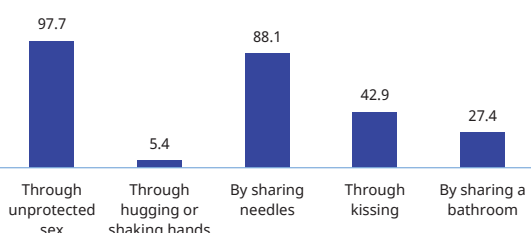


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

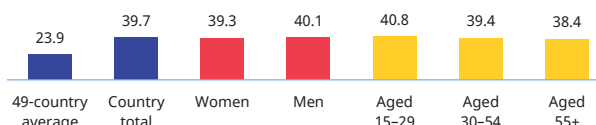
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Philippines

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 000 (women = 570, men = 430)	16 Nov.–19 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

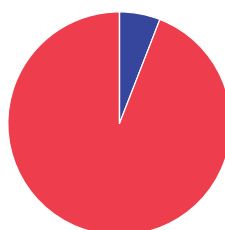
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
45.4	Allowed	50.5
54.0	Not allowed	35.6
0.6	(It depends)	2.8
*	(Don't know)/(Refused)	11.1

Country total - percentages

5.9 Yes  
 94.1 No  
 0.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
73.8	Yes	59.6
25.3	No	27.4
0.8	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
0.0	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

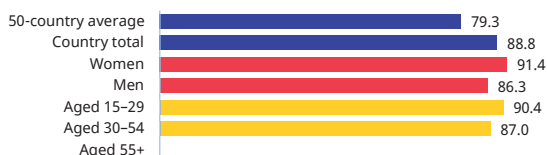
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" \*\*  
 Say "not allowed" \*\*

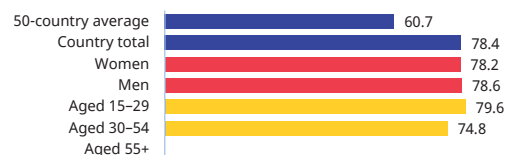
Have not ever known a person living with HIV  
 Say "allowed" 44.4  
 Say "not allowed" 55.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

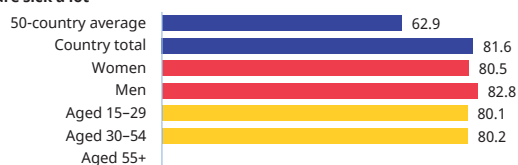
Risk of other people getting infected with HIV



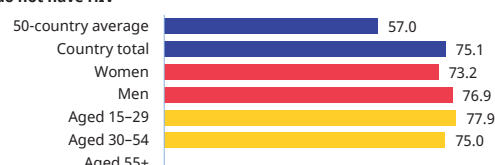
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

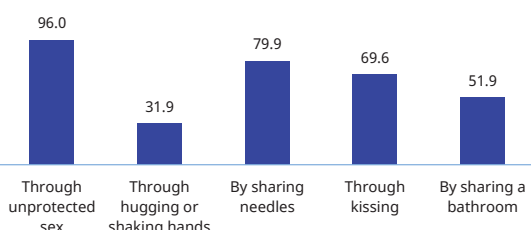


People with HIV should not associate with people who do not have HIV



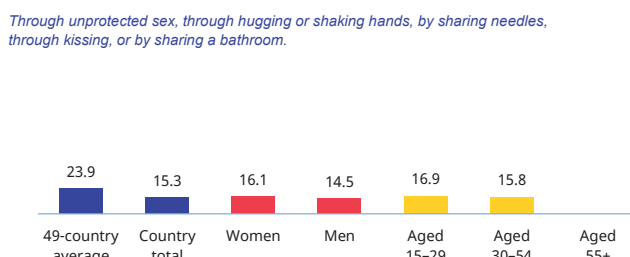
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Romania

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Europe and North America	Upper-middle income	1 006 (women = 536, men = 470)	2 Nov.–17 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

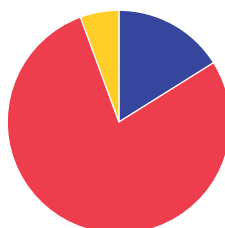
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
56.6	Allowed	50.5
21.0	Not allowed	35.6
6.1	(It depends)	2.8
16.3	(Don't know)/(Refused)	11.1

Country total - percentages

16.1 Yes  
 78.3 No  
 5.6 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
43.3	Yes	59.6
32.0	No	27.4
11.2	(It depends)	4.1
0.7	(Already have mandatory testing in this country)	0.5
12.8	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

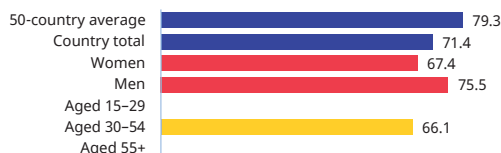
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
73.5	18.3

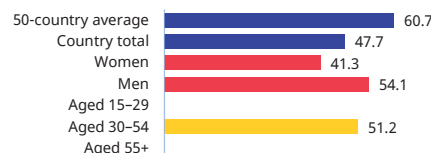
Have <b>not</b> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
56.0	23.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

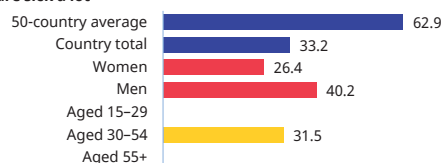
Risk of other people getting infected with HIV



