

RESOURCE: SANITATION AND HYGIENE DEFINITIONS

SANITATION AND HYGIENE HUMAN RESOURCE CAPACITY NEEDS ASSESSMENT TOOLKIT

| OVERALL | |
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| Area-wide sanitation | A systems-based, outcome-driven framework to achieve equitable, universal access and use of SMS and hygiene in a given administrative area, such as a district (USAID) |
| On-site sanitation | A sanitation system in which excreta and wastewater are collected, stored and/or treated on the plot where they are generated (SSWM) |
| Hygiene | In this study, strictly confined to fecal-related environmental cleanliness and hygiene |
| Capacity | The ability of individuals, organizations, and societies to perform functions, solve problems, and set and achieve objectives (OECD) |
| HR capacity (individual capacity) | The number of HR (personnel or self-employed individuals) and their competencies available to perform functions, solve problems, and set and achieve objectives |
| HR shortages | Refers to a deficit in numbers of HR needed versus those available |
| HR gaps | Refers to a deficit in competencies needed versus those available |
| Competency | Knowledge, skills, and abilities needed for an employee to perform their job in an effective manner |
| Technical (knowledge and skills) | Knowledge and skills (competencies) that a person has in a specific field (e.g., behavioral scientist with BCC skills, environmental engineer with design skills to develop FSTPs) |
| Transferrable (knowledge and skills) | Knowledge and skills (competencies) that a person may need for their job but are not specific to that field. These knowledge areas or skillsets are applicable across multiple jobs (e.g., computer skills, relationship management, project management, communication skills) |
| Formal workforce (ILOSTAT n.d.) | All workers in incorporated enterprises, including government employees |
| Informal workforce (ILOSTAT n.d.) | All workers in unincorporated enterprises that produce at least partly for the market and are not registered. It excludes households that produce exclusively for own final use, subsistence agriculture, construction of own dwellings, etc. |

| GEOGRAPHIES DEFINED: ADOPTED AND ADDED ONTO FROM GUIDANCE ON PROGRAMMING RURAL SANITATION (WaterAid 2019) | |
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| Rural remote (far from urban) | • Small and remote communities • Unpaved roads • Low population density • Primary agricultural livelihood • Low market reach (products and services not reaching rural remote area) • Low affordability of sanitation products and services • Few sanitation finance options (few finance institutions or services available) |
| Rural on-road (close to urban) | • Small to medium communities connected with rural centers • All-weather roads • Low to medium population density • Agricultural and other livelihoods • Low to medium market reach • Low availability |

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| | of market products and services • Low affordability of MBS products and services • Some options for sanitation finance |
| Rural mixed (peri-urban) | • Large rural settlements and rural areas within urban catchments • Paved roads • Medium to high population density (some congestion problems) • Mixed livelihoods • Some tenants (rented accommodation) • Medium to high market reach • Medium availability of market products and services • Low to medium affordability of MBS products and services • Increased options for sanitation finance |
| Urban | • Large settlements within urban catchment • Unpaved or paved roads • High population density (congestion problems) • Mixed livelihoods • Fall in mandated area of the utility • Medium to high market reach • Medium to high availability of market products and services • Can have lack of land ownership (informal/illegal settlement) • Low affordability of MBS products and services • Increased options for sanitation finance |

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