

Selected 2011 GPS Key Results: GHANA Ministry of Education



UN Region: Sub-Saharan Africa

HIV Prevalence (2009): 1.8%

Date completed 2011 GPS: 24.11.2011

STRUCTURE OF EDUCATION SYSTEM (Note: Drawn from UIS data sources as respondents could not provide comprehensive answers to this section)

Age	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Level					Pre Prim		Lower Primary			Upper Primary			Lower Sec			Upper Sec		
Grades/Forms					KG1	KG2	1	2	3	4	5	6	1	2	3	1	2	3

LEARNER NUMBERS BY LEVEL -2011

	Pre Primary	Primary	Secondary	Total
Pupils	1338454	3860381	2148266	7347101

TEACHER NUMBERS BY LEVEL -2011

	Pre Primary	Primary	Secondary	Total
Teachers	37789	124359	115086	277234

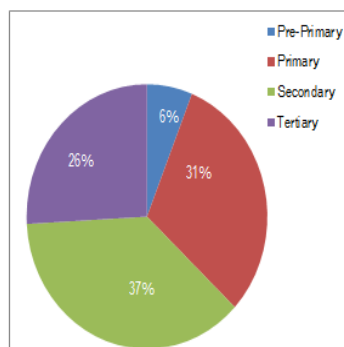
PERCENTAGE CHILDREN OUT OF SCHOOL -2011

Primary	Lower Secondary	Adult literacy rate (estimate):
16	26	66.6 -2009

PERCENTAGE TRAINED TEACHERS BY LEVEL -2011

Percentage trained		Pre Primary	Primary	Secondary
		Male	23	42
	Female	23	66	82

PUBLIC EXPENDITURE BY LEVEL (2010)



% Public Expenditure spent on Education: 24.4 -2010

% Expenditure on Teacher & Support staff salaries: 71.2 -2010

CHILDREN ORPHANED

Children (0-17yrs) orphaned by AIDS ('000): 160 (UNICEF 2009)	Learners in the basic education system who have been orphaned ('000): 1.34
Children (0-17yrs) orphaned due to all causes ('000): 1100 (UNICEF 2009)	

1. EDUCATION SYSTEM

• Is total enrolment in your schools, over the last 10 years; growing, shrinking or remaining stable?	Pre Primary	Male	Growing
		Female	Growing
• Total public expenditure (in local currency) on education	Primary	Male	Growing
		Female	Growing
• Estimate % of teachers employed who permanently left the system in the last academic year for any reason (e.g. retirement, resignation, promotion, illness, death etc.)?	Secondary	Male	Growing
		Female	Growing
• Number of learners in the basic education system who have been orphaned ¹			1825819889 GHS (Ghana Cedis)
			3.34
	Male		
	Female		
	Total		1341

2. MINISTRY OF EDUCATION HIV&AIDS STRUCTURES

National Level

• At the national level, do you have a dedicated committee or management unit that is responsible for coordinating the response to the HIV&AIDS epidemic?	Committee	Yes
	Unit	Yes
○ If there is a management unit, how many permanent staff members does it have?	Unit	6
○ If there is a committee or management unit, does it include senior staff?	Committee	Yes
	Unit	Yes
○ If there is a committee or management unit, does it have a dedicated budget?	Committee	Yes
	Unit ²	Yes
○ If there is a committee or management unit, have members received orientation training?	Committee	Yes
	Unit	Yes
○ If there is no management unit, are there staff at the national Ministry level who only deal with HIV&AIDS issues?		n/a

¹ EMIS does not have the breakdown of the orphans into males and females. Only the totals which is already given

² Budget provision is made based on availability of funds

▪ If Yes, are they at a senior level?		n/a
▪ If No, are there staff members whose responsibilities include HIV&AIDS?		n/a
• Is the Ministry involved in any current application for funding to any donor or development partner?	HIV&AIDS	Yes
	Tuberculosis	No
	Malaria	No
• Confirm the number of funding applications submitted in last 10 years (estimate % that have been successful)?		4
• Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial year, which came from the following sources: ³	Internal/ Government	40
	External/ Donor	60