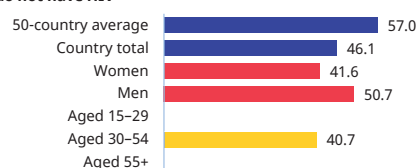
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

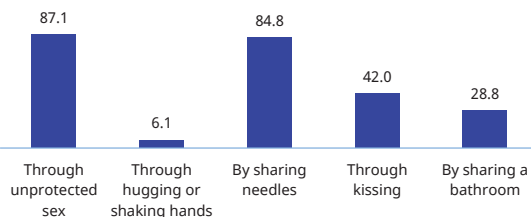


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

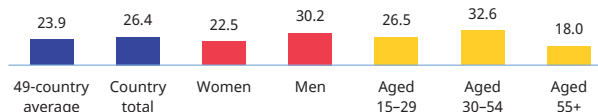
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Russian Federation

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern Europe and Central Asia	Upper-middle income	2 002 (women = 1 066, men = 936)	2–28 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

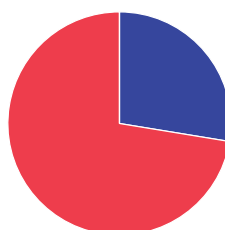
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
68.3	Allowed	50.5
27.0	Not allowed	35.6
1.7	(It depends)	2.8
3.0	(Don't know)/(Refused)	11.1

Country total - percentages

27.5 Yes  
 72.2 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
59.4	Yes	59.6
38.0	No	27.4
1.4	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.0	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 76.4  
 Say "not allowed" 20.2

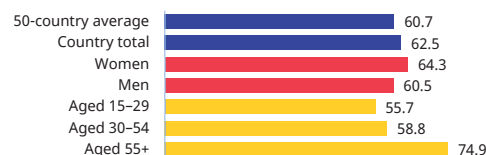
Have not ever known a person living with HIV  
 Say "allowed" 65.3  
 Say "not allowed" 29.7

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

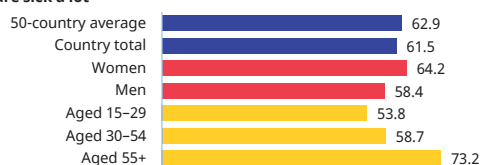
Risk of other people getting infected with HIV



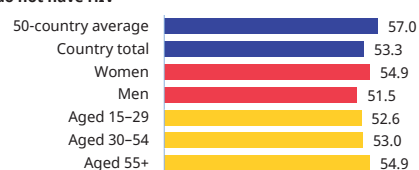
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

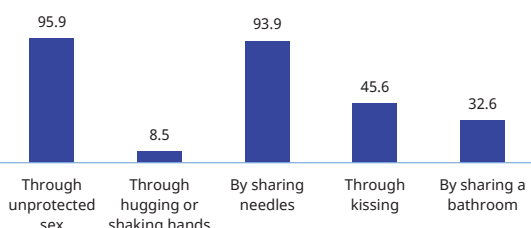


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

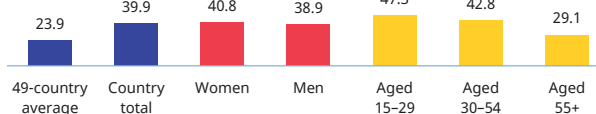
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: Saudi Arabia

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	High income	1 013 (women = 502, men = 511)	30 Sep.–17 Oct. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

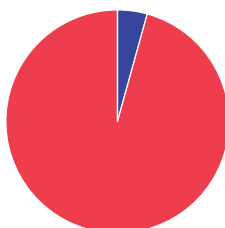
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
38.8	Allowed	50.5
55.2	Not allowed	35.6
3.9	(It depends)	2.8
2.1	(Don't know)/(Refused)	11.1

Country total - percentages

4.3 Yes  
 95.6 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
68.9	Yes	59.6
24.9	No	27.4
4.5	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.4	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

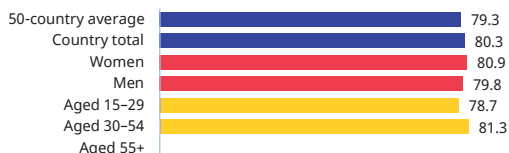
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" \*\*  
 Say "not allowed" \*\*

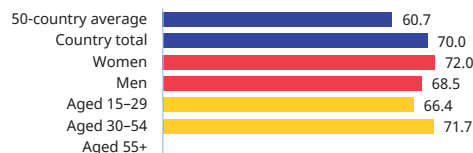
Have not ever known a person living with HIV  
 Say "allowed" 39.0  
 Say "not allowed" 54.9

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

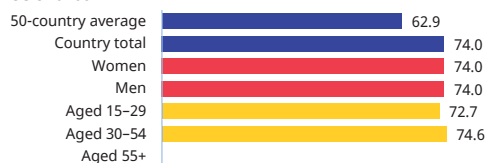
Risk of other people getting infected with HIV



People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

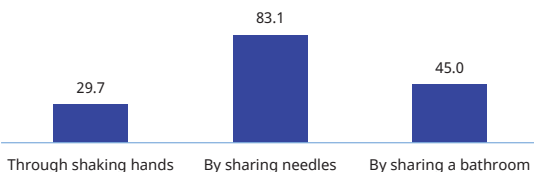


People with HIV should not associate with people who do not have HIV



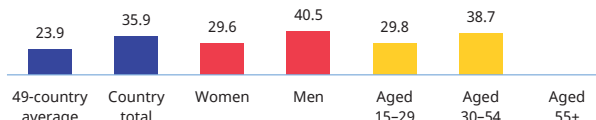
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through shaking hands, by sharing needles, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom". In Saudi Arabia, "through unprotected sex" and "through kissing" were omitted. A modified version of "through hugging or shaking hands" was asked: "Through shaking hands." This modified form is treated the same as the original when reporting results for this country and the 49-country average.

