

# How to guide the careers of young people in the water and sanitation sector

## Survey results. Part 1: the youth perspective

### Introduction

As part of the Valuing Water Initiative, a survey was launched in 4 languages (English, French, Spanish and Portuguese) globally and disseminated widely through the RWSN and Aquafed networks, as well as partner organisations (water youth organisations and networks, student groups, young professionals' initiatives, water utility associations).

The survey was kept open from June 6 - July 6, 2023.

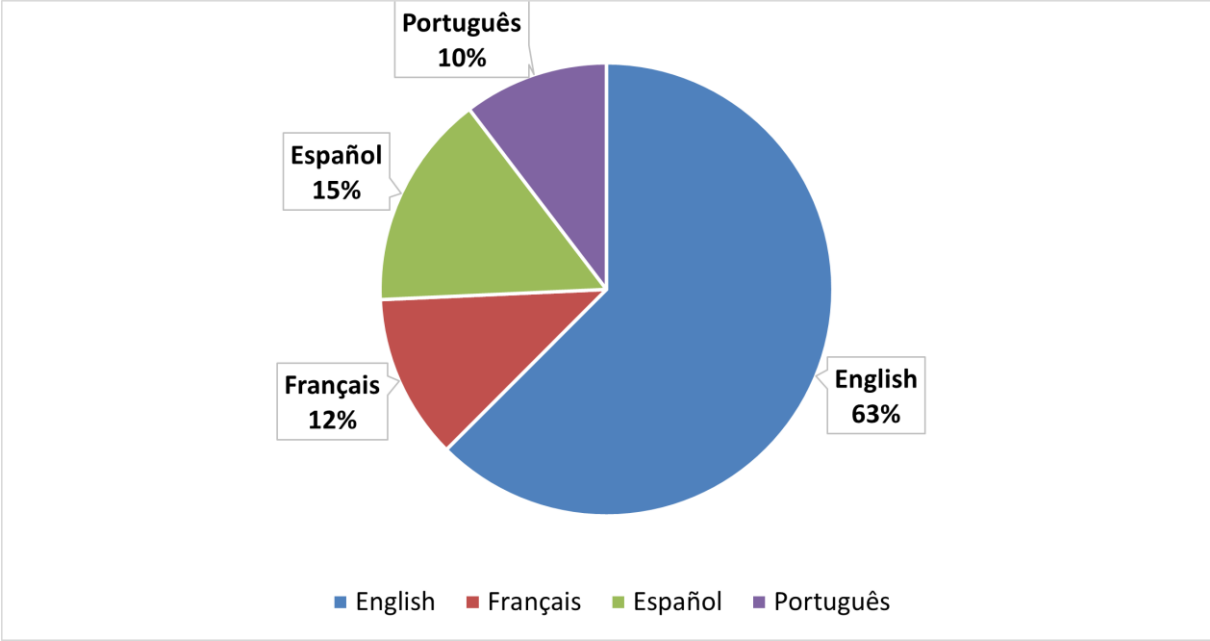
280 responses were received, of which 63% were completed.

Below is the analysis of the survey results. For more information about the survey data or the Valuing Water Initiative, please contact [info@rural-water-supply.net](mailto:info@rural-water-supply.net) and [info@aquafed.org](mailto:info@aquafed.org).

Question 1

**Language**

Responses: 280



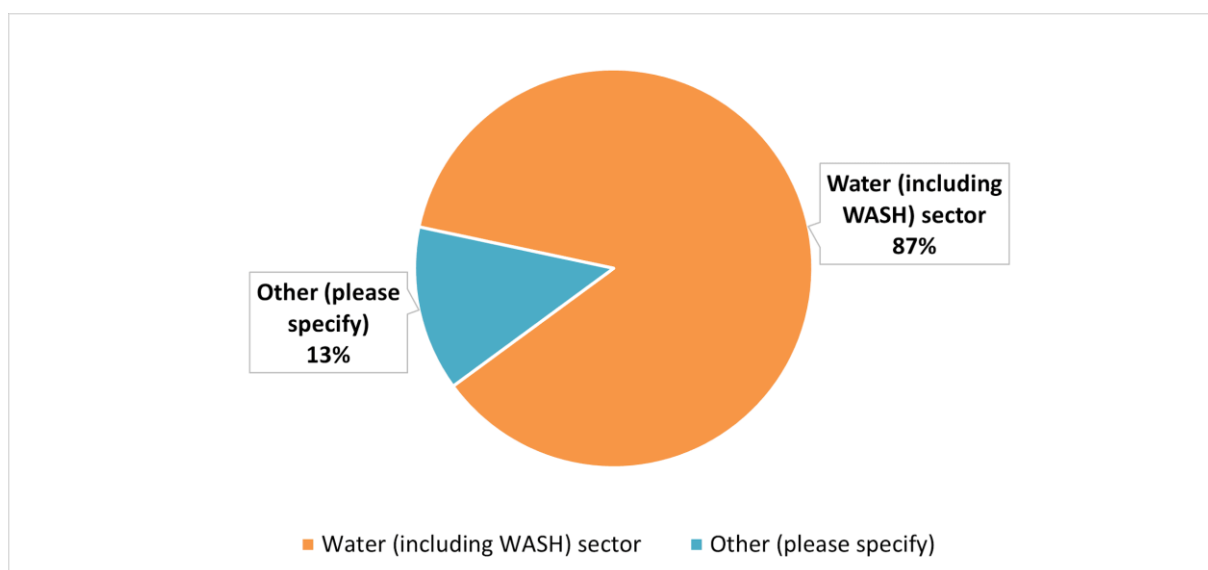
Languages	Responses	No. Responses
English	62.50%	175
Français	11.79%	33
Español	15.36%	43
Português	10.36%	29
TOTAL	100%	280

Question 2

**What sector(s) have you worked in or are you looking for work in?**

Responses: 194

Respondents: 176



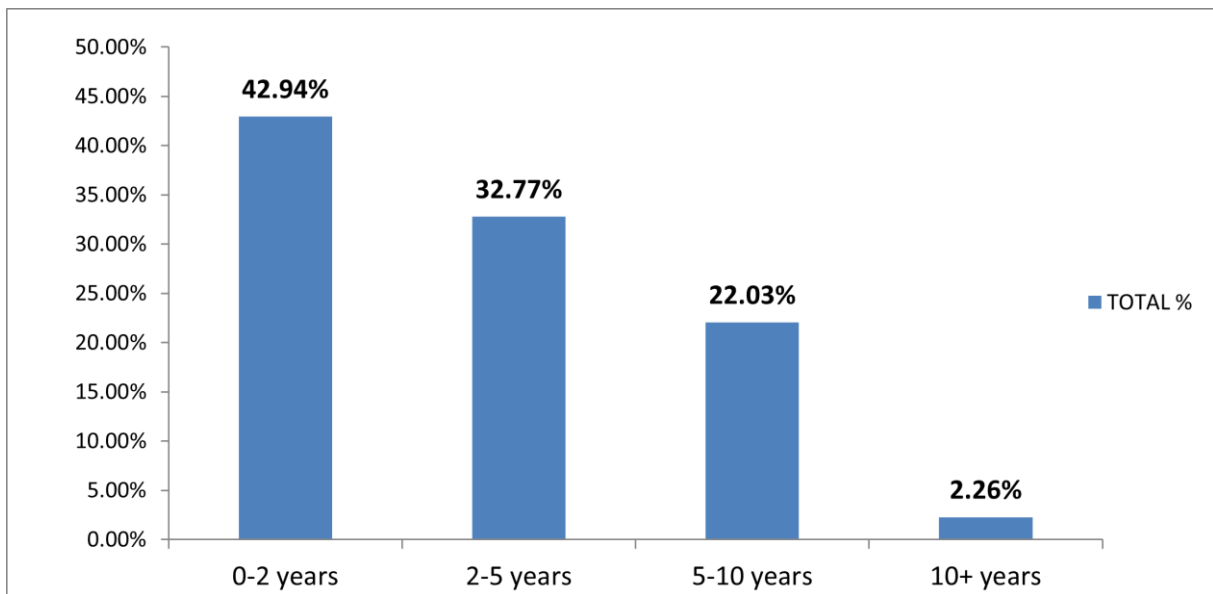
#### Other responses:

- Climate Change:
  - Climate change
  - Climate adaptation
  - Resilience
  - Climate financing
- Public sector, government and public policy
- Private sector
- NGO and non-profit sector
- Government services
- Academia
- Research
- Public Health and Safety
- Finance
- Water Management:
  - Water desalination and water treatment
  - Gestion de l'eau et de l'environnement / Water and environmental management
- Natural Resources
- Environmental Sector
- Gender Equality
- Alianza Nacional Ríos y Cuencas de Costa Rica / National Alliance of Rivers and Watersheds of Costa Rica
- Consultoria ambiental e empresas afins / Environmental consultancy and related companies
- Licenciamiento Ambiental / Environmental Licensing

### Question 3

**How many years of experience in the water/ WASH sector do you have? Note: Work experience includes any work/ job opportunity you have had including consultancy, employment, volunteer work, internship ... covered by a contractual arrangement with an individual (including being self-employed) or an organisation.**