Representation on HIV&AIDS coordinating structures			Funds allocated and percentage utilized by the National HIV&AIDS coordinating structures by focus area ⁴				Areas of training provided to HIV&AIDS coordinating structures		
	National Committee	National management unit		Funds allocated	How funds are shared ⁵	% Funds utilised		National Committee	National management unit
Planning	✓	✓	Prevention (including awareness & behaviour change)	✓			HIV&AIDS Impact	✓	✓
Finance Management	✗	✓	Access/Referral to Care and Support	✗			Response Management	✓	✓
Curriculum Development	✗	✗	Curriculum Development	✓			Mainstreaming	✓	✓
Human Resources Management	✓	✗	Mainstreaming	✓			Programme Budgeting	✓	✗
EMIS/Statistics & Research	✗	✗	Planning	✓			Monitoring and Evaluation	✓	✓
Monitoring, Evaluation & Reporting	✓	✓	Monitoring & Evaluation	✓			Reporting	✓	✓
External partners – e.g. teacher unions, PLHIV, NGOs, etc.	✓			NR			Gender Equality and Sensitivity	✓	✓
							Project Management		

Regional and District Level		
• Do you have decentralized structures responsible for managing a response to the HIV&AIDS epidemic?		Yes
○ If Yes, do they include senior staff		Yes
○ If Yes, do they have sufficient dedicated resources (budgets) for the task?		No
• What % of schools have working groups or committees that address HIV&AIDS-related matters? ⁶	Pre Primary	50
	Primary	55
	Secondary	95
• Rank the HIV&AIDS roles and functions of decentralized structures in order of importance	Planning	1
	Program Implementation	1
	Monitoring	3
	Evaluation	3
	Reporting	2
	Other:	

3. ENABLING ENVIRONMENT				
• How often have you heard your Education Minister speak publicly about the impact of HIV&AIDS on the education sector?				Occasionally
• Are HIV&AIDS response plans and implementation reports regularly reviewed at senior education management meetings?				Yes
• Does HIV&AIDS feature in the annual work plans of Teacher Unions and/or the Teacher Service Commission?				Yes
• Does the Ministry provide school-fee waivers and exemptions for the poor, orphaned, vulnerable or HIV&AIDS-affected?				Yes
• Levels of education that receive free education	Pre Primary	Yes	Lower Primary	Yes
	Upper Primary	Yes	Lower Secondary	Yes
	Upper Secondary	No	Tertiary	No
• Does the Ministry of Education have a specific education sector HIV&AIDS policy?				Yes
○ If Yes, estimate how well this has been implemented?				76 - 100%
○ If Yes, provide date of original adoption and publication?				01.10.2006
○ If Yes, has it been revised since its adoption				Yes
○ If Yes, when has it been revised since its adoption				In the process
○ If No, are HIV&AIDS issues mainstreamed in the national Education Sector Policy?				n/a
• Does the Ministry of Education have a workplace policy addressing HIV&AIDS impact?				Yes
○ If Yes, estimate how effective this workplace policy is in addressing HIV&AIDS impact?				76 - 100%
○ If Yes, provide date of original adoption and publication?				Part of workplace policy as indicated

³ Estimate made based on participants' view

⁴ Respondents were of the view that budget provided is inadequate and always used up. Due to the *status quo* of budget allocation in the Ministry, it is unable to determine this even though the HIV Secretariat maintain that they have worked in such areas with inadequate budget which is always used up without necessarily addressing all need.

⁵ HIV budget lines of the Ministry is captured under headings different from what is indicated in survey, hence participants said they could not provide % as requested. The system of budget allocation for HIV in the Ministry is such that specific information relating to % of allocation to specific focus-areas such as those outline in the survey is impossible. The allocation is not done per such specific broad areas even though implementation of activities encompasses such areas. Funds are released *en block*, when available, for HIV work in general. Financial data therefore does not capture key areas as indicated by the GPS questionnaire.