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries. The 49-country average is based on correct responses to all available items. Although only three items were asked in Saudi Arabia and Pakistan, respondents in the other 47 countries responded to five items - "through unprotected sex", "through hugging or shaking hands", "by sharing needles", "through kissing", or "by sharing a bathroom".

# The ILO Global HIV Discrimination in the World of Work survey

Country: Senegal

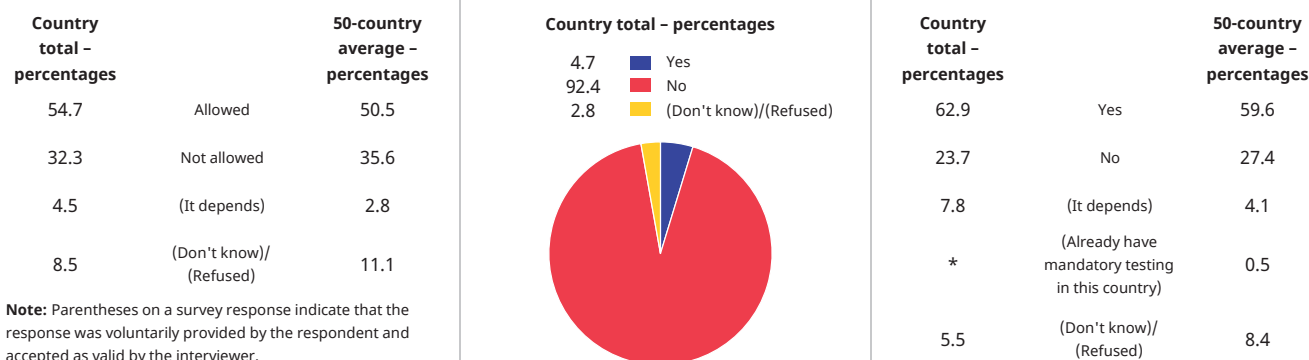
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Africa	Lower-middle income	1 000 (women = 510, men = 490)	7–23 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

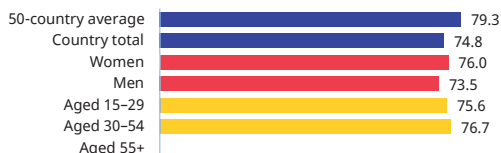


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

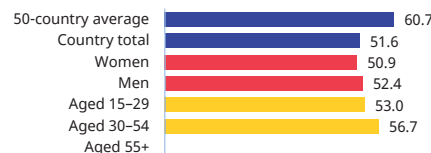
Have ever known a person living with HIV	Have <u>not</u> ever known a person living with HIV
Say "allowed" **	Say "allowed" 56.2
Say "not allowed" **	Say "not allowed" 32.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

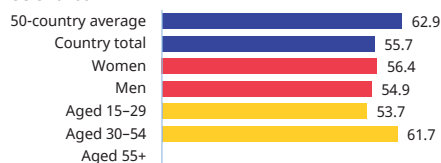
Risk of other people getting infected with HIV



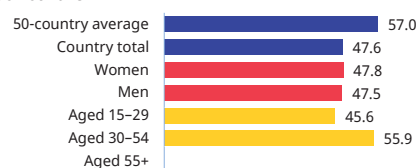
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

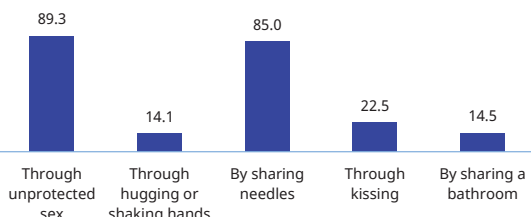


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

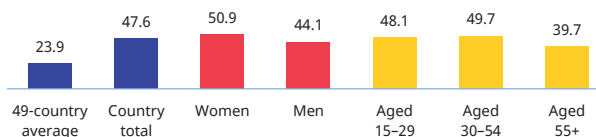
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: South Africa

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Upper-middle income	1 004 (women = 620, men = 384)	19 Nov.–13 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

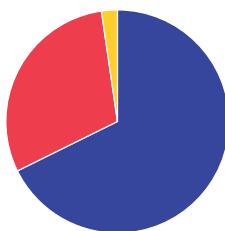
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
89.3	Allowed	50.5
6.1	Not allowed	35.6
2.4	(It depends)	2.8
2.2	(Don't know)/(Refused)	11.1

Country total - percentages

67.7 Yes  
 30.0 No  
 2.3 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
31.6	Yes	59.6
57.0	No	27.4
9.6	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.7	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
92.9	4.7

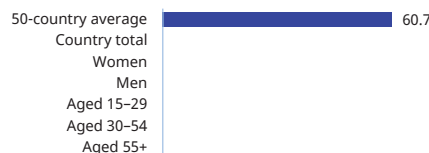
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
84.1	9.8