Responses 177



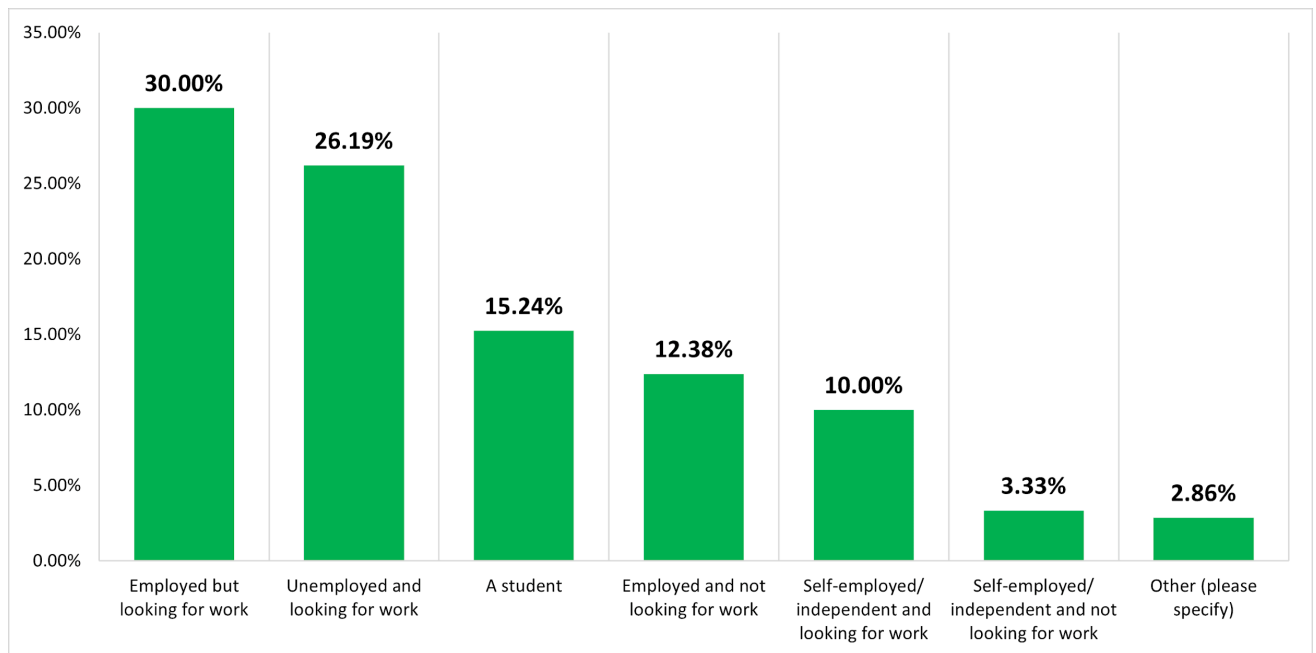
Answer Choices	TOTAL	TOTAL %
0-2 years	76	42.94%
2-5 years	58	32.77%
5-10 years	39	22.03%
10+ years	4	2.26%
<b>TOTAL</b>	<b>177</b>	<b>100.00%</b>

#### Question 4

### Are you currently... (check all that applies)

Responses: 210

Respondents:177



Answer Choices		TOTAL%
Employed but looking for work	63	30.00%
Unemployed and looking for work	55	26.19%
A student	32	15.24%
Employed and not looking for work	26	12.38%
Self-employed/ independent and looking for work	21	10.00%
Self-employed/ independent and not looking for work	7	3.33%
Other (please specify)	6	2.86%

#### Other responses:

- My contract ended after 4 years due to funding constraints
- Employed but working to gain as much experience as I can to upskill myself for the WASH sector then I will look for work
- Looking for more entrepreneurs opportunities
- Currently working but work conditions not good
- Volontaire a la croix rouge côte d'ivoire / Volunteer at the Red Cross Ivory Coast
- Seguiré estudiando para optar a mejores oportunidades de trabajo / I will continue to study to have better job opportunities

## Question 5

### **For self-employed respondents only: why are you self-employed?**

Responses: 29

*Full answers in Annex 4*

#### **No adequate job opportunities for +50% of respondents**

- "I'm self-employed due to inability to secure full time job. I would opt for full time employment if presented with it..."
- "The funding in the WASH Sector in my country has dropped. I have not been able to secure a WASH role in 2 years..."
- "I am originally from India and moved to Nigeria last year. As a result the greatest challenge to my employability is sponsoring of a work visa. Hence, the only way remaining for me was to go freelance and start consulting."
- "Tried to get academic work but couldn't. Was told by university I need to get practical experience and this was the best route available at the time I started."

**Other:** start-up founder, small business owner...

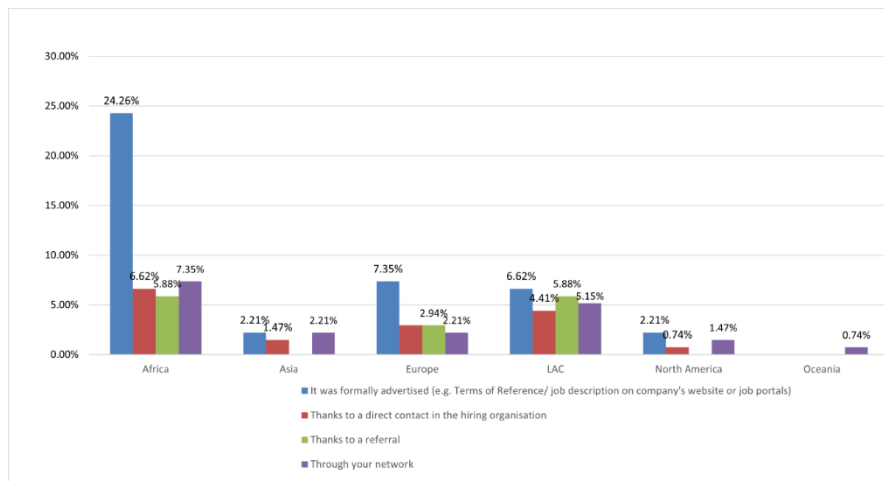
Question 6

**How did you find the last work opportunity you got? Note: Work includes any work/ job opportunity you have had including consultancy, employment, volunteer work, internship ... covered by a contractual arrangement with an individual (including being self-employed) or an organisation.**

Responses 168



Answer Choices	Responses	TOTAL %
It was formally advertised (e.g. Terms of Reference/ job description on company's website or job portals)	68	40.48%
Through your network	35	20.83%
Thanks to a direct contact in the hiring organisation	26	15.48%
Thanks to a referral	24	14.29%
Other (please specify)	15	8.93%
<b>TOTAL</b>	<b>168</b>	<b>100%</b>



Other responses:

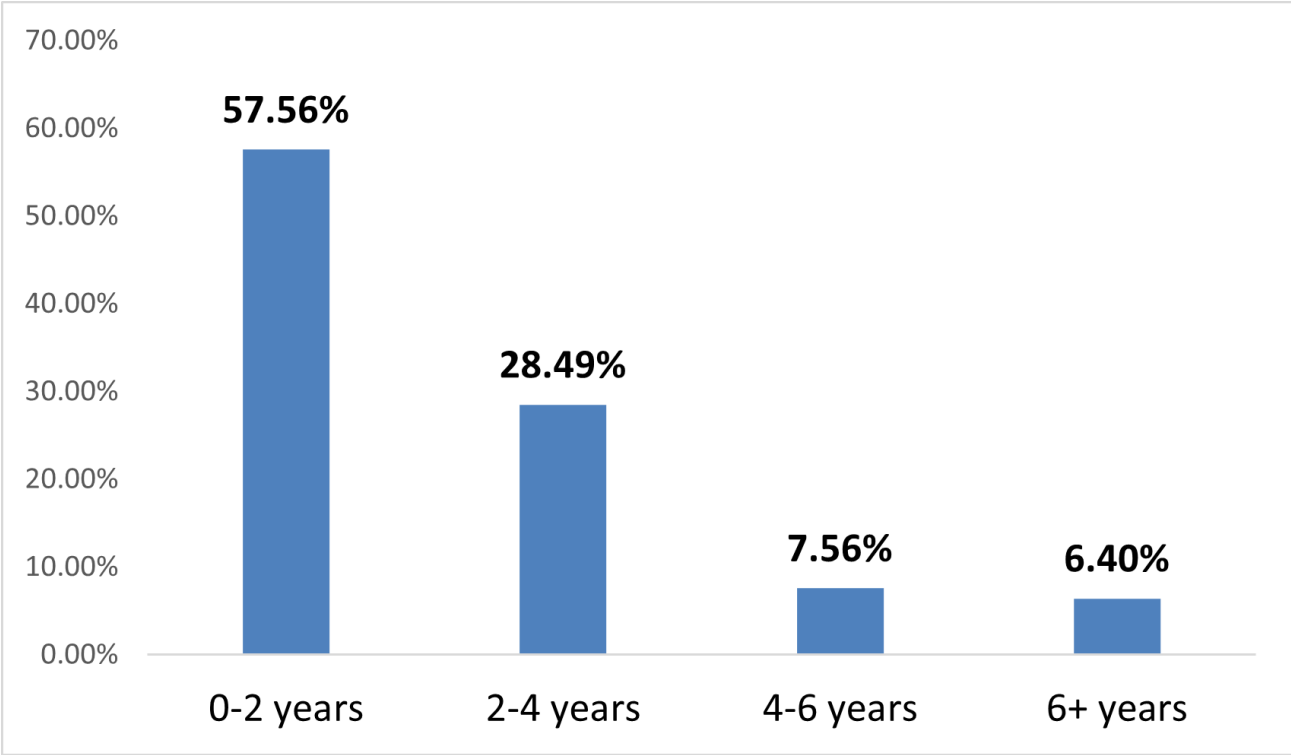
- Through a health journalism network
- Hard work
- We have been selling bios and filters from last 10 years, so we have some links in our area
- Internal move - volunteer to staff, then to HQ staff
- Recruitment Agency
- School Industrial attachment
- National competitive exam
- Feria de empleo / Job fair
- La empresa asistió a la universidad en busca de jóvenes pasantes / The company came to the university to look for young interns.
- Processo seletivo da ONG Vetor Brasil / NGO Vetor Brasil selection process
- Concurso público / Public competition
- Post no linkedin / LinkedIn post
- Universidade / University

### Question 7

**On average, how long have you remained with the same employer/ organisation since entering the workforce? (if self-employed, count self-employment as one employment period). Note: This includes any work/ job opportunity you have had including consultancy, employment, volunteer work, internship ... covered by a contractual arrangement with an individual (including being self-employed) or an organisation.**

