Selected 2011 GPS Key Results:

MALAYSIA Ministry of Education



UN Region: East, South & South-**East Asia**

HIV Prevalence (2009): 0.5%

Date completed 2011 GPS: 13.12.2011

| Age | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|--------------|---|---|---|---|----|---------|-----|-----|---------|------|-----|---------|------|----|-------|----|----|---------|-----|
| Level | | | | | Pn | e Prima | ary | Low | er Prir | nary | Upp | er Prin | nary | Lo | wer S | ес | U | lpper S | Sec |
| Grades/Forms | | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 1 | 2 | 3 | 4 | 5 | 6 |

LEARNER NUMBERS BY LEVEL -2009

| | Pre Primary | Primary | Secondary | Total | |
|--------|----------------|---------|-----------|---------|--|
| Pupils | 786177 | 3000676 | 2546102 | 6332955 | |

TEACHER NUMBERS BY LEVEL -2009

| | Pre Primary | Primary | Secondary | Total |
|----------|----------------|---------|-----------|--------|
| Teachers | 43410 | 226467 | 186481 | 456358 |

PERCENTAGE CHILDREN OUT OF SCHOOL -2005

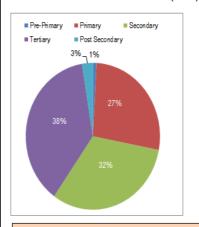
| Primary | Secondary |
|---------|-----------|
| 4 | 10 |

Adult literacy rate (estimate): 92.5 -2009

PERCENTAGE TRAINED TEACHERS BY LEVEL

| | | Primary | Primary | Secondary |
|------------|--------|---------|---------|-----------|
| Percentage | Male | | | |
| trained | Female | | | |

PUBLIC EXPENDITURE BY LEVEL (2009)



% Public Expenditure spent on Education: 18.9 -2009

% Expenditure on Teacher & Support staff salaries: 80 -2009

CHILDREN ORPHANED

Children (0-17yrs) orphaned by AIDS ('000): - (UNICEF 2009)

Learners in the basic education system who have been orphaned ('000): n/a

Children (0-17yrs) orphaned due to all causes ('000): 450 (UNICEF 2009)

| 1. | EDUCATION SYSTEM | | | | | | |
|----|--|--------------|--------|---------------------------------------|--|--|--|
| | | Pre Primary | Male | Stable | | | |
| | | Fie Filliary | Female | Stable | | | |
| | Is total enrolment in your schools, over the last 10 years; growing, shrinking or remaining stable? | Primary | Male | Stable | | | |
| • | is total enrollment in your schools, over the last to years, growing, stillning or remaining stable? | | Female | Stable | | | |
| | | Secondary | Male | Stable | | | |
| | | | Female | Stable | | | |
| • | Total public expenditure (in local currency) on education | | | RM 30, 519, 112, 700 Ringgit Malaysia | | | |
| • | 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.)? | | | | | | |
| | | Male | | n/a | | | |
| • | Number of learners in the basic education system who have been orphaned | Female | | n/a | | | |
| | · | Total n/a | | n/a | | | |

2. MINISTRY OF EDUCATION HIV&AIDS STRUCTURES **National Level** No At the national level, do you have a dedicated committee or management unit that is responsible for coordinating Committee No the response to the HIV&AIDS epidemic? Unit o If there is a management unit, how many permanent staff members does it have? Unit Committee n/a o If there is a committee or management unit, does it include senior staff? Unit n/a Committee n/a o If there is a committee or management unit, does it have a dedicated budget? n/a Committee n/a o If there is a committee or management unit, have members received orientation training? If there is no management unit, are there staff at the national Ministry level who only deal with HIV&AIDS issues? No If Yes, are they at a senior level? n/a If No, are there staff members who responsibilities include HIV&AIDS? Yes HIV&AIDS No Is the Ministry involved in any current application for funding to any donor or development partner? Tuberculosis No

| | | Malaria | No |
|---|---|------------|-----|
| • | Confirm the number of funding applications submitted in last 10 years (estimate % that have been successful)? | | n/a |
| | | Internal/ | |
| Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial y | Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial year, which came from | Government | |
| | the following sources: | External/ | |
| | and tentaming decisions. | Donor | |

Representation on HIV&AIDS coordinating structures

| | National Committee | National management unit |
|--|-----------------------|--------------------------------|
| Planning | n/a | n/a |
| Finance Management | n/a | n/a |
| Curriculum Development | n/a | n/a |
| Human Resources Management | n/a | n/a |
| EMIS/Statistics & Research | n/a | n/a |
| Monitoring, Evaluation & Reporting | n/a | n/a |
| External partners – e.g. teacher unions, PLHIV, NGOs, etc. | n/a | n/a |