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

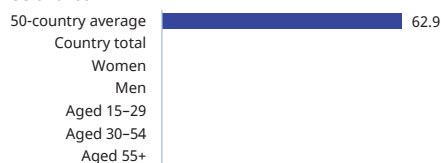
Risk of other people getting infected with HIV



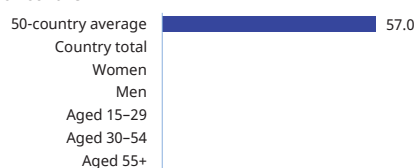
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

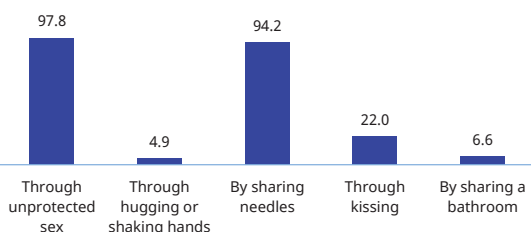


People with HIV should not associate with people who do not have HIV



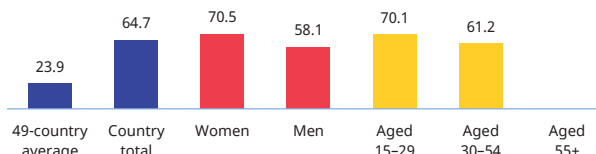
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Tanzania (United Republic of)

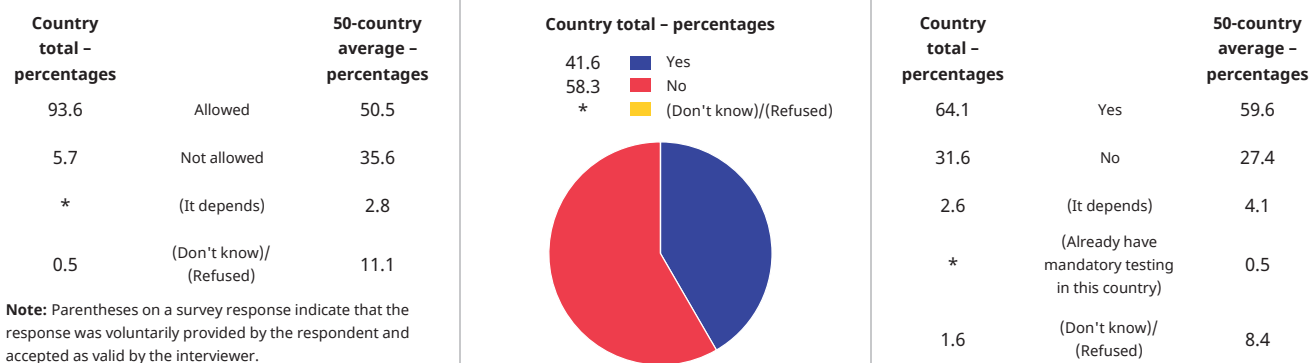
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Lower-middle income	1 000 (women = 455, men = 545)	2–15 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?



Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

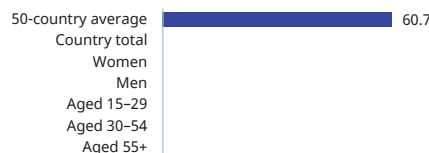
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
94.5	4.8	93.0	6.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

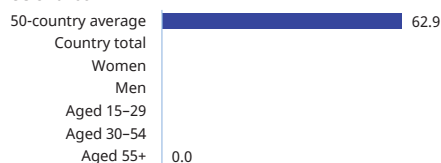
Risk of other people getting infected with HIV



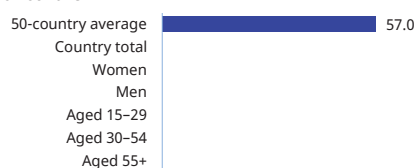
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

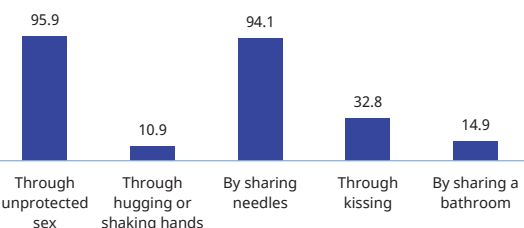


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

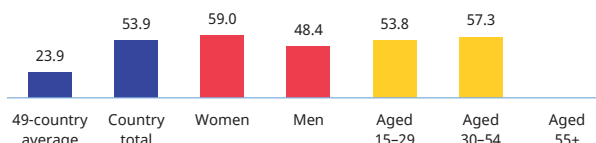
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Thailand

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Upper-middle income	1 000 (women = 554, men = 446)	13 Dec. 2020–25 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

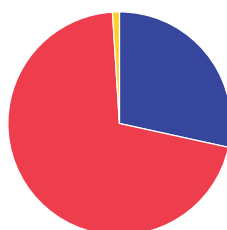
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
56.3	Allowed	50.5
29.7	Not allowed	35.6
5.8	(It depends)	2.8
8.2	(Don't know)/(Refused)	11.1

Country total - percentages

28.4 Yes  
 70.5 No  
 1.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
68.3	Yes	59.6
18.6	No	27.4
7.9	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
5.1	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

