

**Table 1 Perception of experts towards the role of HRSSHs**

<b>HRSSHs role</b>	
Government	<ul style="list-style-type: none"><li>- Not strong</li><li>- Vital academic role</li><li>- Still weak</li><li>- A great at the micro-institutional level</li><li>- To some extent cooperative role</li><li>- Cannot evaluate their disorganized role due to no system</li><li>- All stakeholders are working independently</li><li>- Overall role is not satisfying</li></ul>
Academia	<ul style="list-style-type: none"><li>- Their roles are negatively performed</li><li>- Not good due to disorganized and unvalued HR among care providers</li><li>- Competitive roles rely on personal interests</li><li>- Insufficient role with unclear tasks</li><li>- Limited and need empowerment</li><li>- All do not perform their role as required due to individualism and system gap</li><li>- Their roles are dispersed</li><li>- Weak roles due to the producer-user gap and producing HR for personal goals</li><li>- There are no stakeholders</li><li>- Individual roles and agendas</li></ul>
NGOs	<ul style="list-style-type: none"><li>- Each party do its best but the overall role is not as wished</li><li>- Disintegrated sectorial work with a shortage in their assigned roles</li><li>- Inadequate where most of their role is just services provision</li><li>- Lacking a good linkage among all with unsatisfactory roles of gov. and academia</li><li>- Vague roles, care provider or HR regulator</li><li>- Difficult to evaluate their roles while no structure or system</li><li>- Academia role is good but the government is inefficient</li><li>- Fragmented and seasonal efforts</li><li>- All Stakeholders are playing an important role</li><li>- They do not work collaboratively</li><li>- Their role is improving and can be better</li><li>- A competitive role rather than complementary teamwork</li><li>- No, they are not well-performing with a server performance shortage</li><li>- Many attempts but unsatisfactory roles</li><li>- Current roles are completely fragmented</li></ul>