Responses: 172

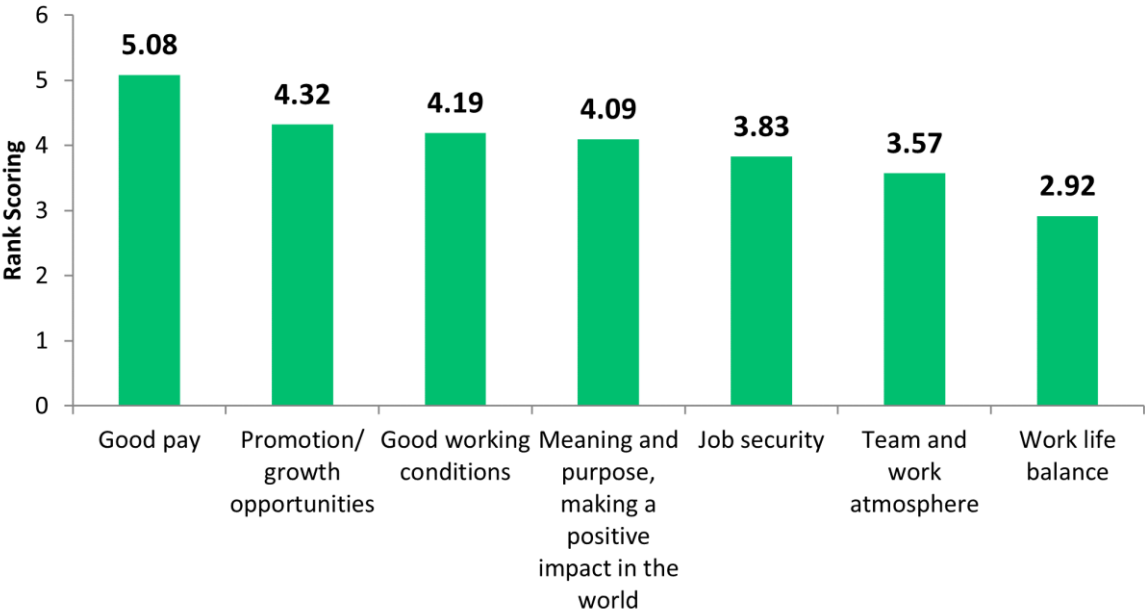




Question 8

What do you value the most in a job?

Responses: 179

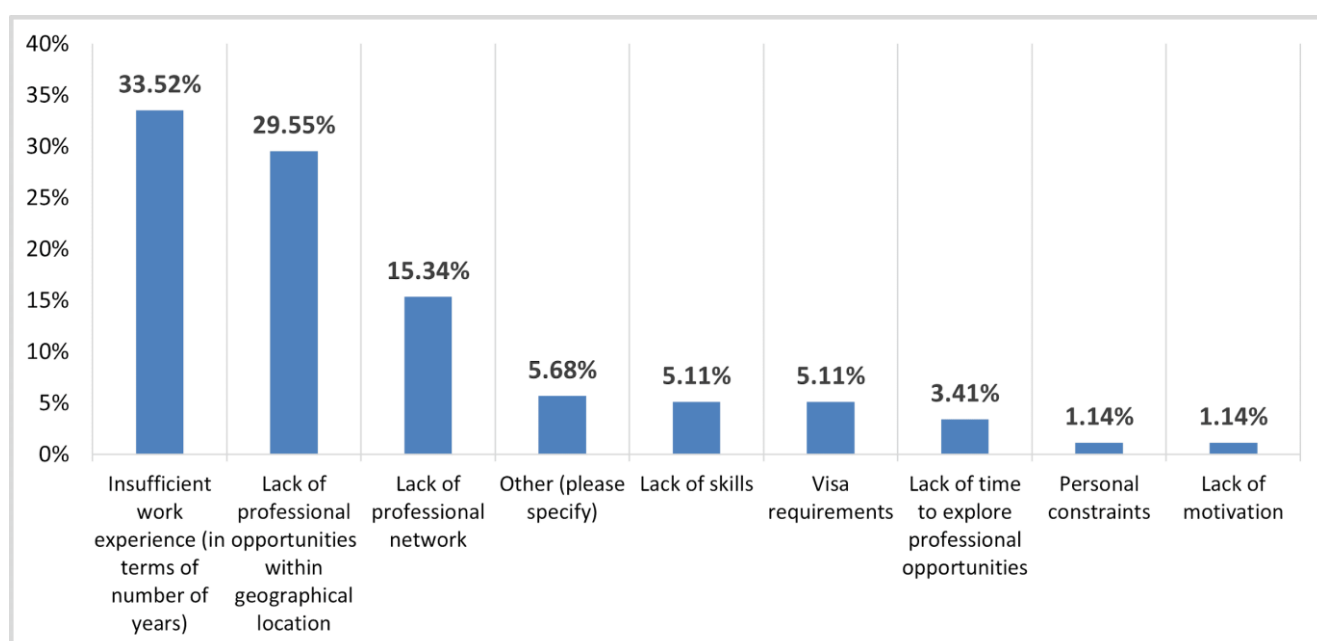


### Question 9

**What has been the biggest barrier to you finding a job in the water/ WASH sector (in the past or now)? Note: This includes any work/ job opportunity you have had including consultancy, employment, volunteer work, internship ... covered by a contractual arrangement with an individual (including being self-employed) or an organisation.**

Responses: 176

Full answers in annex 1



Answer Choices	total	total in %
Insufficient work experience (in terms of number of years)	59	33.52%
Lack of professional opportunities within geographical location	52	29.55%
Lack of professional network	27	15.34%
Other (please specify)	10	5.68%
Lack of skills	9	5.11%
Visa requirements	9	5.11%
Lack of time to explore professional opportunities	6	3.41%
Personal constraints	2	1.14%
Lack of motivation	2	1.14%
<b>TOTAL</b>	<b>176</b>	<b>100%</b>

## Question 10

**What have been some key tools that have helped you find or stay in a job in the water/ WASH sector?**

*Full answers in annex 2*

### **Networking & Mentoring Support:**

- The supportive environment in my network has always encouraged and guided me.
- Mentorship program and youth network to open doors
- bouche à oreille / word of mouth
- La création d'un réseau professionnel qui rediffuse les offres d'emploi / The creation of a professional network that redistributes job offers
- Participación en redes de conocimientos. / Participation in knowledge networks.
- Participação de congressos / Participation in congresses
- LinkedIn.

### **Job Search Platforms:**

- Utilizing platforms like Josh's Water Jobs for job search in the sector.
- Trouver : plateforme d'offres : reliefweb et coordination sud / Find : offers platform : reliefweb and coordination sud
- LinkedIn, Niger emploi

### **Volunteering & internships:**

- Getting involved as a volunteer (EWB) at uni and as a graduate which eventually led to a paid volunteer overseas placement
- Pasantías en organizaciones que trabajan con agua y saneamiento. / Internships in organisations working with water and sanitation.
- Conhecimento de ferramentas como AutoCAD e já ter outros estágios no currículo. / Knowledge of tools such as AutoCAD and already having other internships in the curriculum.

### **Further training, education and Qualifications:**

- Numerous training workshops
- Going back for a master's has helped me
- Experience and qualification
- Training
- Practical in field works
- Learning: Taking short courses related to the WASH sector has equipped me with up-to-date knowledge and skills that are being used in the sector.
- Mon expérience dans le domaine de l'eau et Assainissement / Mon expérience dans le domaine de l'eau et Assainissement
- El desarrollo de la parte experimental. / El desarrollo de la parte experimental.

- Aprimoramento acadêmico através de disciplinas isoladas no mestrado. / Academic improvement through isolated subjects in the master's degree.
- Geophysical Survey equipment
- Connaissances pratiques et ingénioriales. Bonne connaissance du secteur. / Practical and engineering skills. Good knowledge of the sector.
- Amélioration continue des mes compétences et formations continues / Continuous improvement of my skills and ongoing training
- I am working on biosand filter, and this filter is somehow knowingly connected with sanitation hygiene purpose... so I will always be part of this program.
- Water management, wastewater treatment, and infrastructural design
- Le lavage des mains / Hand washing

#### **Soft skills and leadership:**

- Teamwork and team-oriented while working independently.
- Communication with different stakeholders
- Research tools
- Familiar with MS Office
- Programming
- Modelling
- Software and computer skills
- Commitment
- Good leadership
- Meeting projects target
- Good project management skills
- Curiosité intellectuelle / Intellectual curiosity
- La flexibilité, l'objectivité et l'acceptation des corrections / Flexibility, objectivity and acceptance of corrections
- Rigueur, détermination, engagement / Rigueur, determination, engagement
- Humildad, deseos de aprender día con día. / Humility, desire to learn on a daily basis.
- Capacidad de adaptación a diferentes contextos relacionados con el recurso hídrico. / Ability to adapt to different contexts related to water resources.
- La innovación y ser proactiva. / Innovation and being proactive. / Innovation and being proactive.
- La responsabilidad, la paciencia, tolerancia y ganas de aprender. / Responsibility, patience, tolerance and willingness to learn.
- Capacitación constante, motivación e innovación. / Constant training, motivation and innovation.
- Analysis aspect of water.
- Definite interest in wash sector
- I think it's local NGOs that have sustained our business and helped us learn & improve ourselves.

### **Information and Awareness:**

- Knowing the names of the different companies involved in the water sector
- Strategy and being open to all kinds of knowledge and info
- La recherche permanente des opportunités d'emploi / Ongoing search for job opportunities

### **Others:**

- Development and review of water resources development policies
- Infrastructure development to support all sectors
- Work plan development and performance evaluation
- Resource management and supervision
- Monitoring and evaluation of programs
- Development and implementation of water resources database
- Training of Water point Committees (V-WASH)
- Training of Area Pump Menders (APM's)
- Training of Manson in (Construction of different types of Latrines)
- Chairperson for Monitoring & Evaluation (M&E) Technical Team
- J'ai jamais eu d'emploi dans le secteur en eau / I've never had a job in the water sector
- Dirigirme a las zonas rurales del país donde resido, Costa Rica. / Addressing the rural areas of the country where I live, Costa Rica.
- La administración de los proyectos. Independientemente del sector de agua que se desempeñe siempre es de suma importancia entender el desarrollo de los proyectos, la organización y cómo llegar al resultado esperado. / Project management. Regardless of the water sector it is always of utmost importance to understand the development of projects, the organisation and how to reach the expected result.
- La suerte. / Luck.
- Considero a SIG una herramienta importante. / I consider GIS an important tool.

