Selected 2011 GPS Key Results: UGANDA Ministry of Education

UN Region: Sub-Saharan Africa	HIV Prevalence (2009): 6.5%	Date completed 2011 GPS: 01.01.2012[1]

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	18
Level				Pre Primary			Lower Primary				Upper Primary			Lower Secondary				Upper Sec	
Grades/Forms							1	2	3	4	5	6	7	1	2	3	4	5	6

LEARNER NUMBERS BY LEVEL -2010

	Pre Primary	Primary	Secondary	Total
Pupils	498,644	8,374,648	1,305,514	10,178,806

TEACHER NUMBERS BY LEVEL -2010

	Pre Primary	Primary	Secondary	Total
Teachers	19,844	172,403	71,330	263,577

PERCENTAGE CHILDREN OUT OF SCHOOL -2010

Primary	Lower Secondary
9	20

Adult literacy rate (estimate): **71.4** -2006

PERCENTAGE TRAINED TEACHERS BY LEVEL -2008

		Pre Primary	Primary	Secondary
Percentage trained	Male		90	81
	Female		89	86

PUBLIC EXPENDITURE BY LEVEL (2009)

- Primary 63%
- Secondary 24%
- Tertiary 12%
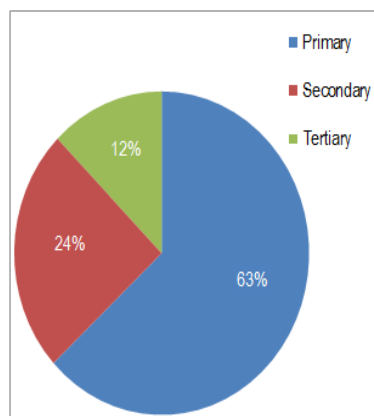
% Public Expenditure spent on Education: **15** -2009

% Expenditure on Teacher & Support staff salaries: **71.5** -2009

CHILDREN ORPHANED

Children (0-17yrs) orphaned by AIDS ('000): **1,200** (UNICEF 2009)

Children (0-17yrs) orphaned due to all causes ('000): **2,700** (UNICEF 2009)

Learners in the basic education system who have been orphaned ('000): **1629.5**

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**
	Primary	Male	**Growing**
		Female	**Growing**
	Secondary	Male	**Growing**
		Female	**Growing**
• Total public expenditure (in local currency) on education	**1,242,658 BN USHS**		
• 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.)?	**5**		
• Number of learners in the basic education system who have been orphaned	Male	825805	
	Female	803688	
	Total	1629493	

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	**No**
o If there is a management unit, how many permanent staff members does it have?	Unit	**n/a**
o If there is a committee or management unit, does it include senior staff?	Committee	**Yes**
	Unit	**n/a**
o If there is a committee or management unit, does it have a dedicated budget?	Committee	**No**
	Unit	**n/a**
o If there is a committee or management unit, have members received orientation training?	Committee	**Yes**
	Unit	**n/a**
o If there is no management unit, are there staff at the national Ministry level who only deal with HIV&AIDS issues?		**Yes**
▪ If Yes, are they at a senior level?		**No**

[1] The process of completing the questionnaire has taken almost one month and half. The Ministry was unable to organise a meeting with all the participants. This report survey is as a result of synthesising the responses from the 9 questionnaires received from the Ministry of Education and Sports and 2 NGOs.

▪ If No, are there staff members who 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	**NR**
	Malaria	**NR**
• Confirm the number of funding applications submitted in last 10 years (estimate % that have been successful)?		**5**
• Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial year, which came from the following sources:	Internal/ Government	**20**
	External/ Donor	**80**

Representation on HIV&AIDS coordinating structures

	National Committee	National management unit
Planning	✔	n/a
Finance Management	✔	n/a
Curriculum Development	No	n/a
Human Resources Management	✔	n/a
EMIS/Statistics & Research	✔	n/a
Monitoring, Evaluation & Reporting	✔	n/a
External partners – e.g. teacher unions, PLHIV, NGOs, etc.	✔	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	50
Mainstreaming	✘	NR	NR
Planning	✘	NR	NR
Monitoring & Evaluation	✘	NR	NR
Curriculum Development has been funded through National Currculum Development Centre	✘	NR	NR

