

Selected 2011 GPS Key Results:

ZIMBABWE Ministry of Education, Sport and Culture



UN Region: Sub-Saharan Africa

HIV Prevalence (2009): 14.3%

Date completed 2011 GPS: 24.02.2012

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 P		Upper Primary				Lower Sec		Upper Secondary					
Grades/Forms				ECD A	ECD B	1	2	3	4	5	6	7	Form1	Form2	Form3	Form4	Form5	Form6	

LEARNER NUMBERS BY LEVEL

	Pre Primary	Primary	Secondary	Total
Pupils		2,637,251	839,685	3,476,936

TEACHER NUMBERS BY LEVEL

	Pre Primary	Primary	Secondary	Total
Teachers		71,735	37,745	109,480

PERCENTAGE CHILDREN OUT OF SCHOOL

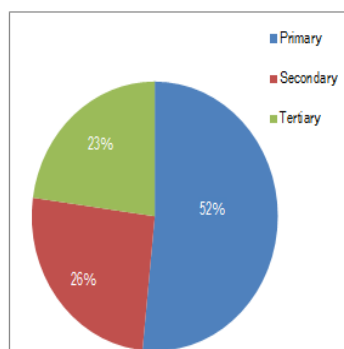
Primary	Lower Secondary

Adult literacy rate (estimate): **91.9** -2009

PERCENTAGE TRAINED TEACHERS BY LEVEL

Percentage trained	Pre Primary			Primary			Secondary		
	Male	Female		Male	Female		Male	Female	

PUBLIC EXPENDITURE BY LEVEL (2010)



% Public Expenditure spent on Education: **8.3** -2010
 % Expenditure on Teacher & Support staff salaries: **100** -2010

CHILDREN ORPHANED

Children (0-17yrs) orphaned by AIDS ('000): 1,000 (UNICEF 2009)	Learners in the basic education system who have been orphaned ('000): 700
Children (0-17yrs) orphaned due to all causes ('000): 1,400 (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
	Primary	Male	Growing
		Female	Growing
	Male	Growing	
	Female	Growing	
• Total public expenditure (in local currency) on education	17 688 845.79 USD		
• 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.)?	3		
• Number of learners in the basic education system who have been orphaned	Male		
	Female		
	Total		700 000

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	No
	Unit	In development
○ If there is a management unit, how many permanent staff members does it have?	Unit	NR
○ If there is a committee or management unit, does it include senior staff?	Committee	n/a
	Unit	NR
○ If there is a committee or management unit, does it have a dedicated budget?	Committee	n/a
	Unit	NR
○ If there is a committee or management unit, have members received orientation training?	Committee	n/a
	Unit	NR
○ 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 whose responsibilities include HIV&AIDS?	Yes

<ul style="list-style-type: none"> Is the Ministry involved in any current application for funding to any donor or development partner?¹ 	HIV&AIDS	No
	Tuberculosis	No
	Malaria	No
<ul style="list-style-type: none"> Confirm the number of funding applications submitted in last 10 years (estimate % that have been successful)?² 		0
<ul style="list-style-type: none"> Estimate the % of financial resources available (total HIV&AIDS budget) in the last financial year, which came from the following sources:³ 	Internal/ Government	0
	External/ Donor	100

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

Regional and District Level		
<ul style="list-style-type: none"> Do you have decentralized structures responsible for managing a response to the HIV&AIDS epidemic? o If Yes, do they include senior staff o If Yes, do they have sufficient dedicated resources (budgets) for the task? 		No
		n/a
		n/a
<ul style="list-style-type: none"> What % of schools have working groups or committees that address HIV&AIDS-related matters? 	Pre Primary	0
	Primary	70
	Secondary	55
<ul style="list-style-type: none"> Rank the HIV&AIDS roles and functions of decentralized structures in order of importance 	Planning	
	Program Implementation	
	Monitoring	
	Evaluation	
	Reporting	
	Other:	