### **Question 11**

**What feedback would you have for water sector employers who would like to recruit more young people/ graduates?**

*Full answers in annex 3*

### **Embrace diversity:**

- When hiring, consider diverse educational backgrounds. There are candidates who may not have traditional water sector education but possess relevant skills and passion.
- Look for transferable skills and a willingness to learn and adapt in candidates from various educational backgrounds.

- Je leur dirais que les compétences d'un candidat ne se limitent pas aux années d'expérience dans le secteur d'activité de l'employeur. Il faut être ouvert à tous les diplômes et parcours éducatifs.
- Crear redes de información con las universidades para dar más oportunidad al estudiantado. / Create information networks with universities to give more opportunities to students.
- Que generen medios de difusión correctos y llamativos para atraer a diferentes jóvenes y tener un público más amplio. / To generate the right and eye-catching media to attract different young people and have a wider audience.
- Processos seletivos menos extensos para que pessoas que estão empregadas e estão buscando uma nova oportunidade não precisem faltar muitos dias de trabalho. / Less extensive selection processes so that people who are employed and looking for a new opportunity do not have to miss many days of work.

#### **Provide growth opportunities and value employees:**

- Offer growth opportunities beyond competitive pay, such as professional development programs and mentorship.
- Create an environment where employees feel valued and appreciated for their contributions.
- Recognize and reward employees for their achievements and encourage a culture of continuous learning.
- Foster a supportive work environment that encourages collaboration and innovation.
- Provide clear pathways for career advancement and skill development.
- Muito potencial tem sido perdido em função do excesso de exigências no campo da experiência. Os cursos de mestrado e doutorado estão cheios de profissionais super competentes com know-how que não ocupam cargos em companhias de saneamento. / Too much potential has been lost because of excessive demands on experience. Master's and PhD programmes are full of highly competent professionals with know-how who do not take up positions in sanitation companies.
- Você consegue guiar e fazer com que o recém-formado siga de maneira mais centrada de acordo com as políticas da empresa. É mais difícil retirar "vícios" de empregados antigos, pois eles se acham donos da sabedoria. / You can guide and make the new graduate follow in a more centred way according to company policies. It is more difficult to remove "vices" from old employees, as they think they own the wisdom.
- Dar oportunidade para os recém-formados aprenderem e conhecerem a área. Falta muito a passagem do conhecimento do sênior para a nova geração. O profissional novo se vê perdido no mercado de trabalho sem oportunidade para iniciar. / There is a lack of knowledge transfer from the senior to the new generation. New professionals find themselves lost in the labour market with no opportunity to get started.
- Não exijam que o recém-contratado já saiba tudo. / Don't demand that the newly hired person already knows everything.

### **Trust and give opportunities to young professionals:**

- Give young professionals the chance to demonstrate their skills and potential.
- Consider hiring young professionals with less experience but high aptitude and eagerness to learn.
- Provide onboarding and training programs to support young professionals' development.
- Value the passion and impact that young people can bring to the water sector.
- Offer opportunities for young people to work on small projects and gradually take on more responsibility.
- La question de l'eau est primordiale avec l'avènement du changement climatique. Je leur suggère de faire confiance à la jeune génération et de les impliquer dans les secteurs clés comme celui de l'eau. / The issue of water is crucial with the advent of climate change. I suggest that they put their trust in the younger generation and involve them in key sectors such as water.
- De ne pas compter sur le nombre d'années d'expérience comme obstacle pour les jeunes fraîchement diplômés. Comptez sur la motivation et le savoir-faire des jeunes. / Don't rely on years of experience as an obstacle for young graduates. Rely on the motivation and know-how of young people.
- Les jeunes ressortissants ont besoin d'opportunités pour intégrer le marché du travail. Facilitez les stages rémunérés pour les motiver et leur permettre d'acquérir une expérience professionnelle. / Young people need opportunities to enter the job market. Facilitate paid internships to motivate them and enable them to gain professional experience.
- Ser flexible en el tiempo de experiencia y ofrecer oportunidades de capacitación y actualización. / Be flexible in the length of experience and offer opportunities for training and updating skills.
- Los jóvenes tenemos muchas capacidades sin descubrir porque no se nos da la oportunidad. Buscamos hacer frente a la crisis del recurso hídrico y tenemos ideas para aportar. Debemos ser llevados de la mano de grandes profesionales para aprender y darle continuidad a muchos proyectos en el futuro. / Young people have many undiscovered skills because we are not given the opportunity. We seek to address the water crisis and we have ideas to contribute. We must be taken by the hand of great professionals to learn and give continuity to many projects in the future.
- Você consegue guiar e fazer com que o recém-formado siga de maneira mais centrada de acordo com as políticas da empresa. É mais difícil retirar "vícios" de empregados antigos, pois eles se acham donos da sabedoria. / You are able to guide and make the new graduate follow in a more centred way according to the company policies. It is more difficult to remove "vices" from old employees, as they think they own the wisdom.

### **Focus on long-term goals and individual needs:**

- Emphasize the importance of lifelong learning and professional development, which align with individual interests and needs.
- Identify and address the key challenges individuals face in achieving water sustainability goals.
- Encourage a holistic approach to solving water-related issues by understanding the broader context of individuals' goals.
- Foster a sense of purpose and fulfilment by connecting individual work to the larger mission of water sustainability.
- Donner des responsabilités aux femmes, mixer F/H davantage, surtout au sein de la gouvernance. / Give responsibilities to women, increase the gender mix, especially in governance.
- Entender los requerimientos de una nueva generación en términos de aspiraciones y motivaciones. / Understand the requirements of a new generation in terms of aspirations and motivations.
- Necessidade de investimento em capacitação e um ambiente dinâmico e interativo. Jovens querem aprender mais, querem se capacitar, em um ambiente agradável e feliz. / Need for investment in training and a dynamic, interactive environment. Young people want to learn more, they want to train, in a pleasant and happy environment.

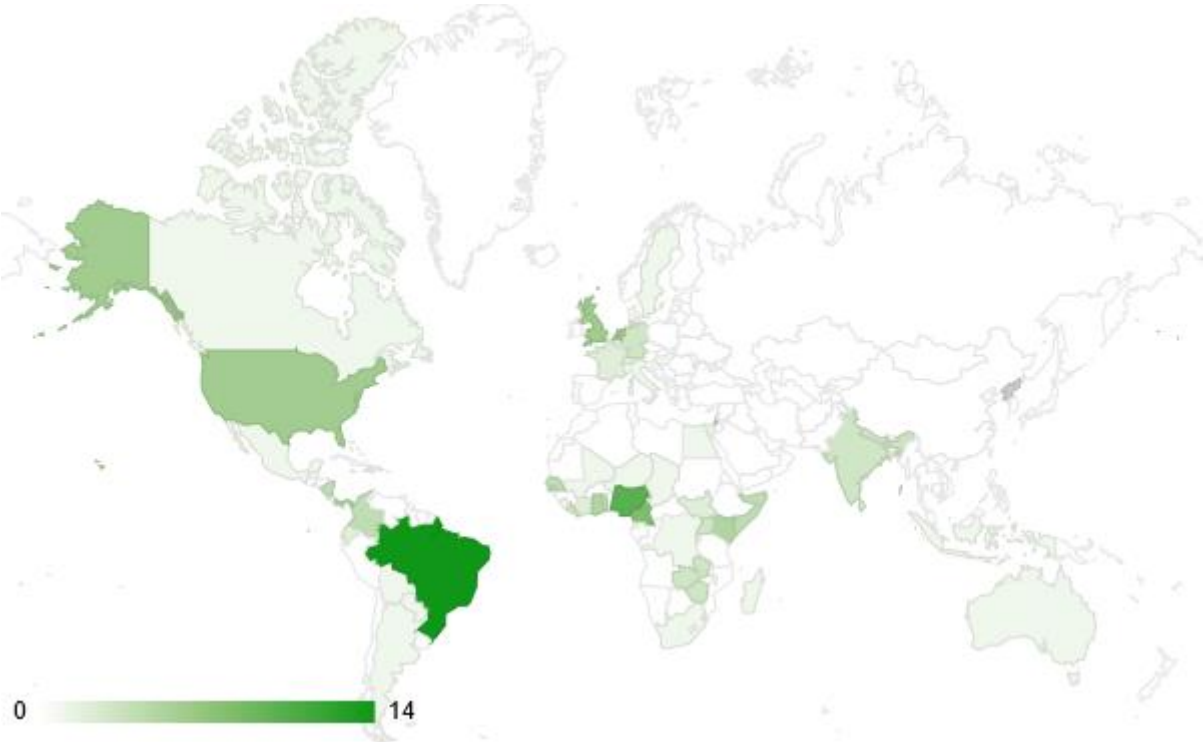
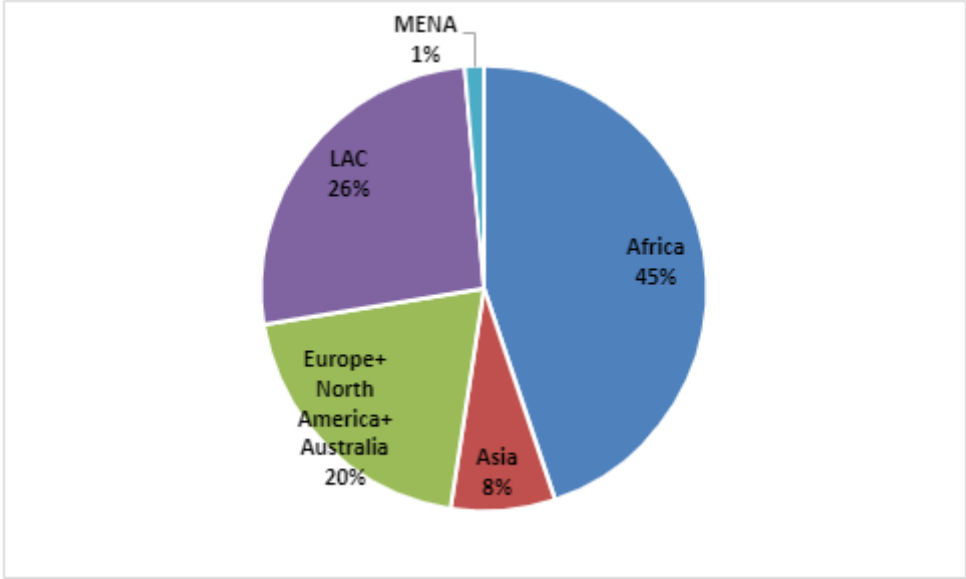
### **Improve recruitment and job opportunities:**

