# RESOURCE: POTENTIAL SOURCES FOR QUANTITATIVE DATA COLLECTION

## SANITATION AND HYGIENE HUMAN RESOURCE CAPACITY NEEDS ASSESSMENT TOOLKIT

While the WASHPaLS #2 capacity needs assessment did not set out to calculate exact numerical HR shortages in the sanitation and hygiene sectors, it did aim to collect quantitative data, where it existed, to inform estimates of HR shortages (i.e., numbers of jobs, positions, and people employed or active) in the sanitation and hygiene sectors. A key limitation was the noted lack of data on professionals and unskilled labor involved in sanitation and hygiene, and the lack of standardization of HR and sector roles and positions, making it hard to understand the exact numerical need – e.g., how many of a certain role would be needed to perform all the required sanitation and hygiene functions in a country or subnational area.

Types of data sources that may provide insight into exact needs and shortages include:

- Previous needs assessments, gap analysis, or similar exercises undertaken, in or beyond the WASH sector, and including international assessments such as the UN-Water Global Analysis and Assessment of Drinking Water and Sanitation (GLAAS), or the African Ministers Council on Water (AMCOW) Water and Sanitation Sector Monitoring and Reporting System (WASSMO).

- Policies, guidelines, or regulatory documents that set norms or quota for certain positions -e.g., number of population per environmental health worker, or per sanitary inspector.

- Public or civil service administration data on numbers and types of people employed in the civil service/within line departments at national, subnational, and local levels; unfilled vacancies, attrition rates, remuneration packages, etc.

- Data from line ministries (e.g., Ministry of Water and Sanitation, Ministry of Health) on sector staffing requirements, levels, and plans at national, subnational or local levels.

- Data from key actors employing HR as per the 'Mapping Stakeholders per Function' exercise, for example, utilities, regulatory agencies, or private sector actors (including through relevant private sector associations, where in existence).

- Data regarding national/government-supported community volunteer schemes, including position descriptions, qualification expectations, training programs, and, if available, numbers, gender, age, and geographical distribution of volunteers engaged. Where relevant, incentive structures and volunteer administration/supervision processes and frameworks.