Funds allocated and percentage utilized by the National HIV&AIDS coordinating structures by focus area

| | Funds allocated | How funds are shared | % Funds utilised |
|---|--------------------|----------------------------|------------------------|
| Prevention (including awareness & behaviour change) | × | NR | NR |
| Access/Referral to Care and Support | * | NR | NR |
| Curriculum Development | * | NR | NR |
| Mainstreaming | × | NR | NR |
| Planning | × | NR | NR |
| Monitoring & Evaluation | * | NR | NR |
| | × | | |

Areas of training provided to HIV&AIDS coordinating structures

| | National Committee | National management unit |
|---------------------------------|-----------------------|--------------------------------|
| HIV&AIDS Impact | NR | NR |
| Response Management | NR | NR |
| Mainstreaming | NR | NR |
| Programme Budgeting | NR | NR |
| Monitoring and Evaluation | NR | NR |
| Reporting | NR | NR |
| Gender Equality and Sensitivity | NR | NR |
| | | |

| Regional and District Level | | | | |
|--|------------------------|------|--------------|--|
| Do you have decentralized structures responsible for managing a response to | | No | | |
| If Yes, do they include senior staff | n/a | | | |
| If Yes, do they have sufficient dedicated resources (budgets) for the task | n/a | | | |
| · · · · · · · · · · · · · · · · · · · | | | | |
| What % of schools have working groups or committees that address HIV&AIDS-related matters? | | | | |
| | | | Secondary | |
| Rank the HIV&AIDS roles and functions of decentralized structures in order | Planning | 1 | | |
| of importance | Program Implementation | 2 | | |
| · | Monitoring | 4 | | |
| Evaluation 5 | | | | |
| Reporting 3 | | | | |
| | Other: | 6 re | search/audit | |

| 3. ENABLING ENVIRONMENT | | | | |
|---|------------------|-----|-----------------|-----|
| How often have you heard your Education Minister speak publicly about the impact of HIV&AIDS on the impact of HIV&AID | Occasional | y | | |
| Are HIV&AIDS response plans and implementation reports regularly reviewed at senior education mar | agement meeting | s? | Yes | |
| Does HIV&AIDS feature in the annual work plans of Teacher Unions and/or the Teacher Service Comi | nission? | | Yes | |
| Does the Ministry provide school-fee waivers and exemptions for the poor, orphaned, vulnerable or HI | V&AIDS-affected? | | Yes | |
| | Pre Primary | Yes | Lower Primary | Yes |
| Levels of education that receive free education | Upper Primary | Yes | Lower Secondary | Yes |
| | Upper Secondary | Yes | Tertiary | No |
| Does the Ministry of Education have a specific education sector HIV&AIDS policy? | | | No | |
| o If Yes, estimate how well this has been implemented? | | | n/a | |
| o If Yes, provide date of original adoption and publication? | | | n/a | |
| If Yes, has it been revised since its adoption | | | n/a | |
| If Yes, when has it been revised since its adoption | | | | |
| o If No, are HIV&AIDS issues mainstreamed in the national Education Sector Policy? | | | NR | |
| Does the Ministry of Education have a workplace policy addressing HIV&AIDS impact? | No | | | |
| o If Yes, estimate how effective this workplace policy is in addressing HIV&AIDS impact? | n/a | | | |
| o If Yes, provide date of original adoption and publication? | | | n/a | |
| o If Yes, has it been revised since its adoption and if so, when? | | | n/a | |
| If Yes, when has it been revised since its adoption | | | n/a | |
| Have Education Sector HIV&AIDS-related policies been regularly reviewed since their introduction? | | | No | |
| o If "Yes", indicate how often these policies are reviewed? | n/a | | | |
| Have other Ministry rules and regulations been reviewed to address the impact and implications of HIV | '&AIDS? | | No | |
| 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? | Moderate problem |
| • | Is there an Education Sector HIV&AIDS strategic plan in place? | No |
| | o If Yes, in what year was this plan developed? | n/a |