- Increase efforts to connect with college students through job fairs and other platforms.
- Advertise specific projects and opportunities to engage young professionals.
- Consider alternate entry-level positions or short-term roles to provide opportunities for young professionals.
- Count internships and volunteer experiences as valuable years of experience.
- Create programs, such as young professional initiatives, to recruit and develop talent from developing countries.
- Arrêtez de demander 5 ans d'expérience minimum, formez-les. / Stop asking for 5 years minimum experience, train them.
- Que por favor la información de oportunidades no se quede en sus propias redes, ya que de esa manera pueden atraer a diferentes jóvenes y tener un público más amplio. / Please do not keep the information about opportunities in your own networks, as this way you can attract different young people and have a wider audience.



Question 12  
**Your country**

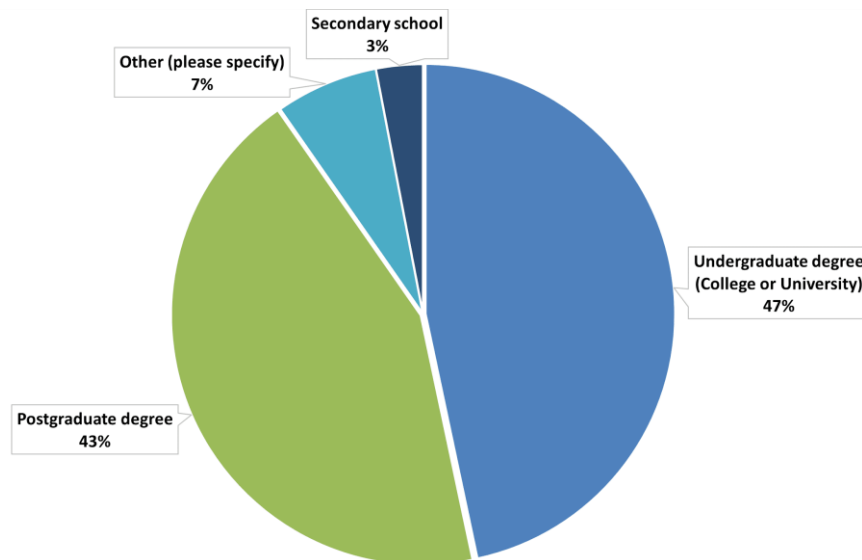
Responses: 148



### Question 13

#### What is the highest level of education you have completed?

Responses: 165



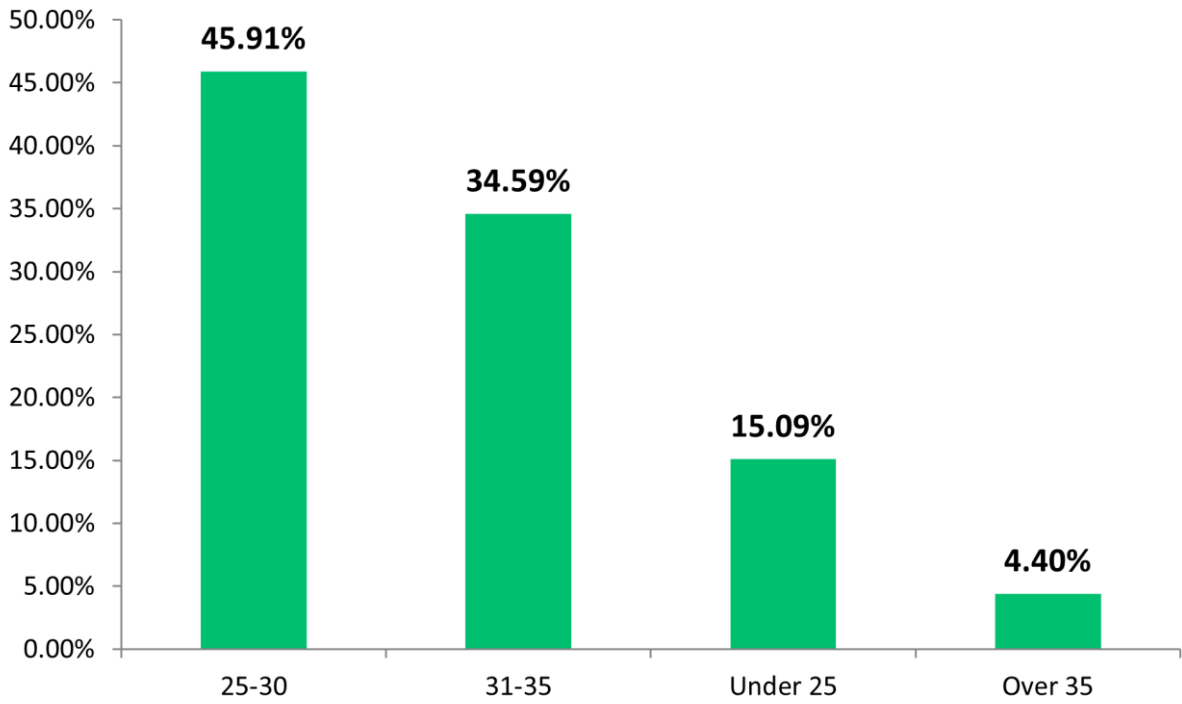
#### Other responses:

- Masters in Disaster Management
- Polytechnic School
- Bac +5
- Master
- BTS GEMEAU
- Master II
- Master of Engineering

### Question 14

#### Your age range

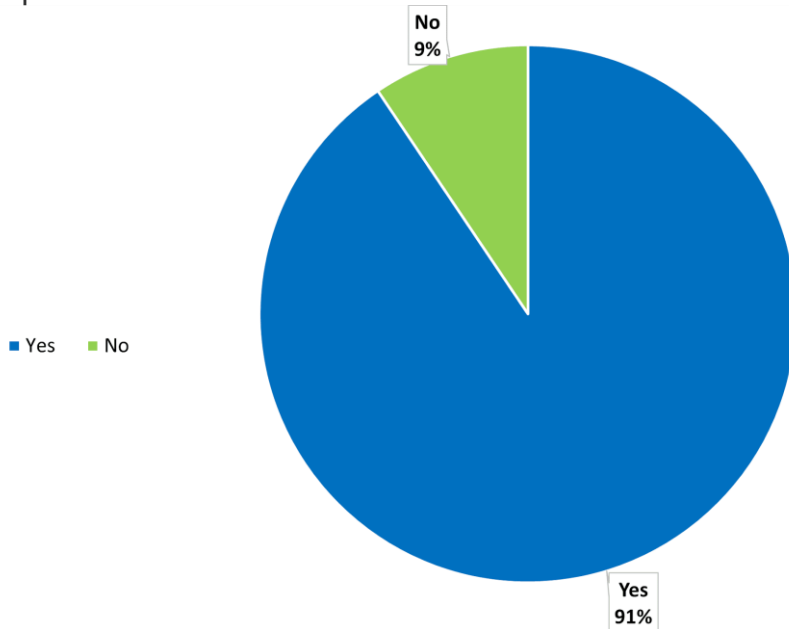
Responses: 159



Question 15

Can we contact you to discuss your survey inputs or keep you informed about this study?

Responses: 159



## Annexes:

### Annex 1: Question 9

#### Responses to: Other (please specify)

- Lack of relevant formal education
- I would say lack of proper network
- Insufficient work experience (in terms of number of years AND in terms of international experience)
- No response from employer (usually advertised jobs are going to specific person but advertised for audit purposes)
- Lack of adequate remuneration
- n/a
- Lack of information
- Lack of good employer
- Le lavage des mains
- Curiosité intellectuelle.
- La flexibilité, l'objectivité et l'acceptation des corrections
- Trouver : plateforme d'offres : reliefweb et coordination sud
- Rigueur détermination engagement
- bouche à oreille
- Je n'ai pas encore un emploi dans le secteur de l'eau et l'assainissement
- Mon expérience dans le domaine de l'eau et Assainissement
- LinkedIn, Niger emploi
- J'ai jamais eu d'emploi dans le secteur en eau
- le réseau
- "Les outils clés qui m'ont aidé à trouver et à conserver un emploi dans le secteur de l'eau et de l'assainissement sont :
- La recherche permanente des opportunités d'emploi;
- La création d'un réseau professionnel qui rediffuse les offres d'emploi;
- L'amélioration continue des mes compétences et formations continues."
- Connaissances pratiques et ingénieriales. Bonne connaissance du secteur.
- Idioma
- falta de oportunidades com remuneração adequada

