

GLAAS information module 7

Section C human resources questions

in the GLAAS 2021/2022 country survey

Overview

- Section C consists of **8 questions** covering WASH human resources.
- This module will present key information about the questions in Section C.
- Please also reference the survey guidance.

Questions

- **C1:** National plans/strategies for WASH human resources
- **C2:** Human resources needs assessments
- **C3:** Human resources in government ministries/national institutions
- **C4:** WASH training institutions
- **C5:** Human resources constraints
- **C6:** Sufficiency of human resources for WASH
- **C7:** Sufficiency of human resources for environmental health
- **C8:** Rights and safety measures for workers

Questions covered in this module

C1: National plans/strategies for WASH human resources

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?	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes
	<input type="checkbox"/> Under development	<input type="checkbox"/> Under development	<input type="checkbox"/> Under development
	<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> 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.			

Note that the plans and strategies asked about in this question are government plans/strategies for human resources for WASH.

C2: Human resources needs assessment

Only answer these questions, if the answer to part a is “only subnational assessments” or “national assessment”.

If there are no needs assessments, continue to question 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 <input type="checkbox"/>	Only sub-national assessments <input type="checkbox"/>	National assessment <input type="checkbox"/>	
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 <input type="checkbox"/>	Every 2 to 3 years <input type="checkbox"/>	Every 4+ years <input type="checkbox"/>	On an ad hoc basis <input type="checkbox"/>
iii. What sectors were covered in the most human resources assessment?	Yes		No	
Sanitation	<input type="checkbox"/>	<input type="checkbox"/>		
Drinking-water	<input type="checkbox"/>	<input type="checkbox"/>		
Hand hygiene	<input type="checkbox"/>	<input type="checkbox"/>		
WASH in health care facilities	<input type="checkbox"/>	<input type="checkbox"/>		
WASH in schools	<input type="checkbox"/>	<input type="checkbox"/>		
iv. Was gender considered in the latest assessment?	<input type="checkbox"/>	<input type="checkbox"/>		
v. Have the assessments been used to inform national plans/strategies for WASH or for human resources?	<input type="checkbox"/>	<input type="checkbox"/>		
vi. Briefly describe how human resources needs assessments for WASH are conducted, including the topics covered and stakeholders involved.				

C1

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C3: Human resources in government ministries/national institutions

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
<input type="checkbox"/>	<input type="checkbox"/>

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

None	Some	All
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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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%
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The answers to these questions are your best estimates.

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C4: WASH training institutions

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>If yes,</i> What is the approximate total number of WASH graduates/trainees per year?	
	Yes	No	Of the total WASH graduates/trainees per year, what is the approximate percentage that are women?	
i. Community training centres	<input type="checkbox"/>	<input type="checkbox"/>		
ii. Technical and vocational training centres	<input type="checkbox"/>	<input type="checkbox"/>		
iii. Universities	<input type="checkbox"/>	<input type="checkbox"/>		
iv. Other (please specify):	<input type="checkbox"/>	<input type="checkbox"/>		

The answers to these questions can be estimates if actual figures are unknown.

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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.

Trained professionals for these areas could come from the types of institutions listed in part a: community training centres, technical and vocational training centres and universities.

C1

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C7

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C5: Human resources constraints

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

Note that 3 is a severe constraint and 1 is low or no constraint.

- 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: (Scale: 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: Sufficiency of human resources for 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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For each question in C6, three boxes per row should be checked: one for sanitation, one for drinking-water and one for hand hygiene.

C7: Sufficiency of human resources for environmental health

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Health sector contribution to WASH norms and standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. WASH contribution to disease programmes where WASH is needed for primary prevention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Inclusion of WASH status in disease surveillance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. WASH promotion within community-level health promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Planning WASH service provision and maintenance in health facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

This is a new topic for the GLAAS country survey. This question is focused on human resources in the health sector for core environmental health functions that affect WASH.

Colleagues from the health sector should be consulted to answer this question.

C8: Rights and safety measures for workers

RIGHTS AND SAFETY MEASURES FOR WORKERS

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

Each question should have two boxes checked: one for sanitation and one for drinking-water.

- a. Freedom 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
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

This is a new topic for the GLAAS country survey.

Thank you!

*For additional information please contact
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