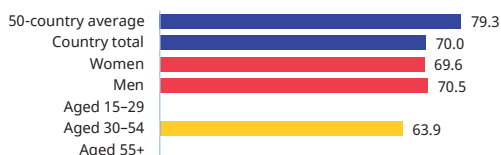
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
68.6	24.6

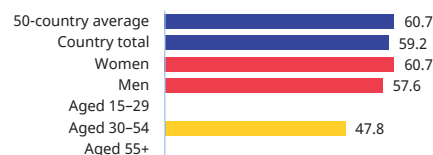
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
51.2	32.1

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

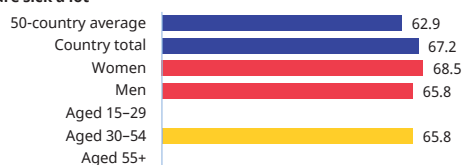
Risk of other people getting infected with HIV



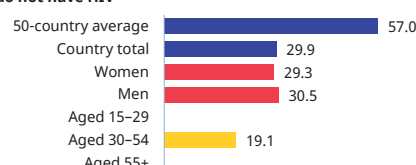
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

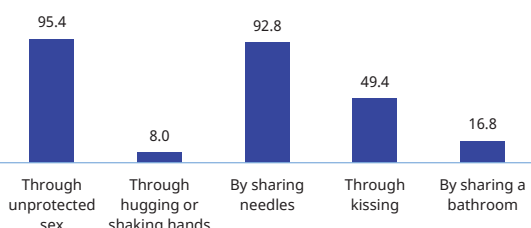


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

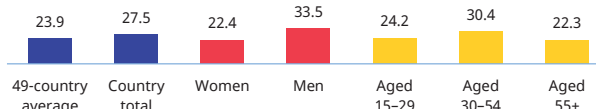
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Uganda

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Low income	1 000 (women = 452, men = 548)	28 Oct.–27 Nov. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

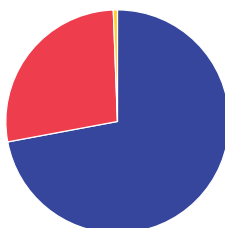
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
93.8	Allowed	50.5
3.1	Not allowed	35.6
2.2	(It depends)	2.8
0.8	(Don't know)/(Refused)	11.1

Country total - percentages

72.0 Yes  
 27.3 No  
 0.6 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
53.1	Yes	59.6
38.7	No	27.4
5.8	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
2.1	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
96.4	2.0

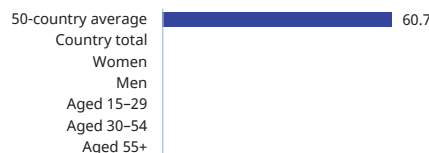
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
87.5	6.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

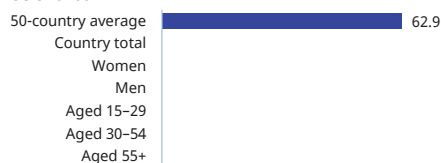
Risk of other people getting infected with HIV



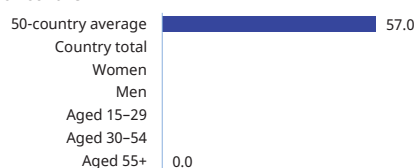
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

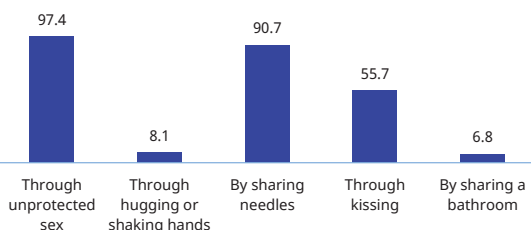


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

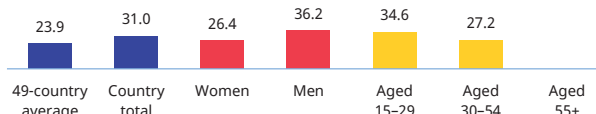
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Ukraine

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern Europe and Central Asia	Lower-middle income	1 000 (women = 545, men = 455)	28 Oct.–16 Nov. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

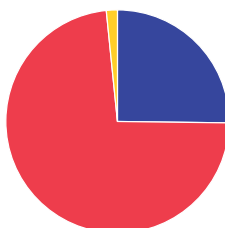
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
55.3	Allowed	50.5
31.7	Not allowed	35.6
4.4	(It depends)	2.8
8.6	(Don't know)/(Refused)	11.1

Country total - percentages

25.2 Yes  
 73.2 No  
 1.6 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
59.6	Yes	59.6
29.4	No	27.4
6.8	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
3.7	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

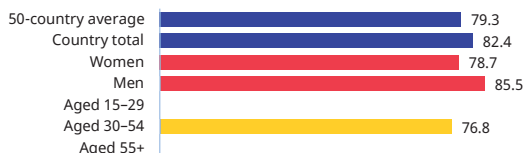
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 64.4  
 Say "not allowed" 24.9

Have not ever known a person living with HIV  
 Say "allowed" 52.6  
 Say "not allowed" 34.4

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

Risk of other people getting infected with HIV



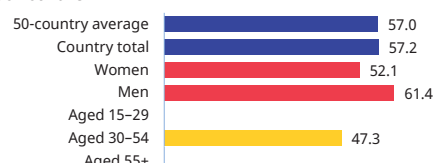
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