## Annex 2: Question 10

**What have been some key tools that have helped you find or stay in a job in the water/ WASH sector?**

### Responses in English

- Social media apps, the ability to do Zoom calls
- The supportive environment in my network has always encouraged and guided me.
- Network
- Going back for a master's has helped me
- Good leadership that gives me opportunities to grow
- Team Work and the ability to adjust to challenges as well as the readiness to learn new opportunities and or to accept improvement while on the job.
- Experience and qualification
- I love the analysis aspect of water.
- expanding network
- Team work
- Network
- Definite interest in wash sector
- I think its local Ngos that has sustained our business and helped us learn & improve ourselves
- I am working on biosand filter and this filter is somehow knowingly connected with sanitation hygiene purpose.....so i always will be the part of this programme.....
- Online job boards
- sometime we have some water short term experts that comes and teach us
- QGIS
- Numerous training workshops
- Training
- Security of job
- Mentorship programme and youth network to open doors
- "Linkedin
- Josh water jobs"
- I don't currently have a job in this sector
- Programming, Communication with different stakeholders
- My tenacity at work stands out. Having been direct from the university to the work life, my skills have been improved and enhanced continuous thus the rise in my roles from junior to middle level.
- Networks
- Geophysical Survey equipment
- "Stakeholder management
- Research tools
- Familiar with MS office"
- strategy and being open to all kind of knowledge and info

- "Josh's Water Jobs
- Getting involved as a volunteer (EWB) at uni and as a graduate which eventually led to a paid volunteer overseas placement
- Willingness to relocate"
- the experience ; basically learning new skills that help me understand the water sector
- Water management, wastewater treatment and infrastructural design
  
- Networking (LinkedIn, groups, conferences)
- Research.
- Knowing the names of the different companies involved in the water sector
- Practical in field works
  
- "· 1. Coordinates timely the development and review of water resources development policies in order to provide operational guidelines
- · 2. Coordinates effectively the development of infrastructure in order to harness water resources to facilitate support to all sectors
- · 3. Manages effectively the development of work plans and the implementation of the annual performance appraisal system in order to monitor and evaluate performance
- · 4. Supervises effectively human, financial and material resources in order to attain the objective of the department
- ·5. Coordinates timely the monitoring and evaluation of programs in order to assess their impact and facilitate identification of appropriate interventions.
- 6. Coordinates timely the development and implementation of the water resources database in order to facilitate storage and retrieval of information.
- ·1. Training of Water point Committees(V-WASH)
- · 2. Training of Area Pump Menders(APM's)
- · 3. Training of Manson in(Construction of different types of Latrines)
- · 4. Appointed as a Chairperson for Monitoring & Evaluation(M&E) Technical Team "
- Interest and educational background
- Good CV, courses, and luck :)
- Relevance, knowledge and ability to contribute meaningfully to WASH objectives
- Modelling
- "Software skills
- Computer skill
- Commitment "
- I worked as an intern for IRC WASH and I found the position through LinkedIn.
- "1. Learning: Taking short courses related to the WASH sector has equipped me with up to date knowledge and skills that are being used in the sector.
- 2. Social medias: Being active on LinkedIn has helped me with being updated with what's happening the Water/WASH Sector ."
- "Level of professionalism
- Dedication to duty
- Good project management skills
- Meeting projects target

- Team oriented and ability to work independently"
- Positive attitude towards the work I do
- Volunteer
- "-Effective communication.
- -Reliability
  
- -Consultation and resilience"
- skills / my education background/good communication
- Networking and constantly learning
- Having a background in volunteering work
- Networking in webinars, LinkedIn
- "I have excellent interpersonal skills, bringing actors/ stakeholders on board to support the project and ensure sustainability has been my key strength
- Also I am excellent at community engagement, training and facilitation skills, breaking down information for ease of understanding "
- "Good communication skills, basic skills and knowledge I gained water sector , that got to perform job timely without a mistake.
- Good professional networking skills with my colleagues."
- working experience
- Continues Professional Development activities and Senior Engineer's Guidance
- My experience related to wash sector in terms of skills and experience
- Josh's Water Jobs and LinkedIn
- "Networking
- Applying for every opportunity available
- Further education in the WASH through workshops, online courses, etc "
- Passion
- Persistence
- Founder experience, developed robotics products
- Enthusiasm, availability, bilingualism, love for research and hard work
- Networking
- Mostly personal networks. LinkedIn can also be helpful (although sometimes the algorithm is off and keeps showing non-sense job openings). Job portals are also useful. Mapping the organisations and looking on their websites directly is also another way.
- Networking, volunteering for recognized networks, being active in my professional social networks.
- Wash kit tools
- None
- Programming and management
- Networking, mentoring and known contacts. Also my website and social media
- Networking, character and results oriented
- Networking
- "Love for Humanity and nature
- Love for the profession
- Social network"

- Capacity building and technological interventions
- Always reading and networking
- Creating a professional network
- Professional network, increased remote flexibility
- Having encouraging managers/coaches around me. Working with inspiring colleagues - people in the sector.
- Getting good employer
- I have other skills apart from WASH skills. Those skills have strongly helped me to succeed during my assignment: leadership skills, volunteering, social life, communication, and languages.
- Funding from Donors
- "The passion in it by providing water and how reliable it is.
- That is why I prefer to stay in my job."

### Responses in French

- Le lavage des mains
- Curiosité intellectuelle.
- La flexibilité, l'objectivité et l'acceptation des corrections
- Trouver : plateforme d'offres : reliefweb et coordination sud
- Rigueur détermination engagement
- bouche à oreille
- Je n'ai pas encore un emploi dans le secteur de l'eau et l'assainissement
- Mon expérience dans le domaine de l'eau et Assainissement
- LinkedIn, Niger emploi
- J'ai jamais eu d'emploi dans le secteur en eau
- le réseau
- "Les outils clés qui m'ont aidé à trouver et à conserver un emploi dans le secteur de l'eau et de l'assainissement sont :
- - La recherche permanente des opportunités d'emploi;
- - La création d'un réseau professionnel qui rediffuse les offres d'emploi;
- - L'amélioration continue des mes compétences et formations continues."
- Connaissances pratiques et ingénieriales. Bonne connaissance du secteur.

### Responses in Spanish

- La capacitación en temas relacionados con el sector, la disposición a mantenerme actualizado en el tema y de aumentar los conocimientos en torno al mismo.
- Aún no he tenido un trabajo en cuanto a esto
- Pasantías en organizaciones que trabajan con agua y saneamiento



- Tener buen network, estar actualizado en conocimiento, tener buenas habilidades interpersonales
- Humildad, deseos de aprender día con día
- Capacidad de adaptación a diferentes contextos relacionados con el recurso hídrico
- Estoy en la búsqueda de oportunidades en el sector
- La administración de los proyectos. Independientemente del sector de agua que se desempeñe siempre es de suma importancia entender el desarrollo de los proyectos, la organización y como llegar al resultado esperado.
- Aun no me encuentro trabajando ya que estoy en el último año de mi carrera profesional, pero por lo que he visto en mis colegas, la iniciativa de proponer nuevas ideas ha sido fundamental
- Realizar pasantías
- Dirigirme a las zonas rurales del país donde resido, Costa Rica.
- La innovación y ser pro activa
- Clave ha sido la capacitación constante en distintos temas
- El desarrollo de la parte experimental
- La suerte
- Las redes profesionales, tener una maestría.
- La responsabilidad, la paciencia, tolerancia y ganas de aprender.
- "Actualización/Capacitación constante
- Participación en redes de conocimientos
- Búsqueda activa sostenida "
- No me encuentro trabajando en el área de agua y saneamiento pero considero a SIG una herramienta importante
- Capacitación constante, motivación e innovación
- Redes publicas

### **Responses in Portuguese**

- Conhecimento de ferramentas como autocad e já ter outros estágios no currículo
- aprimoramento acadêmico através de disciplinas isoladas no mestrado.
- O AutoCAD me ajudou a conseguir um estágio na área de projetos de estações de água e esgoto que me deu experiência para conseguir uma vaga, em outra empresa, no setor de operações de tratamento de esgoto.
- Indicação por rede de profissionais
- Competência com softwares de geoprocessamento
- Voluntariado e outros projetos envolvendo saneamento básico
- Softwares Gis, como Qgis e arcgis.
- Pacote office (principalmente Excel), QGis
- Bons contatos, busca constante de novos conhecimentos, participação de congressos
- Capacidade técnica e proatividade.
- LinkedIn

### Annex 3: Question 11

#### **What feedback would you have for water sector employers' who would like to recruit more young people/ graduates?**

##### **Responses in English**

- Be more open to all educational backgrounds
- Presenting growth opportunities and creating an environment where they are valued is equally as important to competitive pay to other sectors.
- Increase capacity building in the sector and create the space for employment and self-employment
- Acknowledge that many people with a Masters degree, may not have much experience if they've just been in school.
- Trust in them and give them the chance to show their skills
- Consider the long-term goal of the individual in the water sector and what things are important to the individual which has to be solved to obtain the water sustainability goals
- Be open to hire youths with less experience and offer them good onboarding and training
- It's a great move to have more young people helping their communities to remain safe and their actions are vastly impactful to the world in saving lives.
- They should not underestimate the youth even if they do not have any experience in water/WASH sector
- Well, I will like to tell the water sector employers that, most people around the world have inadequate access to Safe Drinking and to improve this aspect, we need to recruit more young and energetic people with the requisite ideas on water treatment and management.
- Sometimes, take the leap and hire people without experience, if they demonstrate high aptitude and eagerness to learn. They will surprise you!
- I will want to say they should help capacitate their new employees on professional work conduct.
- Find better ways to connect with college students at Job Fairs etc.
- Passionate SDG focused people should be hired
- I believe instead of giving big projects employer should give small projects in a recurring method which would help him sustain their job
- Young people who have courage, knowledge to look after the welfare of community and can work on every condition should be recruited.
- Young people who come in with technical skills
- Give young people a chance and an opportunity to showcase themselves.
- Thank you for believing in the youths
- Nothing
- Diversify your profiles ! Give young professionals opportunities to grow in the company, room for other skills.
- Job opportunities are hard to find
- Advertise projects to work on
- It's not about the so many years of experience for one to get the opportunity. Let's factor in other abilities