⁶ School Health Coordinators are used to support all health services including HIV

	above
o If Yes, has it been revised since its adoption and if so, when?	Yes
o If Yes, when has it been revised since its adoption	in the process
• Have Education Sector HIV&AIDS-related policies been regularly reviewed since their introduction?	Yes
o If "Yes", indicate how often these policies are reviewed?	Every 5 - 10 years
• Have other Ministry rules and regulations been reviewed to address the impact and implications of HIV&AIDS	In process
• Is Education included in the National HIV&AIDS Strategy?	Yes

4. HIV&AIDS MAINSTREAMING AND IMPLEMENTATION											
• How seriously does the education sector regard the impact of HIV&AIDS on the sector?	Major problem										
• Is there an Education Sector HIV&AIDS strategic plan in place?	Yes										
o If Yes, in what year was this plan developed?	Oct-06										
o If Yes, in what year was this plan introduced?	Oct-06										
o If Yes, is there an action plan for the implementation of this strategic plan?	Yes										
o If Yes, to what extent is this plan funded?	51 - 75%										
o Estimate the % implementation of this strategic plan?	51 - 75%										
• Is HIV&AIDS response mainstreamed in the education management and planning process at the National level?	Yes										
o If Yes, estimate the effectiveness of mainstreaming HIV&AIDS response?	76 - 100%										
• Does the education sector have an Education Information Management System (EMIS)?	Yes										
o If Yes, has the EMIS system been reviewed and amended to include HIV&AIDS-sensitive indicators?	Yes										
o What was the most recent year for which EMIS captured and reported on these indicators?	2010-2011										
o Has EMIS undertaken any HIV&AIDS trend or impact analysis?	In process										
• Is HIV&AIDS considered (e.g. as a line item) when making and budgeting district level plans? ⁷	Yes										
• Has the Ministry decentralized any of its data collection and processing (EMIS) systems?	Yes										
• Is HIV&AIDS-relevant data (e.g. teacher absenteeism/attrition, incidence of orphaning, etc.) being collected at decentralized levels of the system?	Yes										
• Has an assessment of the impact of HIV&AIDS on the education sector been conducted?	No										
o If Yes, in what year did this assessment take place?	n/a										
o If Yes, how much of the country did this assessment cover?	n/a										
o Have the key findings of this assessment been published	n/a										
o When were the key findings of this assessment published	n/a										
o If no assessment has taken place, is one planned	No										
o When is an assessment planned	01.10.2012										
• Identify and rank 5 key barriers to implementation	<table border="1"> <tr> <td>1</td> <td>Inadequate funding</td> </tr> <tr> <td>2</td> <td>Inadequate availability of IEC/BCC materials</td> </tr> <tr> <td>3</td> <td>Lack of motivation of teachers in integrating HIV lessons into teaching plans</td> </tr> <tr> <td>4</td> <td>Lack of motivation for teachers in supervising peer educators</td> </tr> <tr> <td>5</td> <td></td> </tr> </table>	1	Inadequate funding	2	Inadequate availability of IEC/BCC materials	3	Lack of motivation of teachers in integrating HIV lessons into teaching plans	4	Lack of motivation for teachers in supervising peer educators	5	
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2	Inadequate availability of IEC/BCC materials										
3	Lack of motivation of teachers in integrating HIV lessons into teaching plans										
4	Lack of motivation for teachers in supervising peer educators										
5											

