

SURVEY REPORT - SUMMARY

Telephone survey on attitudes and behaviours in the workplace related to persons living with HIV/AIDS or living with another chronic and episodic illness.

Conducted for



by

AXIOME | MARKETING

thanks to the support of



July 2, 2009

Use of these findings

Any partial or total publication, broadcast or distribution of the results of this survey must be accompanied by direct mention of the name of the author of the survey, Axiome Marketing, the sponsor, COCQ-SIDA, the number of respondents and the margin of error.

Additional Information

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Note

This survey was made possible through unconditional funding by Bristol Myers Squibb Canada.

Methodology

Strategic objectives of the survey

The strategic objectives of this quantitative survey were to assess the following:

- Presence of people living with a chronic illness in the workplace and the impacts of this.
- Presence of people living with HIV/AIDS in the workplace and the impacts of this.
- Attitudes and behaviours regarding people living with a chronic and episodic illness.
- Attitudes and behaviours regarding people living with HIV/AIDS.
- Types and sectors of activities in companies where the attitudes and behaviours were observed.
- Sources of information on HIV or AIDS and the accuracy of these.
- Common demographic profile.

Survey procedures

This study, conducted by Axiome Marketing, comprised telephone interviews conducted on the francophone population of Québec.

The list of names and telephone numbers of potential respondents was provided by ASDE Survey Sampler Inc. The sample came from the population of numbers on this list.

The telephone interviews were conducted from the offices of Axiome Marketing between March 30 and June 2, 2009.

Notes on the sample

With 1,054 respondents, the maximum margin of error was $\pm 3,02\%$, 19 times out of 20. One time out of 20, the margin of error exceeded the aforementioned.

Highlights

- 1 76.0% of respondents said they could define HIV and AIDS. However, only half (50.3%) were able to choose the statement that best defined HIV and AIDS.
- 2 Among respondents who had looked for work in the five years preceding the survey, nearly a quarter (23.7%) stated they had been asked to respond verbally or in writing to questions related to their health status. 18.1% indicated having been asked whether they had or believed they had a chronic or episodic illness.
- 3 Among respondents having been asked about their health status by a potential employer in the past five years, 21.1% said they had been asked to reveal their HIV status. All respondents (100%) who said they had been asked by a potential employer about their HIV and health status had indeed answered the questions.
- 4 A quarter of respondents (25.6%) said they had already worked with a colleague who had a chronic or episodic illness. Diabetes (53.5%) was the illness most frequently cited, followed by multiple sclerosis (19.9%) and arthritis (14.7%). 4.5% of respondents said their colleague specifically lived with HIV.
- 5 A large majority (82.6%) of respondents were of the opinion that employees treated the person with a chronic or episodic illness in the same way as they treated other employees. A lesser proportion of respondents (56.6%) were of the opinion that this person elicited compassion. With regards to negative attitudes, 8.8% of respondents thought that people with a chronic or episodic illness could be victims of rumours or gossip in the workplace; 6.6% cited harassment, 3.9% rejection.
- 6 3.9% stated they had already worked with a person living with HIV. 19.5% of these respondents said that they had been informed by the person him/herself of his/her health status and 20.3% by a colleague who had divulged to them the information given by the person living with HIV. In the category of “other reasons” by respondents as to they became aware of this information, the following were indicated: palliative care that the person with HIV had received and his/her death (15% in each case, all responses combined), and chance (12.5%, all responses combined). Compared to the findings on people living with another chronic or episodic illness, those living with HIV seemed less inclined to inform their colleagues of their health status (37.8% vs. 19.5%).
- 7 Though 61.0% of respondents were of the opinion that their colleague living with HIV was treated the same way as other employees and elicited compassion (62.0%),

around half (51.5%) also said that this person had been rejected by his/her colleagues and he/she was the subject of rumours and gossip (47.7%). Slightly less than a third (30.9%) of respondents stated that their colleague living with HIV was victim of harassment. See figure 1 hereunder for more details, including a comparison of the answers given by respondents working with a person living with HIV and those working with a person living with another chronic or episodic illness.

8 14.6% of respondents who had worked with a person living with HIV indicated they felt somewhat uncomfortable vis-à-vis this colleague because of his/her illness. In each case, the reason given was a fear of becoming infected with HIV.

