

Gillings School of Global Public Health

World Vision

Supporting healthcare worker well-being in Zambia through improved water, sanitation and hygiene

World Vision is improving the safety and well-being of healthcare workers in Luwingu district in northern Zambia through a collaborative project with the Zambian Ministry of Health. Healthcare workers need safe, functional facilities to do their jobs effectively — including access to clean water, working toilets, and hand hygiene supplies. To create healthier working environments, World Vision constructed and rehabilitated water systems, sanitation facilities, and maternity wards at healthcare facilities across Luwingu district. **These investments were associated with sustained environmental health services, stronger perceptions of workplace safety and quality of life, and less out-of-pocket spending by workers on basic supplies**.



In 2025, three years after World Vision's program concluded, healthcare workers at World Vision-supported facilities feel safer at work and have access to higher-quality water and sanitation services than their counterparts at non-program facilities.

Key metrics for healthcare worker well-being and environmental health services are higher at World Vision-supported facilities than in a neighboring comparison district's facilities.

- **Higher perceptions of workplace safety:** Healthcare workers at World Vision-supported facilities reported **significantly higher scores on the Healthcare Safety Climate scale** ($p < 0.01$) relative to workers in a comparison district, reflecting stronger perceptions that healthcare facility management prioritized infection control and that hand hygiene materials were accessible.
- **Better sanitation-related quality of life:** Among healthcare workers at World Vision-supported facilities, the average score on the Sanitation-Related Quality of Life scale was 3.24 on a scale from 1-4, with higher scores representing better perceptions of the privacy, safety, and quality of sanitation facilities. This was **19% higher** than the average score at comparison facilities Vision ($p = 0.003$).
- **Less out-of-pocket spending on water:** **Only 2.3%** of healthcare workers at World Vision-supported facilities reported using their own money to purchase water to drink at work, compared to 27.5% at facilities in a comparison district ($p < 0.01$).

World Vision-supported facilities had better water and sanitation services than comparison facilities, contributing to improved healthcare worker well-being ($p < 0.01$ for both).

