

Módulo 7 de información sobre el GLAAS

Sección C: Preguntas sobre recursos humanos

Encuesta del GLAAS a los países del 2021-2022

Panorama

- La sección C consta de **ocho preguntas** que abarcan los recursos humanos para el sistema WASH.
- En este módulo se presenta información fundamental sobre preguntas específicas de la sección C.
- Consulte también la orientación de la encuesta.

Preguntas

- **C1:** Planes y estrategias nacionales sobre los recursos humanos para el sistema WASH
- **C2:** Evaluación de las necesidades en materia de recursos humanos
- **C3:** Recursos humanos en los ministerios del gobierno o las instituciones nacionales
- **C4:** Instituciones de capacitación en materia de WASH
- **C5:** Limitaciones de recursos humanos
- **C6:** Suficiencia de los recursos humanos para el sistema WASH
- **C7:** Suficiencia de los recursos humanos para la salud ambiental
- **C8:** Derechos y medidas de seguridad para los trabajadores

Preguntas contempladas en este módulo

C1: Planes y estrategias nacionales sobre los recursos humanos para el sistema WASH

NATIONAL PLANS/STRATEGIES FOR WASH HUMAN RESOURCES

C1. Do national plans/strategies exist for human resources for WASH? *Note: This question is not examining the human resource plans of individual organizations, but rather government plans/strategies targeting human resources for WASH.*

	Sanitation	Drinking-water	Hand hygiene
a. Does a national human resources plan/strategy exist to develop and manage human resources that addresses the following sectors?	☐ Yes	☐ Yes	☐ Yes
	☐ Under development	☐ Under development	☐ Under development
	☐ No	☐ No	☐ No
i. If yes, provide name of the plan/strategy			
ii. Provide the year of the strategy (YYYY)			
iii. Provide a link or attach a copy.			

Nótese que los planes y las estrategias sobre los que se pregunta en esta cuestión son planes y estrategias gubernamentales sobre los recursos humanos para el sistema WASH.

C2: Evaluación de las necesidades en materia de recursos humanos

Responda a estas preguntas únicamente si la respuesta a la parte “a” es “solo evaluaciones subnacionales” o “evaluación nacional”.

Si no hay ninguna evaluación de las necesidades, pase a la pregunta C3.

HUMAN RESOURCES NEEDS ASSESSMENTS				
C2. To what extent have human resources needs assessments been conducted for WASH?				
a. Have human resources needs for WASH been assessed in your country?	No assessment ☐	Only sub-national assessments ☐	National assessment ☐	
i. If an assessment has been conducted, provide a link or attach a copy of the latest assessment.				
ii. How often do assessments take place?	Annually ☐	Every 2 to 3 years ☐	Every 4+ years ☐	On an ad hoc basis ☐
iii. What sectors were covered in the most human resources assessment?	Yes		No	
Sanitation	☐	☐		
Drinking-water	☐	☐		
Hand hygiene	☐	☐		
WASH in health care facilities	☐	☐		
WASH in schools	☐	☐		
iv. Was gender considered in the latest assessment?	☐	☐		
v. Have the assessments been used to inform national plans/strategies for WASH or for human resources?	☐	☐		
vi. Briefly describe how human resources needs assessments for WASH are conducted, including the topics covered and stakeholders involved.				

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C3: Recursos humanos en los ministerios del gobierno o las instituciones nacionales

HUMAN RESOURCES IN GOVERNMENT MINISTRIES/NATIONAL INSTITUTIONS

C3. To what extent do government ministries/national institutions have organizational charts in place for WASH?

a. Does an organizational chart exist that covers all WASH positions across national institutions?

Yes	No
☐	☐

b. Do government ministries/national institutions involved in WASH have organizational charts?

None	Some	All
☐	☐	☐

c. Are job descriptions available for WASH positions in government ministries/national institutions?

☐	☐	☐
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d. Of all WASH positions in government ministries/institutions, what is the percentage of women that hold those positions?

Less than 10%	Between 10% and 49%	Between 50% and 75%	More than 75%
☐	☐	☐	☐

Las respuestas a estas preguntas son sus mejores estimaciones.

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C4: Instituciones de capacitación en materia de WASH

WASH TRAINING INSTITUTIONS			
C4. What types of training institutions and programmes for WASH exist in your country?			
a. Do any of the following types of WASH-specific/relevant education and training institutions exist in your country? i. Community training centres ii. Technical and vocational training centres iii. Universities iv. Other (please specify): 	Yes	No	<i>If yes,</i> What is the approximate total number of WASH graduates/trainees per year?
	☐	☐	Of the total WASH graduates/trainees per year, what is the approximate percentage that are women?
	☐	☐	
	☐	☐	
	☐	☐	

Las respuestas a estas preguntas pueden ser estimaciones si se desconocen las cifras reales.

