Selected 2011 GPS Key Results: ZAMBIA Ministry of Education

UN Region: Sub-Saharan Africa   **HIV Prevalence (2009): 13.5%**   **Date completed 2011 GPS: 05.08.2011**

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	18
Level				Pre Primary				Lower Primary				Upper Primary			Lower Sec		Upper Secondary		
Grades/Forms								1	2	3	4	5	6	7	8	9	10	11	12

LEARNER NUMBERS BY LEVEL -2010

	Pre Primary	Primary	Secondary	Total
Pupils	30,000	2,899,131		2,929,131

TEACHER NUMBERS BY LEVEL -2010

	Pre Primary	Primary	Secondary	Total
Teachers	700	49,987		50,687

PERCENTAGE CHILDREN OUT OF SCHOOL -2010

Primary	Lower Secondary
7	

Adult literacy rate (estimate): **70.9** -2009

PERCENTAGE TRAINED TEACHERS BY LEVEL -2002

		Pre Primary	Primary	Secondary
Percentage trained	Male	100	100	
	Female		100	

PUBLIC EXPENDITURE BY LEVEL (2005)
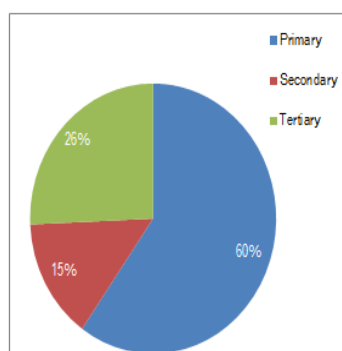
% Public Expenditure spent on Education: **14.8** -2004

% Expenditure on Teacher & Support staff salaries: **91.8** -2004

CHILDREN ORPHANED

Children (0-17yrs) orphaned by AIDS ('000): **690** (UNICEF 2009)   Learners in the basic education system who have been orphaned ('000): **649.34**

Children (0-17yrs) orphaned due to all causes ('000): **1,300** (UNICEF 2009)

1. EDUCATION SYSTEM

• Is total enrolment in your schools, over the last 10 years; growing, shrinking or remaining stable?	Pre Primary	Male	**NR**
		Female	**NR**
	Primary	Male	**Growing**
		Female	**Growing**
	Secondary	Male	**Growing**
		Female	**Growing**
• Total public expenditure (in local currency) on education[1]			**1.30E+12 Kwacha**
• 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.)?			**14.1**
• Number of learners in the basic education system who have been orphaned		Male	**329078**
		Female	**320078**
		Total	**649398**

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[2]	**Yes**
	Unit[3]	**No**
○ If there is a management unit, how many permanent staff members does it have?	Unit	**n/a**
○ If there is a committee or management unit, does it include senior staff?	Committee	**Yes**
	Unit	**n/a**
○ If there is a committee or management unit, does it have a dedicated budget?	Committee	**Yes**
	Unit	**n/a**

---

[1] This figure is not reliable and does not include donor funding

[2] Committee does exist, but is not effective

[3] Management Unit Does NOT exist, it used to be there in the past but currently it is not functional. The FP is Mrs Nalituba Mwale, Assistant Director- Human Resource, has been FP for 2 years, she has not been trained. Additional comment is that since Jan. 06 all the Management Committee members who were paid by donors were withdrawn when funding ceased and hence the committee was never re-constituted.

o If there is a committee or management unit, have members received orientation training?	Committee[4]		**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?			**No**
▪ If Yes, are they at a senior level?			**n/a**
▪ If No, are there staff members who responsibilities include HIV&AIDS?			**Yes**
• Is the Ministry involved in any current application for funding to any donor or development partner?[5]	HIV&AIDS		**Yes**
	Tuberculosis		**No**
	Malaria		**No**
• Confirm the number of funding applications submitted in last 10 years (estimate % that have been successful)?			**Not available**
• Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial year, which came from the following sources:	Internal/ Government		**0**
	External/ Donor		**100**

Representation on HIV&AIDS coordinating structures

	National Committee	National management unit
Planning	✔	n/a
Finance Management	✔	n/a
Curriculum Development	✔	n/a
Human Resources Management	✔	n/a
EMIS/Statistics & Research	NR	n/a
Monitoring, Evaluation & Reporting	✔	n/a
External partners – e.g. teacher unions, PLHIV, NGOs, etc.	NR	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)	✔	40	60
Access/Referral to Care and Support	✔	20	60
Curriculum Development	✘	0	60
Mainstreaming	✔	5	60
Planning	✔	5	60
Monitoring & Evaluation	✔	20	60
support to NGOs eg FAWEZA,AATAZ etc	✔	10	60

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	✔	n/a
Peer education was done		

Regional and District Level

• Do you have decentralized structures responsible for managing a response to the HIV&AIDS epidemic?[6]			**Yes**
o If Yes, do they include senior staff			**Yes**
o If Yes, do they have sufficient dedicated resources (budgets) for the task?			**NR**
• What % of schools have working groups or committees that address HIV&AIDS-related matters?[7]	Pre Primary		**0**
	Primary		**65**
	Secondary		**70**
• Rank the HIV&AIDS roles and functions of decentralized structures in order of importance[8]	Planning	1	
	Program Implementation	2	
	Monitoring	3	
	Evaluation	4	
	Reporting	5	
	Other:	**These activities are inhibited by inadequate funding**	