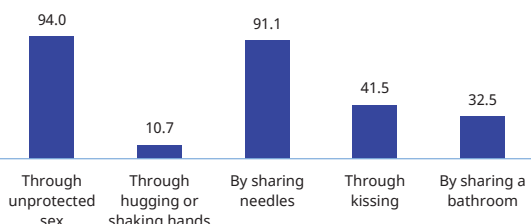


People with HIV should not associate with people who do not have HIV



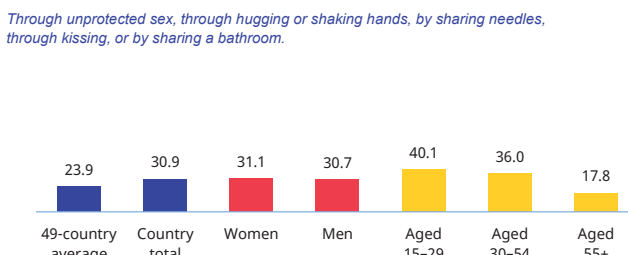
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: United Arab Emirates

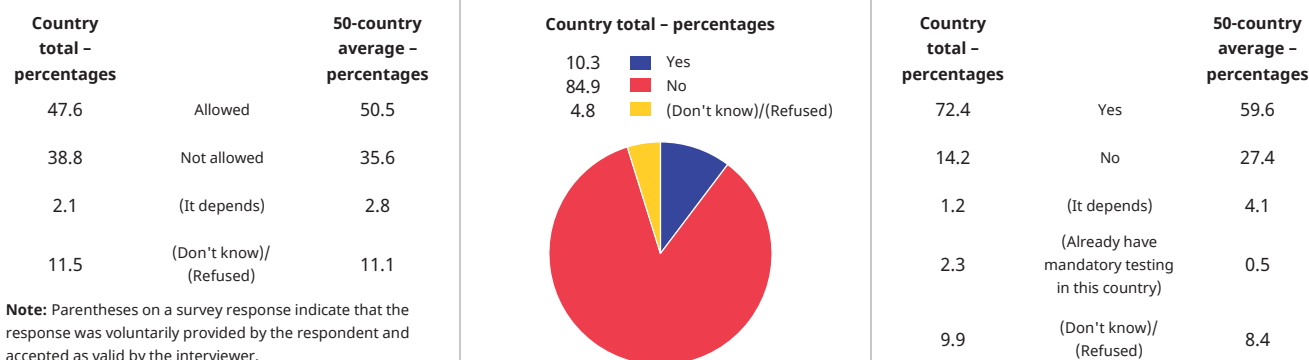
Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Middle East and North Africa	High income	1 017 (women = 241, men = 776)	22 Nov.–16 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

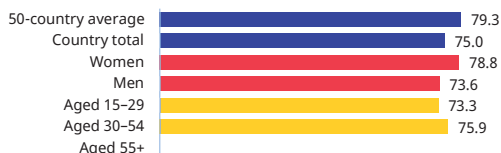


Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

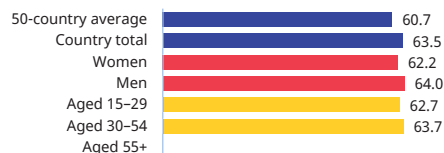
Have ever known a person living with HIV		Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"	Say "allowed"	Say "not allowed"
56.4	37.9	48.7	40.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

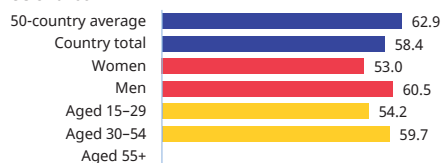
Risk of other people getting infected with HIV



People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot



People with HIV should not associate with people who do not have HIV

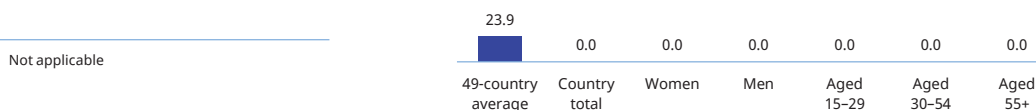


Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The HIV transmission question was not fielded in the United Arab Emirates.

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.



# The ILO Global HIV Discrimination in the World of Work survey

Country: United States

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Western and Central Europe and North America	High income	1 008 (women = 477, men = 531)	14 Oct.–8 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

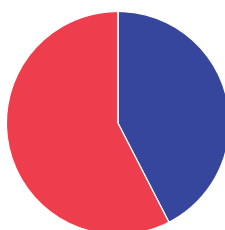
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
83.8	Allowed	50.5
12.5	Not allowed	35.6
2.6	(It depends)	2.8
1.1	(Don't know)/(Refused)	11.1

Country total - percentages

42.4 Yes  
 57.5 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
21.9	Yes	59.6
75.2	No	27.4
2.3	(It depends)	4.1
0.0	(Already have mandatory testing in this country)	0.5
0.6	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV

Say "allowed"	Say "not allowed"
86.5	9.2

Have not ever known a person living with HIV

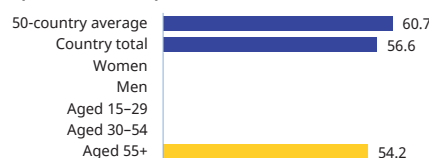
Say "allowed"	Say "not allowed"
81.8	15.0