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b. Do the available WASH training institutions supply enough trained professionals on an annual basis to meet the needs of the following areas?

i. Drinking-water – piped systems

ii. Drinking-water – small systems

iii. Sanitation – sewer networks and wastewater treatment

iv. Sanitation – on-site systems and faecal sludge management

v. Hand hygiene – facilities/technologies and behaviour change

Less than 50%
of what is
needed

Between 50%
and 74% of what
is needed

Between 75% and 94%
of what is needed

Between 95% and
100% of what is
needed

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c. If there are any insufficiencies in WASH training institutions/programmes, please describe the insufficiencies and the reasons for these insufficiencies.

Los profesionales con capacitación en estas áreas podrían proceder de los tipos de instituciones que se enumeran en la parte “a”: centros de capacitación comunitarios, centros de capacitación técnica y profesional y universidades.

C5: Limitaciones de recursos humanos

HUMAN RESOURCES CONSTRAINTS

C5. Constraints to WASH human resources: To what extent do the following factors constrain WASH human resources capacity? *Classify the constraint on a scale of 1 to 3, as described below:*

- 1 - Low or no constraint to WASH human resources
- 2 - Moderate constraint to WASH human resources
- 3 - Severe constraint to WASH human resources

Nótese que 3 es una limitación importante y 1 es una limitación baja o nula.

- a. Financial resources available for staff (salaries, benefits, pensions etc.)
- b. Insufficient education/training programmes or courses to meet demand
- c. Lack of awareness of WASH job opportunities
- d. Insufficient competencies (skills and knowledge) of staff to perform duties
- e. Skilled workers do not want to live and work in rural areas of the country
- f. Other (please specify):

Constraint on HR capacity for: (3-severe, 2-moderate, 1-low or no)		
Sanitation	Drinking-water	Hand hygiene

- g. Please provide details such as the causes, impacts and barriers to addressing the constraints. If the constraints are different for urban and rural areas for a subsector above, please provide further details.

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C6: Suficiencia de recursos humanos para el sistema WASH

SUFFICIENCY OF HUMAN RESOURCES FOR WASH

C6. Are there sufficient human resources for each sector and WASH activities?

a. Overall, are there sufficient human resources for the following sectors?

Sanitation				Drinking-water				Hand hygiene			
Less than 50% of what is needed	Between 50% and 74% of what is needed	Between 75% and 94% of what is needed	Between 95% and 100% of what is needed	Less than 50% of what is needed	Between 50% and 74% of what is needed	Between 75% and 94% of what is needed	Between 95% and 100% of what is needed	Less than 50% of what is needed	Between 50% and 74% of what is needed	Between 75% and 94% of what is needed	Between 95% and 100% of what is needed
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Para cada pregunta de C6, se deben marcar tres casillas por fila: una para el saneamiento, otra para el agua potable y la tercera para la higiene de las manos.

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C7: Suficiencia de recursos humanos para la salud ambiental

SUFFICIENCY OF HUMAN RESOURCES FOR ENVIRONMENTAL HEALTH

C7. Are there sufficient human resources in the health sector for the following core environment health functions relating to WASH? See the guidance document for more information on the health sector role in WASH as per recommendations in the WHO Guidelines on Sanitation and Health (2018).

	Less than 50% of what is needed	Between 50% and 74% of what is needed	Between 75% and 94% of what is needed	Between 95% and 100% of what is needed
a. Health sector participation in WASH sector coordination	☐	☐	☐	☐
b. Health sector contribution to WASH norms and standards	☐	☐	☐	☐
c. WASH contribution to disease programmes where WASH is needed for primary prevention	☐	☐	☐	☐
d. Inclusion of WASH status in disease surveillance	☐	☐	☐	☐
e. WASH promotion within community-level health promotion	☐	☐	☐	☐
f. Planning WASH service provision and maintenance in health facilities	☐	☐	☐	☐

Este es un tema nuevo de la encuesta del GLAAS a los países. Esta pregunta se centra en los recursos humanos del sector de la salud para las funciones fundamentales de salud ambiental que afectan al sistema WASH.

Para responder a esta pregunta se debe consultar a colegas del sector de la salud.

C8: Derechos y medidas de seguridad para los trabajadores

RIGHTS AND SAFETY MEASURES FOR WORKERS

C8. To what extent are the following measures in place for sanitation and drinking-water workers?

Cada pregunta debe tener dos casillas marcadas: una para el saneamiento y otra para el agua potable.

- a. Provision of association for workers (i.e. to self-organize in associations and unions)
- b. Operational guidelines for workers' health and safety
- c. Mechanisms to check compliance with operational guidelines
- d. Minimum requirement for employer-employee relations (e.g. provision of health insurance, vaccinations, contractual stability, minimum wage)
- e. Formalization of employment for workers (i.e. transitioning informal workers into the formal workforce)

Sanitation			Drinking-water		
No measures	Measures partially in place	Measures fully in place	No measures	Measures partially in place	Measures fully in place
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐
☐	☐	☐	☐	☐	☐

Este es un temamuevo de la encuesta del GLAAS a los países.

¡Muchas gracias!

*Para más información, diríjase a
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