5. HUMAN RESOURCES	
• Has an analysis of the impact of HIV&AIDS on demand and supply of human resources in the education sector has been conducted?	No
• Is there evidence of increased teacher attrition (e.g. permanent loss) in the system? ⁸	Yes
o If Yes, are there plans to increase teacher recruitment and training?	Yes
• Have human resource policies been reviewed and amended to minimize vulnerability and susceptibility to HIV&AIDS (e.g. attention to safety in the workplace, avoidance of teacher deployment away from their families, etc.)	In process
o If Yes, indicate how often these policies are reviewed?	n/a
• Are human resource issues possibly related to HIV&AIDS impact being monitored and reported on (e.g. absenteeism, sick leave, compassionate leave, attrition, increasing pension costs)? ⁹	No

6. EDUCATION SECTOR WORKPLACE HIV&AIDS PROGRAMS		
• Does the Ministry have a gender-sensitive HIV&AIDS awareness program for all its employees?	National	Yes
	District	Yes
	Education institution	Yes
• Does the Ministry have a program aimed at preventing HIV infections among staff?		Yes
o If Yes, are these prevention programs gender sensitive?		Yes
• Have gender-sensitive guidelines for implementing universal precautions and ensuring safety in the workplace been developed for use by all staff?		Yes
• Do Education Ministry teachers and staff have access to HIV voluntary counseling and testing (VCT) facilities?		Yes

⁷ But this is not adhered to

⁸ This is more evident in the rural areas

⁹ Monitoring done is *ad hoc*

o Estimate % teachers and staff who have such access?	76 - 100%
o Estimate % teachers and staff who use these facilities? ¹⁰	NR
• Has a referral system for access to HIV&AIDS treatment been established for Education Ministry teachers and staff?	Yes
o If Yes, estimate % effectiveness of this referral system?	NR
• Does the Ministry have a policy of non-discrimination with regard to recruitment, advancement, continued employment and benefits for personnel affected by HIV&AIDS?	Yes
• Does the Ministry of Education enforce confidentiality of information about Ministry employees affected by HIV&AIDS? ¹¹	Yes
• Are there accessible outlet points within or in the vicinity of all education sector workplaces (e.g. offices, schools or educational institutions) for the distribution of condoms? ¹²	Yes

7. HIV&AIDS AND THE CURRICULUM

Topics included in the core curriculum; support materials developed; and confirmation of adaptation of tertiary curriculum by level of education

	Inclusion in core curriculum				Support materials developed				Tertiary curriculum adapted ¹³
	Lower Primary	Upper Primary	Lower Secondary	Upper Secondary	Lower Primary	Upper Primary	Lower Secondary	Upper Secondary	
Generic life skills	✓	✓	✓	✓	✓	✓	✓	✓	✗
Adolescent and reproductive health	✗	✓	✓	✓	✓	✓	✓	✓	✗
Sexuality education ¹⁴	✗	✗	✓	✓	✗	✗	✗	✗	✗
Gender equality and empowerment	✓	✓	✓	✓	✓	✓	✓	✓	✗
HIV&AIDS and other STIs	✓	✓	✓	✓	✓	✓	✓	✓	✗
Stigma and discrimination, including homophobia	✓	✓	✓	✓	✓	✓	✓	✓	✗
Family life and inter-personal relationships	✓	✓	✓	✓	✓	✓	✓	✓	✗

• Estimate the % of schools in which these issues are covered in the curriculum and taught, by school level:	Lower Primary	100	Upper Primary	100
	Lower Secondary	100	Upper Secondary	100
• Is HIV&AIDS and related life skills issues a compulsory part of the curriculum?	Yes			
• Is the HIV&AIDS subject area examinable?	Yes			
• Has there been an orientation process for parents regarding life skills-related programs in schools?	Yes			
o If Yes, indicate frequency of orientation sessions?	Other			
o If Yes, indicate whether this orientation process is ad hoc (e.g. limited to informal local initiatives) or formally structured across the system?	Ad hoc			
• Have efforts been made to ensure that religious, community and/or traditional leaders support the HIV prevention approach adopted by the education sector, the messages it communicates and the materials it uses?	Yes			
o If Yes, estimate % effectiveness of these efforts?	51 - 75%			
o If Yes, indicate whether these efforts are ad hoc (e.g. limited to local initiatives) or systematic?	Ad hoc			
• Estimate the % of students in the tertiary sector who have open or regular access to HIV&AIDS information, awareness and prevention materials through their educational institutions?	91			

Is there professional preparation of teachers through orientation and training in the following subject areas, by level?