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

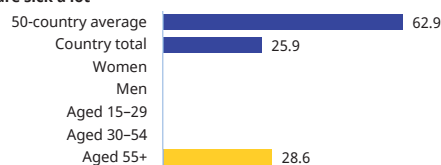
Risk of other people getting infected with HIV



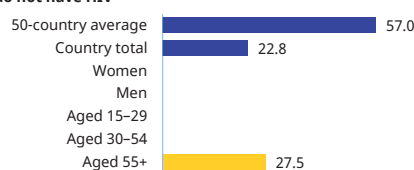
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

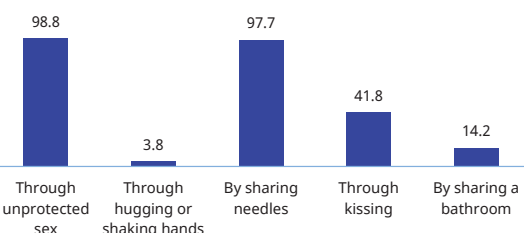


People with HIV should not associate with people who do not have HIV



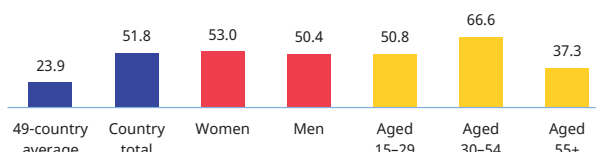
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Viet Nam

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Asia and the Pacific	Lower-middle income	1 000 (women = 445, men = 555)	19 Oct.–6 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

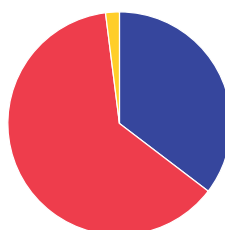
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
62.3	Allowed	50.5
22.2	Not allowed	35.6
6.1	(It depends)	2.8
9.4	(Don't know)/(Refused)	11.1

Country total - percentages

35.4 Yes  
 62.7 No  
 2.0 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
58.4	Yes	59.6
26.3	No	27.4
6.7	(It depends)	4.1
0.5	(Already have mandatory testing in this country)	0.5
8.2	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

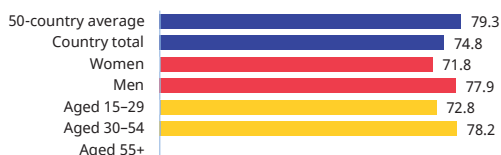
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV  
 Say "allowed" 71.1  
 Say "not allowed" 18.4

Have not ever known a person living with HIV  
 Say "allowed" 58.6  
 Say "not allowed" 25.1

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

Risk of other people getting infected with HIV



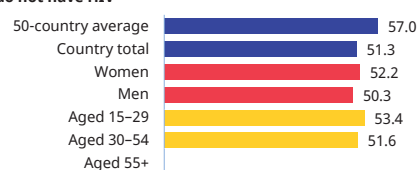
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

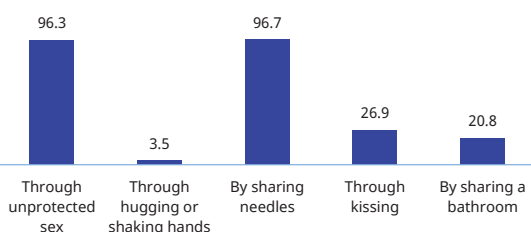


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

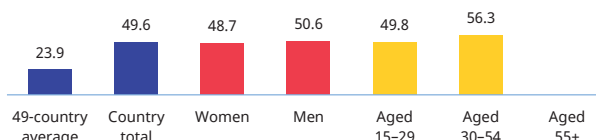
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Zambia

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Lower-middle income	1 005 (women = 481, men = 524)	14 Dec. 2020–20 Jan. 2021

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

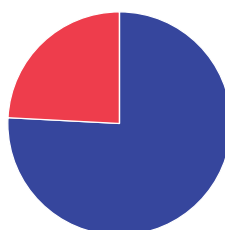
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
95.3	Allowed	50.5
3.5	Not allowed	35.6
0.6	(It depends)	2.8
0.5	(Don't know)/(Refused)	11.1

Country total - percentages

75.6 Yes  
 24.1 No  
 \* (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
52.0	Yes	59.6
41.8	No	27.4
4.6	(It depends)	4.1
*	(Already have mandatory testing in this country)	0.5
1.3	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

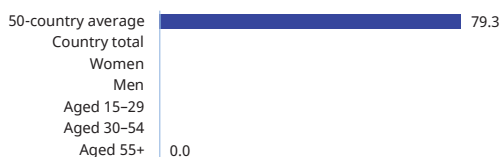
Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
94.4	4.2

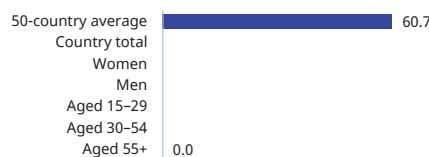
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
98.3	1.5

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

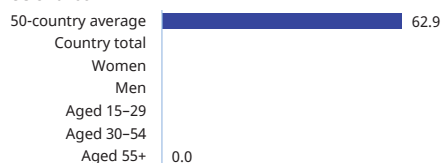
Risk of other people getting infected with HIV



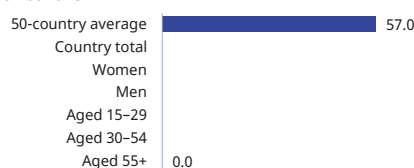
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