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?			**No**	
• 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?			**No**	
• Levels of education that receive free education	Pre Primary	**NR**	Lower Primary	**Yes**
	Upper Primary	**Yes**	Lower Secondary	**No**
	Upper Secondary	**No**	Tertiary	**No**
• 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?			**28.06.2006**	
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?			**01.07.2006**	

[4] This not a specifically designed course it is on an ad hoc basis
[5] This question was NOT accurately answered the EMIS official was not sure of the answers
[6] The National picture replicates itself here these are officers with additional HIV responsibilities but NOT specific HIV responsibilities
[7] This answer was not certain, committee was pretty much divided. There is no effective monitoring process to inform MoE on such
[8] There was no agreement on this ranking, it was evident that the team was not sure of the ranking though everything was ranked as "1"

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?	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?	Major problem
• Is there an Education Sector HIV&AIDS strategic plan in place?[9]	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
o 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?[10]	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?	Yes
o What was the most recent year for which EMIS captured and reported on these indicators?	2010
o 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?	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	n/a

• Identify and rank 5 key barriers to implementation	1	Financial resources
	2	Planning
	3	M and E
	4	Lack of dedicated HIV/AIDS UNIT at HQ
	5	Transport

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.)	No
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)?	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 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?		Yes
• Have gender-sensitive guidelines for implementing universal precautions and ensuring safety in the workplace been developed for use by all staff?		No
• 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?		76 - 100%
o Estimate % teachers and staff who use these facilities?		51 - 75%
• Has a referral system for access to HIV&AIDS treatment been established for Education Ministry teachers and staff?		Yes

---

[9] "No" answer is correct
[10] It is mainstreamed but very low effectiveness % revised to 26-50%. Low levels of funding affects the effectiveness of programmes

o If Yes, estimate % effectiveness of this referral system?		**51 - 75%**
• Does the Ministry have a policy of non-discrimination with regard to recruitment, advancement, continued employment and benefits for personnel affected by HIV&AIDS?[11]		**No**
• 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**

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[12]

	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	✔	✔	✔	✔	✔	✔	✘	✘	✔
Adolescent and reproductive health	✔	✔	✔	✔	✔	✔	NR	NR	✔
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, by school level:[13]	Lower Primary	**50**	Upper Primary **50**
	Lower Secondary	**60**	Upper Secondary **65**
• 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?[14]			**No**
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?			**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**
o If Yes, estimate % effectiveness of these efforts?			**26 - 50%**
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?			**100**

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	No	✘	✘	✘
Orientation Adolescent and reproductive health	No	✘	✘	✔
Orientation Sexuality education	No	✘	✘	✘
Orientation Gender equality and empowerment	No	✘	✘	✘
Orientation HIV&AIDS and other STIs	No	✘	✘	✘
Orientation Stigma and discrimination, including homophobia	No	✘	✘	✘
Orientation Family life and inter-personal relationships	No	✘	✘	✘

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

Sexuality education	No
Life Skills	No
Adolescent and reproductive health	No
Gender	No
STIs	No
HIV&AIDS	No
Homophobia and discrimination	No

• 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?	**Yes**
o 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**

---

[11] These policies are embedded in the Cabinet Office circulars as the employers of teaching service staff. Individual ministries cannot have it's own regulations.
[12] Sexuality education is not covered due to its sensitive nature i.e. taboo subject, cultural sensitivities etc. many a teacher fear upsetting parents should they teach this topic. FP adds that parents and communities were not sufficiently sensitized on these topics for them to appreciate their importance to HIV&AIDS education
[13] FP concedes that Homophobia is NOT in the curriculum
[14] Partially through PTA meetings, it was evident not much training had been offered

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

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

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

Orphaning	No	Geographic Location	No
Vulnerability	✓	Programme Scaling	✓
Poverty	✓	Other: Programme is being piloted in some provinces only	NR

• Is there currently a school feeding scheme in place?[15]		**Yes**	
○ If Yes, estimate the coverage of this feeding scheme by school level	Lower Primary		Upper Primary	**30**
	Lower Secondary		Upper Secondary	
○ If Yes, confirm whether this coverage is growing, stable or shrinking?		**Stable**	
• 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?[16]	Lower Primary	**60**	Upper Primary	**60**
	Lower Secondary	**70**	Upper Secondary	**70**

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	✓	Minor
Ministry of Finance	✓	Major
Ministry of Planning	✓	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:		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?	**Yes**
• Has any research been commissioned to inform the education sector response to HIV&AIDS?	**No**
• If research has been commissioned, indicate whether this has been undertaken by in-country institutions/agencies or by external institutions/agencies or both?	**n/a**
• If both internal and external institutions/agencies were involved in research, were there any partnering arrangements providing mentoring or training?	**n/a**
• If EDSEC HIV&AIDS impact or response research has been commissioned, indicate when this was conducted?	**n/a**

• If HIV&AIDS and education-related research has been conducted, please list these studies with approximate dates of completion and publication?	1	n/a
	2	
	3	
	4	
	5	

---

[15] The programme has been running in 7 provinces out of 9 and has been running since 2003. It is an all-inclusive programme all learners are included
[16] This question was not fully agreed and the panel was divided

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

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

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