- To give them a chance
  - We apply for job and we live without respond to our mail weather we fail or we pass, but we live without respond
  - "- look for a person who has basic knowledge of sector
  - - can explore new partnership and ideas"
  - Give them the chance even without experience
  - great feedback
  - Offer more entry level jobs, even if short term roles rather than permanent positions - currently it seems difficult to enter the WASH (not water more generally) sector except in internship/volunteer roles, which are often then not counted towards years of experience. Also, count these years as experience!
  - The employers in the water sector should give youth an opportunity to grow and learn skills in their institutions.
  - Excellent idea and initiative to have more young people/graduate in the water sector
  - Provide introductory WASH materials
  - To train and give them the opportunity to express themselves.
- 
- To recruit people with passion, knowledge and willing to provide a positive impact in water sector and as well with formal paper of any level
  - In Government Sector, there are alot of experience youth who would like to explore and expand their knowledge. Now due to lack professional opportunities within geographical location, lack of professional network and lack of time to explore professional opportunities. Water Sector should take keen interest to learn and know Government officer/workers and see how they can engaged by them.
  - Provide more opportunities for early careers who lacks experience
  - "Be transparent.
  - Give chances and interview people.
  - Be patient and invest in training new graduates. "
  - Look out for WASH specific motivations and ideas
  - Let's not be considering too much experiences from the young people who have skills and knowledge but just from class
  - The entry requirements for entering this field of work is very hard in regards to the amount of experience that is expected from us. There need to be more opportunities out there for graduates like me to be able to get the relevant experience working in the WASH sector. Maybe entry traineeships or project work. At the moment I'm working in sustainability hoping that maybe it will give me the skills and experience to then get into this field of work but it is hard because I'm not sure if I'm getting the right kind of experience and exposure for the WASH and water sector.
  - Water Sector employers should consider giving opportunities youths from Developing Countries through young professionals programs because these youths need to start from somewhere to get that international experience required in so many positions today.
  -

- "For them to give opportunities to people especially the women folks irrespective of who they are once they are sound.
  - Give more room for training"
  - They should not only rely on the type of school and years of experience only for shortlisting for interview.
  - Do what you like and learn it.
  - They should be patience with them and accord them any support for them to develop at the work.
  - Giving new students an opportunity to work while providing them with training
  - Consider making job opportunities who take consideration young professionals. Plus employers should develop the practice of recruiting young professionals and building their capacities so that effectively perform their roles
  - Make the jobs more engaging and fun
  - Pay young people. No more unpaid work
  - "Like parts of a body complements each other, however small a body part is, its functionality is critical for a body survival.
  - Young people have ability, skills, attitude to deliver a project or an impact, give them a space to learn, grow and make impact"
  - "Young graduates face challenges in the finding a secure job and stay that job if they get in.
- 
- So I would like from recruiters to consider applications of fresh graduates that haven't enough skills to work.
  - And build the networking professional skills of newly recruited employers."
  - good experience
  - Rather always looks professional experience in year though CV, recruiter has to give some opportunity to show young water professional to show their strength by interview them.
  - To train young people with skills that fits with market and do not make compulsory with number of experience
  - "\*Create more opportunities and pathways for young professionals to enter the sector. There are so few job postings / opportunities available for young professionals. As someone who went straight to graduate school after undergrad, did WASH-specific research in grad school, and just graduated with a Master's degree in Environmental Engineering from a prestigious university in the US, the job search has been extremely frustrating. For almost every opportunity advertised, I feel like I would be overqualified and underpaid (eg they are just looking for someone with a Bachelor's degree and 0-2 years of experience) or underqualified (eg they are looking for a Master's and 5+ years of experience). Only hiring people with 5+ years of WASH-specific experience when there are little to no opportunities to gain that experience feels a bit ridiculous. The WASH sector is 100% losing bright young professionals because of these barriers & it's crucial that more organizations create pathways for young professionals to gain experience if they want to address glaring capacity gaps in the sector.

- Also - most attainable jobs I've seen on job boards seem primarily administrative, which (1) is underutilizing young professionals with technical experience (2) feels like a wasted opportunity to enable young professionals to further develop the technical experience demanded by more senior-level positions.
- \*In high-income countries (e.g. the US), wages in nonprofits/NGOs/consulting organizations that work on WASH have not kept pace with the cost of living. Nobody enters this work expecting to get rich, but early-career professionals deserve financial security/stability too. I'm trying to live and work in Washington DC, and most salaries for attainable WASH jobs that I've seen are in the 50-60K range. Getting by on that salary is difficult with the rising cost of living (e.g. finding an apartment with rent that is below 30% of after-tax income (even with roommates) is a struggle)). With all of these barriers, the WASH sector is not living up to its ideals of diversity, equity, and inclusion.
- \*The problem is \*not\* young professionals' "unemployability" or inadequate training opportunities for young professionals; it is the lack of job opportunities for young professionals. I have taken so many online courses on WASH in addition to earning a Master's degree and doing WASH-specific research, some of which has been published - I am \*so\* employable! - but online courses haven't made any difference in my ability to get a job in the sector. Also - whenever I have asked a senior-level professional for advice on the job search, they have told me to look on Josh's Water Jobs. This isn't helpful; I have know about Josh's Water Jobs for years and though it is a great job board, that doesn't help the fact that so few opportunities for young professionals are posted on that job board."
- Give recent graduates and young professionals an opportunity even with little to no work experience. We only need a chance to prove our potential and contribute to the WASH sector
- Give a young person a chance when they show motivation. Sometimes the CV cannot quantify all their skills
- To give opportunities of develop skills
- Just talk once before judging with old traditional way of hiring
- It's the best thing to do, the Young people are eager to learn and innovate, once they are trained and master the skills , they put in enough energy to get the company move for many more years , they also have the energy to transfer the acquired knowledge and technology.
- Please do not ask for 5 years experience for a position in which you are paying the salary of an intern. It is true that we are in the sector out of our sheer passion but please understand that people holding a 5 year experience after a masters degree are at a point in their lives where they also have financial responsibilities to take care of. You can very well get young people from rich families to work for you at such menial wages but please understand they are in it only to boast on their LinkedIn so that they can go off to a fancy college abroad. Please hire the right talent at the right price.

- Please stop looking for young professionals with decades of work experience. We will not be able to gather work experience if you do not give us a chance. Also, motivation and mindset should be valued way more than technical skills/years of experience when hiring young professionals. With the right mindset, tools and support, we will learn quickly. This is where your mentorship comes in. Additionally, please understand that our generation is not willing to sacrifice personal life and health over our jobs. We think and work differently, which does not mean that we are lazy or less productive - on the contrary. It does not take much to figure out that living a healthy work-life balance has direct positive impact on our productivity and performance. Let's think out of the box. Or better, let's break the box. Together.
  - Pay your interns a living wage and be flexible in terms of onboarding overseas applicant.
  - Wash
  - They should trust the young ones and give them the opportunities to work and they will deliver. They have the energy and vision to drive and develop the wash sector.
  - Allow creativity and new knowledge blending into already running projects
  - Try and look beyond just the number of years of experience and seniority and look instead at the knowledge we bring from up to date research and give younger WASH professionals a chance
  - Give opportunity to young people to show their capacity
  - Open trainings and workshops for the young people and help them create a good network
  - There are so many skilful professional young people out there who have love WASH sector jobs but are not exposed to the opportunities(including myself),please grant them the chance to allow your organization benefit from their skills.
  - Institutionalise youth involvement in the WASH sector, provide space for capacity building, networking, capacity building and experience sharing as it comes to new technological interventions in the WASH sector.
- 
- Few Women in the WASH sector get managerial positions due to lack of mentorship, please focus on mentoring young women and girls.
  - "Clear, comprehensive job postings - including salary information, type and frequency of travel, remote work expectations, advancement opportunities
  - Women are more likely to self-eliminate based on ""requirement"" sections, so consider how expectations are phrased"
  - If you have time and space to mentor young people within your organisation, they can bring a lot in return!
  - Fresh graduates should be given a chance
  - I recommend employers to be flexible and patient with young people because they are still acquiring the skills. Moreover, there should be more opportunities of learning and practising for them, let young people exchange outside the company in order to be more successful and keep their motivation and engagement.

- Sector employers must be more flexible about sponsoring visas for employees. Other than universities, there are few WASH organisations that sponsor work visas. This really limits the talent that they can attract.
- Make more positions available for minimum wage or those that would like to volunteer there time
- It is a great experience that everyone would ever have because young people are energetic in putting much energy in the provision of water.

