

# Enhancing Labour Force Participation for People Living with HIV in Canada **Scoping Review Results**

Canadian Working Group on HIV and Rehabilitation Groupe de travail canadien sur le VIH et la réinsertion socia

### **Objective**

- To conduct a scoping review to inform the development of a conceptual framework to promote the enhancement of labour force participation for people living with HIV/AIDS (PHAs) in Canada.
- Scoping Studies aim to map key concepts underpinning a research area and the main sources and types of evidence available, and include both a literature review and consultative phase. (Arksey & O'Malley, 2005)

### **Methods**

- The research process was guided by an Advisory Committee of 6 people including PHAs, employers, service providers, insurers, and policy makers.
- A scoping review of published and grey literature on labour force participation for PHAs from 1980 to the end of February 2008 was conducted. A search of ABI, PsycINFO, MEDLINE, EMBASE, and CINAHL identified 11,165 potentially relevant abstracts.
- 243 articles met the inclusion criteria (restricted to English or French articles primarily from developed countries).
- A corresponding review of grey literature gathered through key informants and web searches identified 42 additional relevant documents.
- Data were extracted onto a standardized charting form by four members of the research team. Frequent consultation and member checks were conducted to ensure consistency and rigor.
- The data were summarized to formulate a preliminary framework.
- The preliminary framework was reviewed and augmented by members of the advisory committee during a day-long consultation.

### **Scoping Literature Review Steps**

### **Database Search**

ABI, PsycINFO, MEDLINE, EMBASE, CINAHL yielded 11,165 abstracts for review

### **Abstract Review**

Two reviewers independently reviewed all abstracts, established relative categories and made recommendations for deferral, inclusion and exclusion.

10,756 articles were deferred or excluded from the scoping review including irrelevant articles and those relating to occupational exposure, HIV education, HIV and health care providers, the American Disabilities Act, developing countries, and the Insurance industry.

### **Study Inclusion**

243 Peer reviewed articles met the inclusion criteria. An additional 42 articles from the "grey literature" were included. Articles were English or French and primarily from developed countries.

## **Data Extraction**

Four team members charted data from the relevant articles. The data were reviewed and summarized to create a draft framework of evidence relating to labour force participation for PHAs.

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## **Conclusions and Next Steps**



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### Results – A Preliminary Conceptual Framework of Labour Force Participation for People Living with **HIV/AIDS in Canada**

This preliminary conceptual framework represents the summary of evidence on labour force participation for people living with HIV/AIDS. The framework incorporates key themes from the scoping review of the literature (published and grey literature) and additional themes supplemented by the one day consultation with the Advisory Committee.