| o If Yes, in what year was this plan introduced? | n/a |
|---|----------|
| o If Yes, is there an action plan for the implementation of this strategic plan? | n/a |
| o If Yes, to what extent is this plan funded? | n/a |
| Estimate the % implementation of this strategic plan? | n/a |
| Is HIV&AIDS response mainstreamed in the education management and planning process at the National level? | No |
| o If Yes, estimate the effectiveness of mainstreaming HIV&AIDS response? | n/a |
| Does the education sector have an Education Information Management System (EMIS)? | Yes |
| If Yes, has the EMIS system been reviewed and amended to include HIV&AIDS-sensitive indicators? | No |
| What was the most recent year for which EMIS captured and reported on these indicators? | n/a |
| Has EMIS undertaken any HIV&AIDS trend or impact analysis? | No |
| Is HIV&AIDS considered (e.g. as a line item) when making and budgeting district level plans? | No |
| Has the Ministry decentralized any of its data collection and processing (EMIS) systems? | No |
| • Is HIV&AIDS-relevant data (e.g. teacher absenteeism/attrition, incidence of orphaning, etc.) being collected at decentralized levels of the system? | No |
| Has an assessment of the impact of HIV&AIDS on the education sector been conducted? | Yes |
| o If Yes, in what year did this assessment take place? | 2010-11 |
| o If Yes, how much of the country did this assessment cover? | 26 - 50% |
| Have the key findings of this assessment been published | No |
| When were the key findings of this assessment published | n/a |
| If no assessment has taken place, is one planned | n/a |
| When is an assessment planned | n/a |
| • Identify and rank 5 key barriers to implementation 1 stigma and cultural sensitivities e.g parental sup | pport |
| 2 inadequate linkages with relevant agencies | |
| 3 lack of commitments from the key stakeholders | |
| 4 financial constraints | |
| 5 human resource | |

| 5. HUMAN RESOURCES | |
|--|-------------|
| Has an analysis of the impact of HIV&AIDS on demand and supply of human resources in the education sector h conducted? | nas been No |
| Is there evidence of increased teacher attrition (e.g. permanent loss) in the system? | No |
| o If Yes, are there plans to increase teacher recruitment and training? | n/a |
| Have human resource policies been reviewed and amended to minimize vulnerability and susceptibility to HIV&A attention to safety in the workplace, avoidance of teacher deployment away from their families, etc.) | AIDS (e.g. |
| 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. absented leave, compassionate leave, attrition, increasing pension costs)? | eeism, sick |

| 6. EDUCATION SECTOR WORKPLACE HIV&AIDS PROGRAMS | | |
|--|-----------------------|-----------|
| | National | No |
| Does the Ministry have a gender-sensitive HIV&AIDS awareness program for all its employees? | District | No |
| | Education instituion | No |
| Does the Ministry have a program aimed at preventing HIV infections among staff? | | No |
| o If Yes, are these prevention programs gender sensitive? | | n/a |
| Have gender-sensitive guidelines for implementing universal precautions and ensuring safety in the workp for use by all staff? | lace been developed | No |
| Do Education Ministry teachers and staff have access to HIV voluntary counseling and testing (VCT) facilities. | Yes | |
| Estimate % teachers and staff who have such access? | | 76 - 100% |
| Estimate % teachers and staff who use these facilities? | | NR |
| Has a referral system for access to HIV&AIDS treatment been established for Education Ministry teachers | and staff? | No |
| o If Yes, estimate % effectiveness of this referral system? | | n/a |
| Does the Ministry have a policy of non-discrimination with regard to recruitment, advancement, continued benefits for personnel affected by HIV&AIDS? | employment and | No |
| Does the Ministry of Education enforce confidentiality of information about Ministry employees affected by | HIV&AIDS? | No |
| Are there accessible outlet points within or in the vicinity of all education sector workplaces (e.g. offices, so institutions) for the distribution of condoms? | chools or educational | No |

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 |
|---|------------------------------|------------------|--------------------|--------------------|-----------------------------|------------------|--------------------|--------------------|--------------------|
| | Lower Primary | Upper Primary | Lower Secondary | Upper Secondary | Lower Primary | Upper Primary | Lower Secondary | Upper Secondary | curriculum adapted |
| Generic life skills | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Adolescent and reproductive health | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Sexuality education | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| 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, | Lower Primary | | Upp | per Primary | |
|---|--|---------------------|--------------|-------|-------------|--------|
| | by school level: | Lower Secondary | | Upper | Secondary | |
| • | 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? | | | In p | rocess |
| | o If Yes, indicate frequency of orientation sessions? | | | | | n/a |
| | o If Yes, indicate whether this orientation process is ad hoc (e.g. limited to informal local initiatives) or formally | | | | | n/a |
| | structured across the system? | | | | | |
| • | Have efforts been made to ensure that religious, community and/or traditional leaders suppadopted by the education sector, the messages it communicates and the materials it uses? | | ion approach | 1 | | Yes |
| | o If Yes, estimate % effectiveness of these efforts? | | | | 76 | - 100% |
| | o If Yes, indicate whether these efforts are ad hoc (e.g. limited to local initiatives) | or systematic? | | | Sy | stemic |
| • | Estimate the % of students in the tertiary sector who have open or regular access to HIV&/prevention materials through their educational institutions? | AIDS information, a | wareness and | d | į | 50-75 |