9 89% of respondents stated that it is very or somewhat probable that they would have a good relationship with a colleague living with HIV (63.0% and 26.0% respectively). One in ten said that it was somewhat or very improbable (5.1% and 6.0% respectively).

10 With regards to negative attitudes, in order of importance and grouping together respondents who strongly agreed and somewhat agreed with the statement, 42.4% of respondents stated that they would be worried if they learned a colleague they frequently spent time with at work was living with HIV. 16% stated that they would inform other work colleagues, 13.5% said they would avoid playing sports with him/her, and 8.5% said they would be inclined to stay away from him/her. Few respondents said they would arrange things so that this person would lose or leave his/her job (3.0%), that they would be disgusted (2.8%) or that they would be angry at him/her (1.8%)

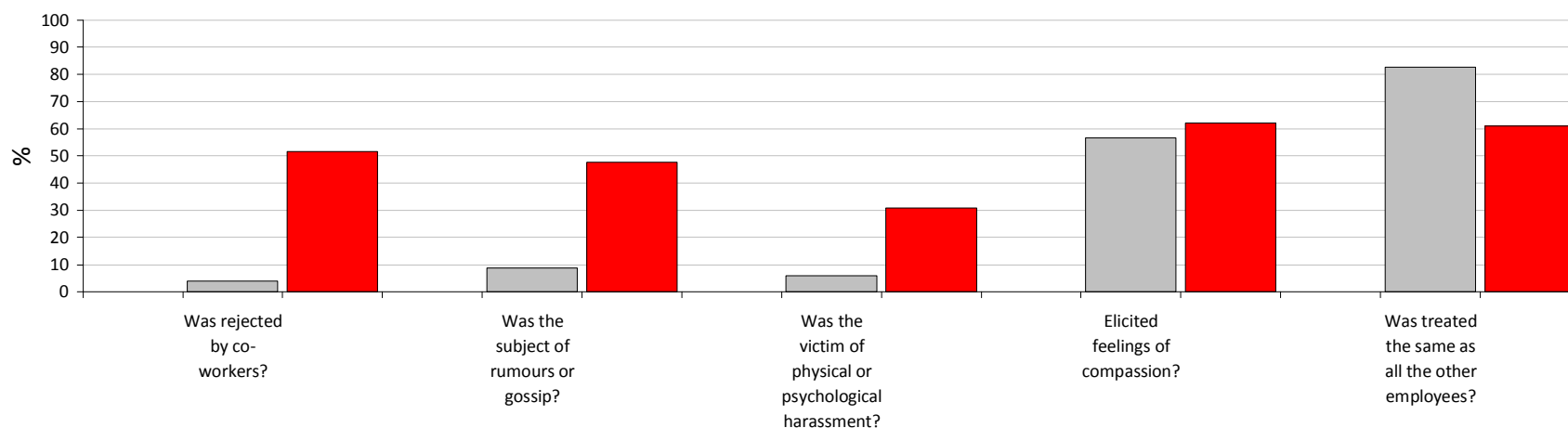
11 Being informed of the HIV status of a colleague seemed to have a certain importance for respondents, since 43.6% said that this information would be very important or somewhat important to them (18.3% and 25.3% respectively).

12 58.1% of respondents thought that a person living with HIV had between 10 and 20 years left to live. More than a quarter of respondents (28.4%) were able to correctly identify the duration a person with HIV could live, from the time he/she began treatment, namely as being between 20 and 40 years.

FIGURE 1

Work – Attitude

To the best of your knowledge, do you feel that the attitude of other employees to this person because of his/her illness means that s/he: (Answer with “yes”, “no” or “I don’t know” after each)



Rejection	
Answer	%
Chronic illness	
Yes	3,9 %
No	96,1 %
HIV	
Yes	51,5 %
No	48,5 %

Rumours	
Answer	%
Chronic illness	
Yes	8,8 %
No	91,2 %
HIV	
Yes	47,7 %
No	52,3 %

Harassment	
Answer	%
Chronic illness	
Yes	6,0 %
No	94,0 %
HIV	
Yes	30,9 %
No	69,1 %

Compassion	
Answer	%
Chronic illness	
Yes	56,6 %
No	43,4 %
HIV	
Yes	62,0 %
No	38,0 %

The same	
Answer	%
Chronic illness	
Yes	82,6 %
No	17,4 %
HIV	
Yes	61,0 %
No	39,0 %