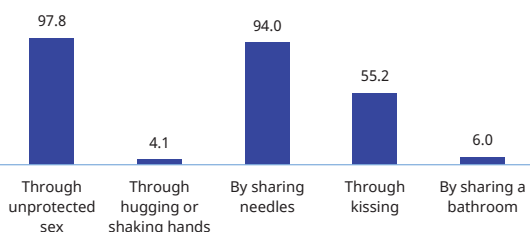


People with HIV should not associate with people who do not have HIV



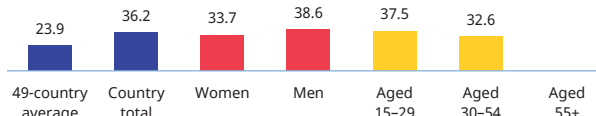
Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

# The ILO Global HIV Discrimination in the World of Work survey

Country: Zimbabwe

Note: Each country report may (but does not always) include asterisks that indicate the following:  
 \* >0.0 but <0.5 per cent of respondents gave the indicated survey response.  
 \*\* Data were excluded due to n<100.

Region	Country income level	Sample size	Survey fielding period
Eastern and Southern Africa	Lower-middle income	1 002 (women = 527, men = 475)	14–26 Dec. 2020

Do you think people who have HIV should be allowed or not allowed to work in any type of job in direct contact with other people who do NOT have HIV?

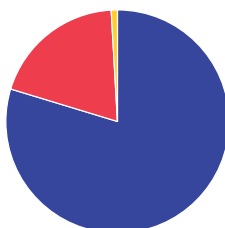
Have you, personally, ever known a person with HIV?

In this country, should there be mandatory testing for HIV before people are allowed to work?

Country total - percentages		50-country average - percentages
91.5	Allowed	50.5
5.3	Not allowed	35.6
2.3	(It depends)	2.8
0.9	(Don't know)/(Refused)	11.1

Country total - percentages

79.7 Yes  
 19.4 No  
 0.9 (Don't know)/(Refused)



Country total - percentages		50-country average - percentages
48.0	Yes	59.6
37.0	No	27.4
10.8	(It depends)	4.1
1.2	(Already have mandatory testing in this country)	0.5
3.0	(Don't know)/(Refused)	8.4

Note: Parentheses on a survey response indicate that the response was voluntarily provided by the respondent and accepted as valid by the interviewer.

Percentages of people in this country who say people living with HIV should be "allowed" or "not allowed" to work directly with others who do not have HIV, by whether they have ever known a person living with HIV

Have ever known a person living with HIV	
Say "allowed"	Say "not allowed"
93.8	4.1

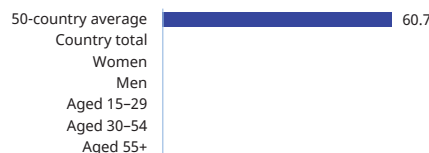
Have <u>not</u> ever known a person living with HIV	
Say "allowed"	Say "not allowed"
83.6	10.2

Please tell me if you think each of the following is a reason why people who have HIV should not be allowed to work in direct contact with other people who do not have HIV. (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)

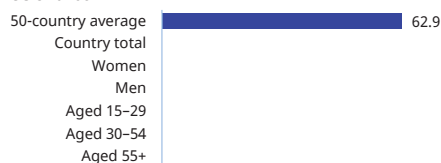
Risk of other people getting infected with HIV



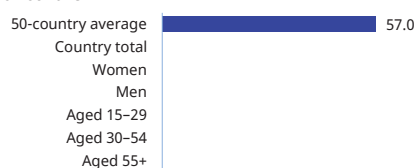
People with HIV can spread illnesses other than HIV



People with HIV cannot be productive at work because they are sick a lot

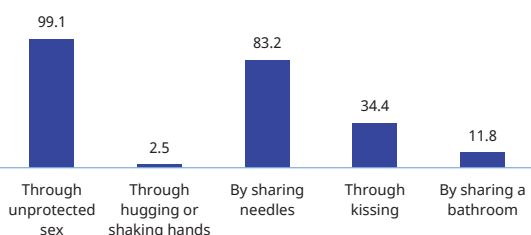


People with HIV should not associate with people who do not have HIV



Note: Data in the "reason" charts are based on respondents who say people living with HIV should not be allowed to work directly with others who do not have HIV, or say "it depends".

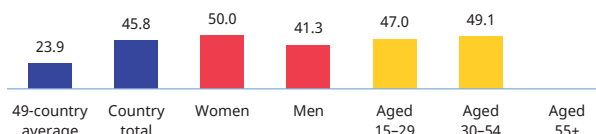
To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who say "yes"; any missing bar indicates data were excluded due to n<100)



Note: "Yes" is the correct answer for "through unprotected sex" and "by sharing needles". "Yes" is the incorrect answer for "through hugging or shaking hands", "through kissing", and "by sharing a bathroom".

To the best of your knowledge, can HIV be transmitted in any of the following ways? (Percentages of people who correctly answered all question items; any missing bar indicates data were excluded due to n<100)

Through unprotected sex, through hugging or shaking hands, by sharing needles, through kissing, or by sharing a bathroom.



Note: The survey was fielded in 50 countries, but the HIV transmission question was not fielded in the United Arab Emirates; therefore, this chart provides an average for only 49 countries.

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