3. ENABLING ENVIRONMENT			
<ul style="list-style-type: none"> How often have you heard your Education Minister speak publicly about the impact of HIV&AIDS on the education sector? 			Occasionally
<ul style="list-style-type: none"> Are HIV&AIDS response plans and implementation reports regularly reviewed at senior education management meetings? 			Yes
<ul style="list-style-type: none"> Does HIV&AIDS feature in the annual work plans of Teacher Unions and/or the Teacher Service Commission? 			Yes
<ul style="list-style-type: none"> Does the Ministry provide school-fee waivers and exemptions for the poor, orphaned, vulnerable or HIV&AIDS-affected?⁵ 			Yes
<ul style="list-style-type: none"> Levels of education that receive free education⁶ 	Pre Primary		Lower Primary
	Upper Primary		Lower Secondary
	Upper Secondary		Tertiary
<ul style="list-style-type: none"> Does the Ministry of Education have a specific education sector HIV&AIDS policy? o If Yes, estimate how well this has been implemented? o If Yes, provide date of original adoption and publication? o If Yes, has it been revised since its adoption o If Yes, when has it been revised since its adoption o If No, are HIV&AIDS issues mainstreamed in the national Education Sector Policy?⁷ 			In process
			n/a
			n/a
			n/a
			n/a
			Yes
<ul style="list-style-type: none"> Does the Ministry of Education have a workplace policy addressing HIV&AIDS impact?⁸ o If Yes, estimate how effective this workplace policy is in addressing HIV&AIDS impact? o If Yes, provide date of original adoption and publication? o If Yes, has it been revised since its adoption and if so, when? o If Yes, when has it been revised since its adoption 			NR
			NR
			NR
			NR
			NR
<ul style="list-style-type: none"> Have Education Sector HIV&AIDS-related policies been regularly reviewed since their introduction? 			No

¹ Funding partnership between the ministry and UN agencies, and development partners for HIV/AIDS activities

² Refer to comment above

³ Largely donor funded but not quantified

⁴ Funding from partners not from the Education budget

⁵ Basic Education Assistance Module

⁶ Rural primary schools do not pay tuition fees but contribute levies

⁷ The country has no National Education Policy but HIV and AIDS issues are mainstreamed in education programs

⁸ Ministry of Higher and Tertiary Education has a workplace policy while the MoESaC is Guided by the Public Service Commission HIV policy

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?	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?		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
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?		Yes
o If Yes, estimate the effectiveness of mainstreaming HIV&AIDS response?		26 - 50%
• 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?		n/a
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?		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?		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		Yes
o When is an assessment planned		01.01.2013
• Identify and rank 5 key barriers to implementation	1	Lack of financial resources
	2	Lack of human resources
	3	Lack of enabling environment - policy frameworks
	4	Limited management support/lack of prioritization
	5	Limited capacity amongst teachers to deliver

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.)		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)?		Yes

6. EDUCATION SECTOR WORKPLACE HIV&AIDS PROGRAMS		
• Does the Ministry have a gender-sensitive HIV&AIDS awareness program for all its employees?	National	In process
	District	In process
	Education institution	In process
• 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?		51 - 75%
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?		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 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?		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 ⁹				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	✗	✓	✓	✓	✗	✓	✓	✓	✓
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:	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?				No
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 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?				Systemic
• 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?				80

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?	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

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
o If Yes, estimate the coverage of this feeding scheme by school level	Lower Primary	10	Upper Primary	10
	Lower Secondary	No	Upper Secondary	No
o If Yes, confirm whether this coverage is growing, stable or shrinking?				Growing

⁹ Materials developed in the 1990s need to be updated

• 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	10	Upper Primary	10
	Lower Secondary	10	Upper Secondary	10

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	✓	Minor
UN agencies	✓	Major
NGOs - Save the Children, Plan International	✓	Major
Ministry of Youth Development, Indeginization and Empowerment	✓	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	

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

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

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