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

| Primary Training | | Secondar | y maining |
|------------------|------------|-------------|------------|
| Pre Service | In Service | Pre Service | In Service |
| ✓ | ✓ | ✓ | ✓ |
| ✓ | ✓ | ✓ | ✓ |
| ✓ | ✓ | ✓ | ✓ |
| ✓ | ✓ | ✓ | ✓ |
| ✓ | ✓ | ✓ | ✓ |
| × | × | × | × |
| ✓ | ✓ | ✓ | ✓ |
| | | . , . , | , , , , |

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? | No |
|---|---|-----|
| | o If Yes, how often are the results of this monitoring reported? | n/a |
| _ | Have efforts been made to include out-of-school youths in life skills and HIV&AIDS awareness efforts? | No |
| | o If Yes, estimate % the success of these efforts? | n/a |

ORPHANS AND VULNERABLE CHILDREN Does the Ministry have a system for identifying and categorizing orphans and vulnerable children? Does the Ministry have a gender-sensitive program to address the needs of orphaned and vulnerable children in the education No

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

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

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

| Orphaning | ✓ | Geographic Location | ✓ |
|---------------|---|---------------------|---|
| Vulnerability | ✓ | Programme Scaling | ✓ |
| Poverty | ✓ | Other: | × |

| • | Is there currently a school feeding scheme in place? | | | | | | Yes | | |
|---|--|--|-----------------|-----|-----------------|-------------|-------|--|--|
| | | currently a school feeding scheme in place? If Yes, estimate the coverage of this feeding scheme by school level If Yes, confirm whether this coverage is growing, stable or shrinking? eachers received training in caring for HIV-infected pupils? | Lower Primary | 100 | | per Primary | 100 | | |
| (| 0 | | Lower Secondary | 0 | Upper Secondary | | 0 | | |
| | 0 | If Yes, confirm whether this coverage is growing, stable or shrinking? | | | | S | table | | |
| • | Have tea | chers received training in caring for HIV-infected pupils? | • | | | | Yes | | |

| • | To what extent (%) are counseling | ng services, by trained counseld | rs, available at schools at | Lower Primary | 100 | Upper Primary | 100 |
|---|-----------------------------------|----------------------------------|-----------------------------|---------------|-----|---------------|-----|
|---|-----------------------------------|----------------------------------|-----------------------------|---------------|-----|---------------|-----|

the following levels?

Lower Secondary 100 Upper Secondary 100

9. PARTNERSHIPS

Does the education sector have a shared strategy on HIV&AIDS response with its local and international partners?

Yes 76 - 100%

Please estimate the degree of success of this shared strategy
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 | ✓ | Major |
| Ministry of Social Services | × | NR |
| Ministry of Finance | ✓ | Major |
| Ministry of Planning | × | NR |
| Ministry of women, community and family development | √ | Major |
| Ministry of higher education | ✓ | Major |
| Ministry of Youth and Sports | ✓ | Major |

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: UNESCO regional offices | ✓ | Other: UNICEF and SEAMEO | ✓ |

| 0. RESEARCH | | | | | |
|--|-----------------------------|--------------|----|--|--|
| Has a gender-sensitive research agenda been defined that prioritizes gaps in knowledge related response to HIV&AIDS within the education sector? | In process | | | | |
| Has any research been commissioned to inform the education sector response to HIV&AIDS? | | | | | |
| If research has been commissioned, indicate whether this has been undertaken by in-country institutions/agencies or by external institutions/agencies or both? | | | | | |
| If both internal and external institutions/agencies were involved in research, were there any preserving or training? | ring arrangements providing | NR | | | |
| If EDSEC HIV&AIDS impact or response research has been commissioned, indicate when the | is wa | s conducted? | NR | | |
| | 1 | n/a | | | |
| KIIN/AAIDO III C. III III II | 2 | | | | |
| If HIV&AIDS and education-related research has been conducted, please list these studies | 3 | | | | |
| with approximate dates of completion and publication? | 4 | | | | |
| | 5 | | | | |

11. SELF-ASSESSMENT AND PRIORITIZATION

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

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

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

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