

Human Values and Ethics in Workplace

Improving Leadership and
Performance in the
Water Education, Water Supply
and Sanitation Sector

FACILITATOR

Prigati



Human Values and Ethics in the Workplace

*Improving Leadership and
Performance in the
Water Education, Water Supply
and Sanitation Sectors*



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Preface

There has been a growing recognition that improvements in water and sanitation services threatening the eco-systems can not be accomplished by technical and regulatory measures alone but needs to be complemented by advocacy, awareness and education initiatives. The existing imbalance in the water and sanitation sector could be reversed if the fundamental change in behaviour, personal attitudes and the underlying values that prompt such inappropriate behaviour are properly understood.

Human values are an essential element and the positive qualities can shared. When practiced at work, they are internal motivators to do the best and reinforce good character, morality and ethics. Ethical behaviour is a by-product of practicing human values. Human values and ethics have a significant role to play in the achievement of the Millennium Development Goal targets for safe water, sanitation and improvement of the slum conditions.

Human Values based Water, Sanitation and Hygiene Education (HVWSHE) is an innovative approach to facilitate such change among the users. HVWSHE plays a strategic role in bringing out positive attitudinal changes towards hygienic and healthy living and the application of water and sanitation in a wise and sustainable manner.

Capacity building for Human Values and Ethics in the Workplace optimizes the human potential and empowerment by improving leadership and performance in every aspect of water education, water supply and sanitation as well as brings about a new ethic in water and sanitation management. To optimize the ability as a Facilitator for human values and ethics, it requires to be a good role model and to have a broad understanding of the issues related to water education, water supply and sanitation.

The Facilitator Guide for “Human Values and Ethics in the Workplace” has been developed within the framework of HVWSHE, an initiative of Water for African Cities Programme and Water for Asian Cities Programme of UN-HABITAT and is based on the research and experiences from stakeholder consultations in the water related education, utility and Government sectors in Africa and South Asia as well as the outcome from various workshops organised in 13 countries.

The Facilitator Guide provides detailed facilitation guidelines for conducting “Human Values and Ethics in the Workplace” workshops and discussion groups. Within the framework of the Guide, appropriate spaces allocated for personalized stories, examples and to keep facilitation notes for leading group sessions. This guide can also be used as resource material for incorporating human values and ethics into other venues such as staff meetings, awareness programmes, leadership/management training, team building, organization development, work policies and procedures. The PowerPoint presentation documented in the book enables the Facilitator to present as core material and exercises to a group of any size and can be used as resource material for a wide variety of venues such as leadership/management training and awareness programmes.

The Guide Book has been designed to provide an understanding of human values and ethics in water and sanitation and enable the working adults to be leaders and practitioners of human values and ethics in the water and sanitation related activities by developing and strengthening the core capacities. This Facilitator Guide is immensely useful as a Resource Material to guide others and to foster an environment that supports and encourages to practice.

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Acronyms and Abbreviations

| | |
|------------|--|
| AAWSA | Addis Ababa Water and Sewerage Authority (Ethiopia) |
| ADB | Asian Development Bank (Philippines) |
| AUWSA | Arusha Urban Water and Sewerage Authority (Tanzania) |
| GDC | Global Dharma Center (USA) |
| HVEW | Human Values and Ethics in the Workplace |
| HVWSHE | Human Values Water, Sanitation and Hygiene Education |
| IRC | International Resource Center (The Netherlands) |
| MDG | Millennium Development Goals |
| NGO | Non-Governmental Organization |
| PPWSA | Phnom Penh Water Supply Authority (Cambodia) |
| PRC | People's Republic of China |
| RWSS | Rural Water Supply and Sanitation (India) |
| STEM | Centre for Symbiosis of Technology, Environment and Management (India) |
| TAISSE | The African Institute of Sathya Sai Education (Zambia) |
| UN | United Nations |
| UN-HABITAT | United Nations Human Settlements Programme |
| UWSEIP | Urban Water Supply and Environmental Improvement Project (Madhya Pradesh, India) |
| WAC | Water for African/Asian Cities Programme |
| WATSAN | Water and Sanitation Sector |
| WSSPMO | Water Supply and Sanitation Program Management Office (Philippines) |

Human values emphasize the responsibilities that enable the aspiration of "water, sanitation and hygiene for all" to be protected, safeguarded, and fulfilled.

Human values have their roots in a single, universally-held premise: the inherent dignity of every human being.



Capacity-building efforts for human values and ethics, with a specific focus on the Millennium Development Goal (MDG) targets related to "Water for Life," carry the potential for a fundamental breakthrough and qualitative leap forward.

A focus on human values evokes the inner source of motivation for ethical and moral choices - bringing about changes of attitude from the inside out, with changes of behaviour to follow.



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