

TOOL: SIGNALING SHORTAGES PER FUNCTION AND GEOGRAPHICALLY

SANITATION AND HYGIENE HUMAN RESOURCE CAPACITY NEEDS ASSESSMENT TOOLKIT

The table below can be used in the assessment workshop (see Workshop guidance – example of agenda and exercises) but can also be a support for interviews (or focus group discussions) if interviewees have difficulties describing the level, type, and/or location of shortages they see.

Print table below in large format for the plenary discussion (A1 is minimum size) or draw it on a large piece of paper. Additionally, have such a table for each group. With large numbers of participants, consider doing the exercise in groups before discussing in plenary.

- Jointly give each function a color
- Discuss the rationale and write this down
- Take it to plenary
- Consolidate with the rationales
- Sufficient HR to meet current demand/future demand (to reach SDG/national targets)
- 51-95 percent of HR to meet current demand/future demand (to reach SDG/national targets)
- Under 50 percent of what is needed to meet current demand/future demand (to reach SDG/national targets)

	SANITATION				HYGIENE			
FUNCTIONS	URBAN	PERI URBAN RURAL MIXED	RURAL ON ROAD	RURAL REMOTE	URBAN	PERI URBAN RURAL MIXED	RURAL ON ROAD	RURAL REMOTE
(National) policy, strategy, and coordination								
(National) regulation (National) monitoring								
(National) finance								
(Subnational/ local) oversight and support (including monitoring and enforcing regulation)								
(Subnational/ local) community engagement and mobilization								
(Subnational/local) advocacy and holding to account								
(Subnational/local) construction								

		SANIT	ATION		HYGIENE			
FUNCTIONS	URBAN	PERI URBAN RURAL MIXED	RURAL ON ROAD	RURAL REMOTE	URBAN	PERI URBAN RURAL MIXED	RURAL ON ROAD	RURAL REMOTE
(Subnational/local) treatment and disposal/safe reuse (sanitation specific)								
(Subnational/local) emptying and conveyance (sanitation specific)								
(Subnational/local) operation and maintenance (O&M)								
Business development support								
Research and design								

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