Characteristics of Work	Key Factors Barriers and Facilitators	
<ul> <li>Maintenance of ongoing employment versus return to work</li> <li>Multiple transitions between work and unemployment due to illness</li> <li>Diversity of employment forms: part time, full time, and contract</li> <li>Participation in vocational rehabilitation and work trials</li> <li>Engagement in alternative vocational activities such as volunteering, return to school</li> <li>Entering workforce for</li> </ul>	<ul> <li>Episodic Nature of HIV/AIDS (crosses all domains)</li> <li>Health Domain* <ul> <li>Health status, episodic nature of HIV and disease progression</li> <li>Emotional and psychological factors</li> </ul> </li> <li>Employment Domain* <ul> <li>Income protection, insurance and benefits</li> <li>Stigma and discrimination</li> <li>Disclosure</li> <li>Work environments and workplace accommodations</li> <li>Job skills, work experience and education</li> <li>Job characteristics</li> <li>Workplace AIDS education and support programs</li> <li>Workplace policies</li> <li>Level of flexibility in the workplace</li> </ul> </li> </ul>	<ul> <li>Sup</li> <li>Se</li> <li>Pe</li> <li>Ind</li> <li>St</li> <li>Add</li> <li>Add</li> <li>St</li> <li>Add</li> <li>Add</li> <li>St</li> <li>Add</li> <li>Add</li> <li>St</li> <li>Add</li> <li>Add</li></ul>
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<ul> <li>Ilations</li> <li>New immigrants</li> <li>Single mothers</li> <li>Substance users</li> <li>Mental health</li> <li>Aboriginal peoples</li> <li>Older adults</li> </ul>	<ul> <li>Vocational services</li> <li>Access to community resources</li> <li>Social inequities (socio- demographic factors)</li> <li>Access to information</li> <li>Social supports</li> </ul> Public Policy Domain <ul> <li>Legislation and public policy</li> <li>Level of flexibility of disability income supports</li> <li>* (Maguire, 2008)</li> </ul>	<ul> <li>Of sp dis</li> <li>Or co en</li> <li>Oc co mo inco</li> <li>Pr</li> <li>Ini</li> </ul>
	<ul> <li>Work</li> <li>Maintenance of ongoing employment versus return to work</li> <li>Multiple transitions between work and unemployment due to illness</li> <li>Diversity of employment forms: part time, full time, and contract</li> <li>Participation in vocational rehabilitation and work trials</li> <li>Engagement in alternative vocational activities such as volunteering, return to school</li> <li>Entering workforce for the first time</li> </ul>	<ul> <li>Work</li> <li>Maintenance of orgoing employment versus return to work</li> <li>Multiple transitions between work and unemployment due to illness</li> <li>Diversity of employment forms: part time, full time, and contract</li> <li>Participation in vocational rehabilitation and work trials</li> <li>Engagement in alternative vocational activities such as volunteering, return to school</li> <li>Entering workforce for the first time</li> <li>New immigrants es</li> <li>Single mothers</li> <li>Substance users</li> <li>Mental health</li> <li>Aboriginal peoples</li> <li>Older adults</li> <li>Barriers and Facilitators</li> <li>Barriers and Facilitators</li> <li>Episodic Nature of HIV/AIDS (crosses all domains)</li> <li>Health Domain*</li> <li>Health Status, episodic nature of HIV and disease progression</li> <li>Employment forms: part time, full time, and contract</li> <li>Participation in vocational rehabilitation and work trials</li> <li>Engagement in alternative vocational activities such as volunteering, return to school</li> <li>Entering workforce for the first time</li> <li>Job characteristics</li> <li>Workplace AIDS education and support programs</li> <li>Level of flexibility in the workplace</li> <li>Access to community resources</li> <li>Social supports</li> <li>Access to information</li> <li>Social supports</li> <li>Access to information</li> <li>Social supports</li> <li>Mental health</li> <li>Aboriginal peoples</li> <li>Older adults</li> <li>disabilities</li> </ul>

• Labour force participation provides income and promotes social engagement and self-determination for PHAs. • Changing workplace and income support policies and developing programs to assist people living with HIV to participate in the labour force is a challenge in need of attention. • This preliminary framework will be further developed through a consultative process with key informants across Canada to inform programs and policies that can assist PHAs to return to and sustain paid employment.

• The resulting framework will be used to inform the development of an intervention to enhance labour force participation for PHAs in Canada.

Acknowledgments: Funding for the study provided by the Canadian Institutes of Health Research (CIHR). Catherine Worthington is a CIHR New Investigator. Kelly O'Brien is supported by a Fellowship from the CIHR. We thank the members of the Advisory Committee for their input into the development of this framework. For more information please contact: cworth@ucalgary.ca





### **Strategies and Support**

#### pporting Return to Work

- Services that are HIV specific
- Peer support
- ndividual approach to service delivery Strengths-based approach
- Advocacy
- Services provided by supportive,
- espectful and courteous professionals acilitated adjustment to the workforce Opportunities for temporary and part-time employment
- Services that allow PHAs to return to vork in a way that best suits their inancial and adjustment-related needs Jtilization of an holistic and processpriented approach
- Emphasis on learning practical skills Encouragement to counter broader ultural messages re: illness and stigma Opportunities to develop job search skills: e.g., resume writing, interviewing

#### staining Employment

- Support for disclosure
- Off-site vocational counseling: job specific, job related problem solving, disability management and coping skills On site job support: help in communicating and negotiating with employers re: accommodation Occupational therapy including energy conservation techniques, workplace nodification, training and work to
- ncrease coping with future transitions Providing PHAs with informed mentors nitiatives to reduce discrimination

#### **Outcomes of Labour Force Participation**

### **Risk/Benefits for Individuals**

- Employment is a strong predictor of higher health related quality of life (HRQL) among PHAs
- Higher physical functioning
- Fewer physical limitations
- Less physical pain
- Better perceived general health
- Slower disease progression in HIV
- Reduction in HIV symptoms
- Increased sense of well being
- Work stress leads to negative effects on health
- Reduction in risk behaviours

#### **Cost/Benefits for Employers**

- Increased productivity
- Decreased litigation
- Costs of accommodation
- Reputation as a responsible corporate citizen
- Attraction and retention of qualified employees
- Providing equity and raising morale within the organization

#### **Cost/Benefits for Governments**

- Tax benefits
- Decreased burden on health and social service programs
- Decreased transmission of HIV
- Decreased disability benefits

**Cost/Benefits for Insurers**