

FICCI National Executive Committee
April 25, 2013 – New Delhi

Resolution on Affirmative Action

The president announced that as a part of its Affirmative Action programme, FICCI has developed a Code of Conduct for its members to promote the employment of youth coming from the under-privileged/disadvantaged sections of the society and committed to the government that the same will be adopted by members of FICCI. She also requested the FICCI Executive Committee members to adopt the following resolution:

“RESOLVED THAT: India has witnessed significant growth over the last two decades getting reflected in improved human development indicators such as health, education and employment. However, fruits of this development have not evenly reached all sections of the society due to a number of socio-economic barriers, creating islands of poverty, illiteracy and unemployment. This situation has put a question mark on the sustainability of India’s growth process.

To address this issue of socio-economic exclusion, members of the FICCI National Executive Committee do hereby resolve to accept the **FICCI Code of Conduct on Affirmative Action (Annexure-III)** to promote inclusive growth, create opportunities for and empowerment of backward sections of the society.”

The resolution was adopted.

FICCI CODE OF CONDUCT ON AFFIRMATIVE ACTION Annex-III

The Federation of Indian Chambers of Commerce & Industry (FICCI) strongly feels that **inclusive growth** is fundamental to a sustainable and harmonious development of India. In this context, mainstreaming and integrating the disadvantaged / underprivileged groups of the nation is critical. With this in view, FICCI is urging its member chambers, associations and affiliated companies to promote and adopt this code of conduct in their enterprise level policies, as part of their ‘corporate social responsibility’.

1. That the company / enterprise provides and promotes equal opportunity to all its employees and any form of bias, or discrimination based on caste, religion or gender is not practiced.
2. That the Company or any of its departments shall not use the specific information received about a person’s caste or creed to discriminate against him/her in any form.
3. That the company / enterprise will not discriminate against employees coming from the disadvantaged / underprivileged communities or groups in any manner on matters which include recruitment, training and promotion.
4. That the company will ensure that among equally qualified individuals, preference is given to people / employees from disadvantaged groups.

5. That the company while appointing vendors or entering into contracts for supply or purchase, would give preference to entrepreneurs from the disadvantaged group, as long as the other set requirements are met.
6. The Company will make special allocations in its budgets for upskilling and / or providing training to the disadvantaged in its employment.
7. The Company will make all attempts and seize opportunities of making investment in areas, which have heavy concentration of SC & ST population.
8. The Company will reject business alliances with individuals and organizations that practice and support discrimination in any form.
9. The Company will publish in its Annual Report all efforts taken towards establishing and implementing non-discriminatory practices.
10. The Company affirms that it will provide equal opportunity in recruitment and / or commercial dealings.