



# PARTNERSHIP FOR TRANSFORMATION

## CODE OF CONDUCT

The Partners hereby agree and commit to the adoption of a code of conduct as a testimony to its recognition of their greater obligation to society and the country as a whole, which transcends economic self-interest. It further affirms each partner's commitment to the social partnership process; and to building the confidence and trust that is necessary for sustaining the accord and achieving Jamaica's developmental objectives.

This code is a collective recognition by the partners of their responsibility to adhere to the guiding principles outlined herein. In addition, it serves to create an environment in which principled and ethical behaviour and values are held up as the norm. It is a clear indication to others that the Partnership is resolute and committed to responsible, professional and respectful conduct.

In acknowledgement of the Partnership's commitment to the Social Partnership Process and the sustainable social and economic growth and development of Jamaica, the Partners hereby commit to adhering to the Code of Conduct as indicated by the definitions and guiding principles below and further affirm this commitment by affixing their signatures to this document.

### DEFINITION

For the purposes of engagement: "Consultation is defined as the joint examination and discussion of problems and matters affecting the Nation and the Partners and involves seeking mutually acceptable solutions through a genuine exchange of views and information"

### KEY GUIDING PRINCIPLES

- i. Engagement. The leader and executives in each of the social partnership organizations will personally and directly engage and guide the process as a priority.
- ii. Sensitivity. Each Partner engaged in the process will be appreciative of the sensibilities and feelings, particularly fears and concerns, of other partners and as such avoid disrespectful, insulting, triumphalist or authoritarian language. 'Constructive engagement', will be sustained at all times in both word and deed.
- iii. Reliability. The word and commitment of each Partner will be their bond. Members will say what they will do and do what they say; and will be obligated to provide a full explanation of any divergence between word and deed in all circumstances.
- iv. Equity. All Partners will maintain as their goal – working towards ensuring that relative equity of benefits and outcomes accrue from the process. Partners will seek to practice compromise in building equity of sacrifice and outcomes, ensuring that it is neither perceived nor in any case be fact that one or another side is giving more and/or receiving less from the partnership.
- v. Confidentiality/Openness. The Partners will act in accordance with a spirit of absolute openness and total honesty throughout every step in the process. As far as is possible, full disclosure and frank discussion of factors and timetables affecting the process will be put on the table.
- vi. Courage. The Partners will display moral courage, empathy and political sophistication in successfully contending with inevitable prejudices hostile to the partnership amongst their particular follower-ship.
- vii. Patience. In coping with real or threatened break-downs the Partners will display great patience and much understanding. They will adhere to the partnership's dispute resolution and containment mechanisms, whether formal or informal.
- viii. Understanding. The Partners will develop and seek to constantly deepen an understanding of the overarching necessity of building the partnership to recognise the disastrous consequences of breakdown.
- ix. Respect. The Partners will work towards deepening the mutual respect amongst partners. This will be grounded in developing the appreciation of the strengths of each whilst understanding the shortcomings as well.
- x. Humility. Partners will subordinate personal ego and sectoral interest to the process of partnership building. Once breaches are committed, there will be prompt recognition of wrong, admission of error and offer of apology to repair damage to the process.

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Rev. Lenworh Anglin, **Civil Society Representative**

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Prof. Rosalea Hamilton, **Private Sector Representative**

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Mr. Kavan Gayle, **Trade Union Representative**

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Hon. Bruce Golding, **Government Representative**

This 20th Day of September 2011