Areas of training provided to HIV&AIDS coordinating structures

	National Committee	National management unit
HIV&AIDS Impact	✔	n/a
Response Management	✘	n/a
Mainstreaming	✔	n/a
Programme Budgeting	✘	n/a
Monitoring and Evaluation	✘	n/a
Reporting	✔	n/a
Gender Equality and Sensitivity	No	n/a

Regional and District Level

• Do you have decentralized structures responsible for managing a response to the HIV&AIDS epidemic?		**No**
o If Yes, do they include senior staff		**n/a**
o 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?	Pre Primary	**0**
	Primary	**50%**
	Secondary	**0.5%**
• Rank the HIV&AIDS roles and functions of decentralized structures in order of importance	Planning	**n/a**
	Program Implementation	
	Monitoring	
	Evaluation	
	Reporting	
	Other:	

3. ENABLING ENVIRONMENT

• How often have you heard your Education Minister speak publicly about the impact of HIV&AIDS on the education sector?			**Often**
• 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	**NR**	Lower Primary	**Yes**
	Upper Primary	**Yes**	Lower Secondary	**Yes**
	Upper Secondary	**NR**	Tertiary	**NR**
• Does the Ministry of Education have a specific education sector HIV&AIDS policy?			**Yes**
o If Yes, estimate how well this has been implemented?			**26 - 50%**
o If Yes, provide date of original adoption and publication?			**2006**
o If Yes, has it been revised since its adoption			**No**
o If Yes, when has it been revised since its adoption			**n/a**
o 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**
o If Yes, estimate how effective this workplace policy is in addressing HIV&AIDS impact?			**26 - 50%**
o If Yes, provide date of original adoption and publication?			**2004**
o If Yes, has it been revised since its adoption and if so, when?			**No**
o 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?			**Yes**
o If "Yes", indicate how often these policies are reviewed?			**Every 2 years**
• Have other Ministry rules and regulations been reviewed to address the impact and implications of HIV&AIDS?[2]			**Yes**

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[2] Some regulations

• 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?	**2011**
o If Yes, in what year was this plan introduced?	**2011**
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?	**0 - 25%**
o Estimate the % implementation of this strategic plan?	**0 - 25%**
• 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?	**0 - 25%**
• 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?	**No**
o What was the most recent year for which EMIS captured and reported on these indicators?	**NR**
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?	**Yes**
• 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?	**2008**
o If Yes, how much of the country did this assessment cover?	**76 - 100%**
o Have the key findings of this assessment been published	**Yes**
o When were the key findings of this assessment published	**2008**
o If no assessment has taken place, is one planned	**n/a**
o When is an assessment planned	**n/a**

• Identify and rank 5 key barriers to implementation[3]	1	**Insufficient Funding**
	2	**Low Motivation of Middle Level Managers**
	3	**AIDS-related Stigma**
	4	**Attitude and complacency**
	5	**Not having a well-cordinated structure at District level**

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?	**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.)	**Yes**
o If Yes, indicate how often these policies are reviewed?	**NR**
• 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)?	**Yes**

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 instituion	**Yes**
• Does the Ministry have a program aimed at preventing HIV infections among staff?		**Yes**
o If Yes, are these prevention programs gender sensitive?		**No**
• 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**
o Estimate % teachers and staff who have such access?		**0 - 25%**
o Estimate % teachers and staff who use these facilities?		**26 - 50%**
• Has a referral system for access to HIV&AIDS treatment been established for Education Ministry teachers and staff?		**In process**
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 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?		**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?		**Yes**

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[3] Other barriers that were identified include: lack of information ; limited means of communication; general lack of information; lack of reliable data

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
	Lower Primary	Upper Primary	Lower Secondary	Upper Secondary	Lower Primary	Upper Primary	Lower Secondary	Upper Secondary	
Generic life skills	✘	NR	NR	NR	✘	NR	NR	NR	✘
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	✔	✔	NR	NR	✘	✔	✘	✘	✘

- Estimate the % of schools in which these issues are covered in the curriculum and taught, by school level:

Lower Primary	20	Upper Primary	75
Lower Secondary	60	Upper Secondary	60

- Is HIV&AIDS and related life skills issues a compulsory part of the curriculum? — **Yes**
- Is the HIV&AIDS subject area examinable?[4] — **No**
- Has there been an orientation process for parents regarding life skills-related programs in schools? — **No**
  - If Yes, indicate frequency of orientation sessions? — **n/a**
  - If Yes, indicate whether this orientation process is ad hoc (e.g. limited to informal local initiatives) or formally structured across the system? — **n/a**
- 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**
  - If Yes, estimate % effectiveness of these efforts? — **26 - 50%**
  - 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? — **50**

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? — **In process**
  - 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? — **Yes**
  - If Yes, estimate % the success of these efforts? — **0 - 25%**

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

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

Orphaning	n/a	Geographic Location	n/a
Vulnerability	n/a	Programme Scaling	n/a
Poverty	n/a	Other:	n/a

- Is there currently a school feeding scheme in place? — **No**
  - If Yes, estimate the coverage of this feeding scheme by school level

Lower Primary	n/a	Upper Primary	n/a
Lower Secondary	n/a	Upper Secondary	n/a

  - If Yes, confirm whether this coverage is growing, stable or shrinking? — **n/a**

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[4] Some of the survey participants said that this was under consideration

• Have teachers received training in caring for HIV-infected pupils?				**Yes**	

	Lower Primary	25	Upper Primary	50
• To what extent (%) are counseling services, by trained counselors, available at schools at the following levels?	Lower Secondary	25	Upper Secondary	25

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:	**51 - 75%**

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	✓	Major
Ministry of Finance	✓	Major
Ministry of Planning	NR	NR
	✓	NR
International Agencies (World Vision Uganda)		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	NR	School Committees	NR
Youth Groups	✓	Private Sector	NR
Community-based organisations	NR	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?	**In country**
• If both internal and external institutions/agencies were involved in research, were there any partnering arrangements providing mentoring or training?	**NR**
• If EDSEC HIV&AIDS impact or response research has been commissioned, indicate when this was conducted?	**In the last 2 - 5 years**

• If HIV&AIDS and education-related research has been conducted, please list these studies with approximate dates of completion and publication?	1	**Drivers of the HIV&AIDS Epidemic in the Education Sector , Date: 2010**
	2	**Assessment of the Impact of HIV&AIDS on the Education Sector in Uganda, Date: 2008**
	3	
	4	
	5	

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
Ministry of Education HIV&AIDS structures	4					
Enabling environment for an effective response to HIV&AIDS	5					
HIV&AIDS mainstreaming and implementation	3					
Human resources adaptation to the impacts of HIV&AIDS	3					
Workplace HIV&AIDS programmes	4					
HIV&AIDS and the curriculum						
Orphans and Vulnerable Children	3					
Partnership development in response to HIV&AIDS	4					
Research guiding the response to HIV&AIDS in the education sector	1					

Rank the following priority areas in order of importance for funding

Priority area	Rank order	Scale (1 = Most important → 9 = Least important)
Ministry of Education HIV&AIDS structures	7	bar to ~7
Enabling environment for an effective response to HIV&AIDS	6	bar to ~6
HIV&AIDS mainstreaming and implementation	8	bar to ~8
Human resources adaptation to the impacts of HIV&AIDS	5	bar to ~5
Workplace HIV&AIDS programmes	2	bar to ~2
HIV&AIDS and the curriculum	3	bar to ~3
Orphans and Vulnerable Children	4	bar to ~4
Partnership development in response to HIV&AIDS	9	bar to ~9
Research guiding the response to HIV&AIDS in the education sector	1	bar to ~1

Rank the following priority areas in order of importance for Technical assistance

Priority area	Rank order	Scale (1 = Most important → 9 = Least important)
Ministry of Education HIV&AIDS structures	8	bar to ~8
Enabling environment for an effective response to HIV&AIDS	7	bar to ~7
HIV&AIDS mainstreaming and implementation	6	bar to ~6
Human resources adaptation to the impacts of HIV&AIDS	4	bar to ~4
Workplace HIV&AIDS programmes	0	(no bar)
HIV&AIDS and the curriculum	3	bar to ~3
Orphans and Vulnerable Children	2	bar to ~2
Partnership development in response to HIV&AIDS	9	bar to ~9
Research guiding the response to HIV&AIDS in the education sector	1	bar to ~1

Rank the following challenges to HIV&AIDS response implementation

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