	Primary Training		Secondary Training	
	Pre Service	In Service	Pre Service	In Service
Orientation Generic life skills	✓	✓	✓	✓
Orientation Adolescent and reproductive health	✓	✓	✓	✓
Orientation Sexuality education	✗	✗	✗	✗
Orientation Gender equality and empowerment	✓	✓	✓	✓
Orientation HIV&AIDS and other STIs	✓	✓	✓	✓
Orientation Stigma and discrimination, including homophobia	✓	✓	✓	✓
Orientation Family life and inter-personal relationships	✓	✓	✓	✓

Where orientation sessions for parents are conducted, they include the following topics

Sexuality education	✗
Life Skills	✓
Adolescent and reproductive health	✓
Gender	✓
STIs	✓
HIV&AIDS	✓
Homophobia and discrimination	✓

• Have systems to monitor the success of HIV&AIDS prevention messages throughout the education system been established?	Yes
o If Yes, how often are the results of this monitoring reported?	Less often
• Have efforts been made to include out-of-school youths in life skills and HIV&AIDS awareness efforts?	Yes
o If Yes, estimate % the success of these efforts?	26 - 50%

¹⁰ Participants said this data is unavailable

¹¹ A support group of positive teachers has been established called POTEWA

¹² Limited accessibility

¹³ This has been done mainly at the College of Education but not at university levels. However at the university level, an enabling environment has been created.

¹⁴ This is slightly done but Ghanaians opposed to the word sexuality. It is "negative" in their ears.

8. ORPHANS AND VULNERABLE CHILDREN

• Does the Ministry have a system for identifying and categorizing orphans and vulnerable children?	Yes
• Does the Ministry have a gender-sensitive program to address the needs of orphaned and vulnerable children in the education system?	Yes

Does a gender-sensitive program for OVC address the following areas?

Nutrition	✓	Supervised medication	✗
Counselling	✓	Flexible school hours	✓
Fee waivers/exemptions	✓	Other:	NR
Referrals (e.g. to Social Services)	✗		

On what basis are learners included in in the feeding schemes?

Orphaning	✓	Geographic Location	✓
Vulnerability	✓	Programme Scaling	✓
Poverty	✓	Other:	NR

• Is there currently a school feeding scheme in place?	Yes		
○ If Yes, estimate the coverage of this feeding scheme by school level ¹⁵	Lower Primary		Upper Primary
	Lower Secondary		Upper Secondary
○ If Yes, confirm whether this coverage is growing, stable or shrinking?	Growing		
• Have teachers received training in caring for HIV-infected pupils?	Yes		
• To what extent (%) are counseling services, by trained counselors, available at schools at the following levels?	Lower Primary	30	Upper Primary
	Lower Secondary	30	Upper Secondary

9. PARTNERSHIPS

• Does the education sector have a shared strategy on HIV&AIDS response with its local and international partners?	Yes
• Please estimate the degree of success of this shared strategy:	76 - 100%

Government ministries or agencies working on HIV&AIDS as partners with the Ministry of Education

	Partner?	Major or Minor Partner?
National AIDS Commission	✓	Major
Ministry of Health	✓	Minor
Ministry of Social Services	✗	NR
Ministry of Finance	✓	Minor
Ministry of Planning	NR	NR

Non-government education sector agencies, interest groups and partners which work on HIV&AIDS response in collaboration with the Ministry of Education

Local NGOs	✓	International NGOs	✓
Teacher Unions	✓	Teacher Service Commission	✓
Parent/Teacher Associations	✓	School Committees	✓
Youth Groups	✗	Private Sector	✓
Community-based organisations	✓	Faith-based and/or religious organizations	✓
Other:		Other:	