### Responses in French

- Des jeunes en général
  - C'est très bien il faut aussi donner des places aux jeunes
  - Que les jeunes ont est une main d'oeuvre puissante et necessite un encadrement inconditionnel.
  - donner des responsabilités aux femmes, mixer F/H davantage surtout au sein de la gouvernance
  - De donner la chance aux jeunes diplômés qui n'ont pas encore d'expérience significative mais qui sont prêts à exprimer leur engagement et leur volonté pour travailler
  - Qu'ils n'hésite pas à prendre plus de jeunes et a les outils également.les jeunes on besoin de travail pour acquérir plus d'expérience et êtres assez comptent pour l'avenir
  - Arrêtez de leur demander 5 ans d'expériences minimum, formez les
  - Donner la chance aux jeunes diplômés pour montrer ce qu'ils savent faire
  - De se pencher les jeunes qui en connaisse qui sur la qualité de l'eau consommée par la population
  - De ne pas compter sur le nombre d'années d'expérience pour un poste qui est un obstacle pour les jeunes fraîchement diplômés, de compter sur la motivation et le savoir faire de jeunes.
  - De donner la chance aux jeunes diplômés. Certes l'expérience n'est pas encore au rendez-vous mais elle se gagne que quand on nous donne l'opportunité de faire valoir nos compétences.
  - Faites leur confiance !
- 
- "L'expérience s'acquiert en travaillant. Un jeune qui dépose une demande chez vous, peut ne pas être expérimenté, mais il vous porte intérêt. Alors c'est l'avoir accueilli, après lui avoir montré les rouages du métier, que vous pourrez décidé ou non si il est compétent !"
  - On ne peut pas avoir un jeune diplômée dans la vingtaine, avec 10 ans d'expérience !"
  - Donnez la chance aux jeunes ressortissants tels que les étudiants à intégrer le marché du travail. D'abord, facilitez leur les stages rémunérés pour leur motiver mais aussi pour qu'ils puissent avoir de l'expérience professionnelle avant de pouvoir être recrutés. C'est assez difficile de trouver ne serait-ce qu'un stage dans certaines régions telle que l'Afrique. Les jeunes étudiants perdent beaucoup de temps après leurs études.
  - Essayer d'aider les jeunes a se promouvoir

- Je les demandé d'intensifier ces genres d'opportunités car en ces temps d'insécurité cela contribuera à lutter contre le chômage et empêcher ces derniers de ce faire enrôlé
- donner de l'expérience aux jeunes
- Accorder beaucoup de chances aux juniors
- Je leur dirais que les compétences d'un candidat ne se limite pas aux années d'expériences du candidat par rapport au secteur d'activité de l'employeur. En effet, certains candidats ont de nombreuses années d'expériences mais dans des mauvaises pratiques tandis que d'autres n'ont pas assez d'expériences et à l'aide des formations continues en termes de bonnes pratiques ainsi que des travaux de recherche scientifiques, acquièrent les compétences qu'ils auraient pu acquérir avec ces années d'expériences dans un milieu enrichissant en compétences.
- Flexibilité sur le nombre d'années d'expérience.
- La question de l'eau est primordiale sur avec l'avènement du changement climatique. La réduction de hausse de température necessite l'implication de la masse des jeunes dans les secteurs clés comme celui de l'eau. Donc je leur suggère de faire confiance à la jeune génération.

### Responses in Spanish

- Confíen en el conocimiento y las nuevas iniciativas e ideas que tienen las nuevas generaciones de profesionales están integrados al sector.
  - Que motiven a los jóvenes a realizar investigaciones
  - Enfocarse en los valores, habilidades personales y la motivacion de los jovenes que muchas veces es un factor mas determinante que los años de experiencia de trabajo en el sector
  - Ofrecer pasantías y puestos de trabajo junior.
  - No pidan tanta experiencia pero si con experiencia previa y con ganas de trabajar.
  - Que le den la oportunidad a las personas jóvenes de demostrar sus conocimientos, sin limitarnos por la falta de experiencia
  - Que le den la oportunidad sin importar sus años de experiencia
  - Que busquen personas capacitadas, ser joven no significa no tener conocimientos, la experiencia es cuestionable no importa el trabajo. Siempre hay que aprender o desarrollar nuevas herramientas por lo que no enfocarse solo en la cantidad de años sino en el ejercicio de los mismos.
- 
- Actualmente la población joven es la que está y va a sufrir más fuertemente las consecuencias del cambio climático, por lo que es de sumo interés para esta población cambiar o mejorar la situación que se vive y se va a llegar a vivir.
  - Que los jóvenes tenemos la mente fresca para innovar soluciones y alternativas sostenibles en el sector del agua
  - El poder contratar a jóvenes profesionales en el RH es beneficiosos para ambas partes, por un lado los jóvenes podemos aportar nuevas ideas y tecnologías, mientras que las empresas



iene este impulso de juventud y nuevas ideas. Al tiempo que como jóvenes somos contratados y respetados en el ambiente laboral que nos desempeñemos.

- Que por favor la información de oportunidades no se queden en sus propias redes, debido a que de esa manera pueden atraer a diferentes jóvenes y tener un público más amplio. Es algo triste ver oportunidades solo para "miembros" que al fin y al cabo se sabe hasta que finalizan.
- Que generen medios de difusión correctos y llamativos
- Crear redes de información con las universidades desde donde se pueda dar más oportunidad al estudiantado. Además de estar abiertos al hecho de que las personas jóvenes tal vez no tengan la experiencia necesaria pero si el deseo de trabajar y la capacidad de aportar en gran medida al desarrollo de las entidades
- Dar oportunidades, los jóvenes necesitamos que nos abran las puertas y confíen en nosotros y en nuestras capacidades
- Los jóvenes tenemos muchas capacidades sin descubrir porque no se nos da la oportunidad, buscamos hacer frente a la crisis del recurso hídrico, tenemos ideas para aportar, pero debemos ser llevado de la mano de grandes profesionales para ir aprendiendo y darle continuidad a muchos proyectos a futuros.
- Les diría que todos somos merecedores de una oportunidad aun sin tener la experiencia tenemos todas las ganas de aplicar los conocimientos en el campo
- Que por favor no duden en hacerlo, a pesar de no tener experiencia, se tienen ganas y con eso se puede lograr mucho
- Que confíen en que podemos hacer buenos proyectos y liderar el sector.
- Que el trato con los colaboradores sea más amable, ya que no se sabe todo y nos e tiene la experiencia que ellos tienen. Hay que tener empatía.
- "Ser flexible en el tiempo de experiencia
- Ofrecer oportunidades de capacitación/actualización "
- Tener en cuenta la experiencia laboral, es cierto que hay personas con basta experiencia, pero para que uno empiece necesitan considerar que muchos no tienen esa experiencia
- Entender los requerimientos de una nueva generación en términos de aspiraciones y motivaciones
- Que se fijen mas en la persona, el conocimiento lo tenemos pero la persona es la que se motiva y aprende lo que haga falta al momento de trabajar

### Responses in Portuguese

- Processos seletivos menos extensos para que pessoas que estão empregadas e estão buscando uma nova oportunidade não precisem faltar muitos dias de trabalho
- as vagas precisam compreender um ciclo de formação e assim exigir menos experiência. Muito potencial tem sido perdido em função do excesso de exigências no campo da experiência. Os cursos de mestrado e doutorados estão cheios de profissionais super competentes com Know How que não ocupam cargos em empresas de saneamento.
- Divulguem melhor as vagas e deem espaço para as inovações trazidas por esse público.

- Dar oportunidade para os recém formados aprenderem e conhecerem a área, falta muito a passagem do conhecimento do sênior para nova geração, o profissional novo se vê perdido no mercado de trabalho sem oportunidade para iniciar.
- Necessidade de investimento em capacitação, investimento em um ambiente dinâmico e interativo (jovens querem aprender mais, querem se capacitar, um ambiente agradável e feliz)
- Não exijam que o recém contratado já saiba tudo.
- Sou engenheira sanitaria e ambiental e vejo que não tem espaço no mercado de trabalho para atuação no saneamento em Goiás. Em consulta ao BI do CREA-GO, verifiquei que de 1680 ART emitidas entre 2018-2023 destinadas a saneamento, apenas 19 foram de engenheiros sanitarios e ambientais. Abram espaço para engenheiros sanitarios atuarem em saneamento! competências em softwares podem ser desenvolvidas rapidamente, mas é necessário ter a oportunidade para iniciar.
- Abrir as oportunidades para este grupo
- Você consegue guiar e fazer com que o recém formado siga de maneira mais centrada de acordo com as políticas da empresa. É mais difícil retirar "vícios" de empregados antigos pois eles se acham donos da sabedoria.
- Busquem todas oportunidades durante e pós faculdade para adquirir experiência, nem que seja trabalho voluntário.
- Deem oportunidade para os jovens que estão entrando no mercado de trabalho, as vezes anos de experiência não quer dizer real conhecimento do assunto
- Vá em frente, isso é muito importante

#### Annex 4

#### **For self-employed respondents only: why are you self-employed?**

##### **English:**

- Because it was hard for someone of my major (English Literature) to find a job.
  - "I'm self-employed because there is no job in my country. Since I graduated from university, I've been looking for job but I can't get any. I'm a train WASH OFFICER with certificate and experience. "
  - N/A
  - I want to be able to provide Jobs for my fellow Youths.
  - Actually, I am founder of a company called Advance WASH Mart Pvt. Ltd. Located in western part of Nepal and with the vision to provide products and services related to Water, Sanitation and Hygiene
- 
- I am working on biosand filter since 2005. Also we manage to provide importance of wash program towards the local community. If not employed how could we be sustain in this inflation modern world.
  - Consultancy seems to be the norm there are not enough job opportunities.

- Start Up Founder
- I have a small company that we use for general water engineering, Boreholes Drilling
- I'm self employed due to inability to secured full time job. I will opt for full time payment if presented with it.
- I opted out of Government employment to start my own business due lack resources that will enable me diligently execute my task, lack of clear direction for career development
- private educational institute
- The funding in the WASH Sector in my country has dropped. I have not been able to secure a Wash role in 2 years
- I am originally from India and moved to Nigeria last year. As a result the greatest challenge to my employability is sponsoring of a work visa. Hence, the only way remaining for me was to go freelance and start consulting. I am currently consulting with one of the Government projects in Nigeria on Climate Change
- yes
- Tried to get academic work but couldn't. Was told by university I need to get practical experience and this was the best route available at the time I started
- No opportunity available yet and insufficient resources and tools to emerge.
- Business owner
- Previously self-employed consultant because unable to find contract employment

#### French

- Pour essayer d'être indépendant financièrement.
- Je ne travaille pas à mon compte
- Je cherche travail
- Puisqu'il n'y avait pas d'opportunités au pays, on est obligé à forger son destin en donnant des prestations dans l'enseignement secondaire pour gagner sa vie quotidienne.

#### Spanish

- En la Alianza Nacional Ríos y Cuencas de Costa Rica
- Para aprovechar mejor el tiempo

#### Portuguese

- Por não ter oportunidades melhores como empregado. Os empregos anteriores sempre possuíam jornadas excessivas com remuneração abaixo do salário profissional e contratavam como cargos inferiores apesar de realizar responsabilidades da profissão.
- Porque não fui contratado, então tive que dar um jeito