

# Human Resources for WASH at PRI level: What does it entail?

Curtain raiser for discussions



National WASH Conclave - 2022

**WASH FORWARD**

Advancing Water, Sanitation and Hygiene in Panchayats



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# GPs- characteristics

- Not homogenous
  - Size diversity: very small to very large population
  - Population diversity:
  - Constituent geographies: Single village, multi-village
  - Terrain diversity: several types
  - Strengths vary from state to state- need appropriate attention
- Except in few states, they are yet evolving
  - Role clashes: Local Government Vs Development implementation agency
  - Governments devolved functions and part finances to PRIs - not functionaries
  - With available workforce, there is a capacity/ competency crisis

# What is the current HR situation at Gram Panchayats, for WASH?



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Area	District and Block level	GP level
Drinking Water	<ul style="list-style-type: none"> <li>• PHED/ equivalent Staff setup</li> <li>• PMU consultant(s) for JJM (if constituted)</li> <li>• District WQ Lab staff (if operational)</li> <li>• ISA staff (if appointed)</li> </ul>	<ul style="list-style-type: none"> <li>• None formal</li> </ul> Volunteers: <ul style="list-style-type: none"> <li>• VWSC members</li> <li>• WQ volunteers (if trained)</li> </ul>
Sanitation	<ul style="list-style-type: none"> <li>• PMU Consultant(s) for SBM</li> <li>• Nigarani Samiti members (if functional)</li> </ul>	<ul style="list-style-type: none"> <li>• None formal</li> </ul> Volunteers <ul style="list-style-type: none"> <li>• Nigrani Samiti Members (if any)</li> <li>• Swachhagrahis (if sustained)</li> <li>• Safai Karmis on NREGS roster (in few states)</li> </ul>
Hygiene/ behaviour change	<ul style="list-style-type: none"> <li>• District IEC/ BCC Consultants for SBM/ JJM</li> <li>• Health Education setup as part of health department (if appointed)</li> </ul>	<ul style="list-style-type: none"> <li>• None formal</li> </ul> Volunteers: <ul style="list-style-type: none"> <li>• ASHAs, School Teachers, AWWs, ANM/ MPWs</li> </ul>
WASH in Institutions	<ul style="list-style-type: none"> <li>• None (SBM or JJM consultants in some cases)</li> </ul>	<ul style="list-style-type: none"> <li>• AWC Helper, Temporary Sanitation workers at schools/ HCFs</li> </ul>
WASH training and capacity building	<ul style="list-style-type: none"> <li>• ISA and KRC staff (if enpanneled for districts)</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>
Regulatory workforce for Water and environmental safety	<ul style="list-style-type: none"> <li>• Public Health Inspectors (in some states)</li> </ul>	<ul style="list-style-type: none"> <li>• None</li> </ul>

# WASH workforce needs at GP level, in order to meet the expectations



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Skilled plumbing  
work

Repair of pump  
sets and

Water Supply  
operators

Persons to  
collect and  
manage user  
charges

Persons to  
oversee water  
quality

Masons for  
construction,  
repair and  
retrofitting

Provide safe pit/  
tank emptying+  
FSM services

Manage and  
maintain CTPTs

Maintain  
institutional  
toilets, premises

Collection and  
management of  
solid waste

Community  
mobilisers and  
behaviour  
educators

Training and  
capacity building

Engineers for  
technical  
planning and  
oversight,  
compliance

Finance/  
Account  
Managers

Generate and  
manage data and  
monitor



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# Key Issues to consider

- Are there anything else – special and context specific needs?
- While multi-tasking and multiskilling can be the way forward for many of these areas, how can we ensure the bare minimum workforce at GP level?
- Where will the resources come from?
- While engaging sanitation workers and other WASH workers in rural areas, how to ensure:
  - Skills and competence
  - Health and Safety
  - Equitable



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Thanks

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