10. RESEARCH

• Has a gender-sensitive research agenda been defined that prioritizes gaps in knowledge relating to the impacts of and response to HIV&AIDS within the education sector?	In process
• Has any research been commissioned to inform the education sector response to HIV&AIDS?	Yes
• If research has been commissioned, indicate whether this has been undertaken by in-country institutions/agencies or by external institutions/agencies or both?	Both
• If both internal and external institutions/agencies were involved in research, were there any partnering arrangements providing mentoring or training?	Yes
• If EDSEC HIV&AIDS impact or response research has been commissioned, indicate when this was conducted?	In the last 5 - 10 years

• If HIV&AIDS and education-related research has been conducted, please list these studies with approximate dates of completion and publication?	1	Baseline Study of Teachers Awareness and Attitudes with regard to the HIV/AIDS pandemic 01.03.2006
	2	Mid-term output -to-purpose review of the Teachers-Agents of Dissemination and Change Project (TAD) , Date: 01.06.2006
	3	End of Project Review of Teachers-Agents of Dissemination and Change Project , Date: October-November 2007
	4	A study of the Education Sector's response to HIV and AIDS in Ghana , Date: 01.12.2008
	5	HIV & AIDS Needs Assessment of Special Schools , Date: In process

¹⁵ The national coverage is only 27%. Data unavailable by level

11. SELF-ASSESSMENT AND PRIORITIZATION

How would you rate your Ministry, in terms of the implementation of response in each of the following areas?	Rank order	Low					High				
		1	2	3	4	5	1	2	3	4	5
		Ministry of Education HIV&AIDS structures	5								
Enabling environment for an effective response to HIV&AIDS	5										
HIV&AIDS mainstreaming and implementation	4										
Human resources adaptation to the impacts of HIV&AIDS	3										
Workplace HIV&AIDS programmes	4										
HIV&AIDS and the curriculum	5										
Orphans and Vulnerable Children ¹⁶	3										
Partnership development in response to HIV&AIDS	4										
Research guiding the response to HIV&AIDS in the education sector	3										

Rank the following priority areas in order of importance for funding	Rank order	Most important									Least important									
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
		Ministry of Education HIV&AIDS structures	7																	
Enabling environment for an effective response to HIV&AIDS	4																			
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Human resources adaptation to the impacts of HIV&AIDS	5																			
Workplace HIV&AIDS programmes	1																			
HIV&AIDS and the curriculum	2																			
Orphans and Vulnerable Children	8																			
Partnership development in response to HIV&AIDS	9																			
Research guiding the response to HIV&AIDS in the education sector	3																			

Rank the following priority areas in order of importance for Technical assistance	Rank order	Most important									Least important									
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	
		Ministry of Education HIV&AIDS structures	7																	
Enabling environment for an effective response to HIV&AIDS	4																			
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Human resources adaptation to the impacts of HIV&AIDS	5																			
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HIV&AIDS and the curriculum	2																			
Orphans and Vulnerable Children	8																			
Partnership development in response to HIV&AIDS	9																			
Research guiding the response to HIV&AIDS in the education sector	3																			

Rank the following challenges to HIV&AIDS response implementation	Rank order	Most challenging										Least challenging									
		1	2	3	4	5	6	7	8	9	10	1	2	3	4	5	6	7	8	9	10
		Lack of leadership	9																		
Funding/budget constraints	1																				
Human Resource capacity and skills limitations	7																				
Stigma and discrimination	2																				
Lack of HIV&AIDS mainstreaming	8																				
Lack of data and management information	6																				
Little or no research	4																				
Lack of training and orientation	5																				
Ineffective monitoring, evaluation and reporting	3																				
Lack of mandatory HIV&AIDS subject coverage in the curriculum	10																				

¹⁶ Captured as "disadvantaged" children