

PRAYAS

(Organisation for Sustainable Development)

Part- I

CORE VALUES IN MICROFINANCE

INTEGRITY

Our mission is to service low-income clients—women and men—and their families, providing them short term and/or long-term access to financial services, that are client focused, designed to enhance their well-being, and delivered in a manner that is ethical, dignified, transparent, equitable and cost effective.

QUALITY OF SERVICE

We believe that our clients deserve fair and efficient microfinance services. We will provide these services to them in as convenient, participatory and timely manner as possible.

TRANSPARENCY

We shall give our clients complete and accurate information and educate them about the terms of financial services offered by us in a manner that is understandable by them.

FAIR PRACTICES

We are committed to ensure that our services to our clients are not unethical and deceptive. In providing microfinance services including lending and collection of dues, we are committed to fair practices, which balance respect for client's dignity and an understanding of a client's vulnerable situation, with reasonable pursuit of recovery of loans.

PRIVACY OF CLIENT INFORMATION

We will safeguard personal information of clients, only allowing disclosures and exchange of such information to others who are authorized to see it, with the knowledge and consent of clients.

INTEGRATING SOCIAL VALUES INTO OPERATIONS

We believe that high standards of governance, participation, management and reporting are critical to our mission to serve our clients and to uphold core social values.

FEEDBACK MECHANISM

We shall provide our clients formal and informal channels for their feedback and suggestions for building our competencies to serve our clients better.

Part-II

VOLUNTARY MUTUAL CODE OF CONDUCT

To ensure that all our activities and dealings with clients are in compliance with the above core values, we all agree to adopt the code of conduct as elaborated here under:

2.0 APPLICATION OF THE CODE:

- i) This code applies to following activities undertaken by institution:
 - a) Formation of any type of community collectives including self-help groups, Joint liability groups and their federations.
 - b) Providing financial literacy to the clients.
 - d) Providing credit services to clients individually or in groups;
 - e) Recovery of credit provided to clients for economic activities or for any other purpose for the welfare and benefit of clients.
 - g) Business development services including marketing products or services made or extended by the eligible clients or for any other purpose for the welfare and benefit of clients.
 - h) Providing insurance or pension benefit products as partners or agents of insurance companies, or pension or mutual fund schemes duly licensed to undertake microfinance or insurance or pensioners' benefit schemes by a competent authority.
- iii) Certain key words used in this code are defined in the Annexure at the end of this code.
- iv) This code comes into effect from 1 April 2009 unless otherwise indicated.

2.1 We all agree to—

- i) Promote and strengthen the microfinance movement in the country by bringing the low-income clients to the mainstream financial sector.
- ii) Build progressive, sustainable and client-centric microfinance institutions in the country to provide integrated financial services to our clients.
- iii) Promote cooperation and coordination among microfinance institutions and other agencies to achieve higher operating standards and avoid unethical competition in order to serve our clients better.

2.2 In order to achieve the aforesaid, we all agree to follow the following practices mentioned below:

2.2.1 INTEGRITY

We agree to—

- i) Act honestly, fairly and reasonably in conducting microfinance activities.
- ii) Conduct our microfinance activities by means of fair competition, not seeking competitive advantages through illegal or unethical microfinance practices. No officer, employee, agent or other person acting on our behalf shall take unfair advantage of anyone by manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair practice.
- iii). Prominently display the core values and code of conduct on the notice board of head office and all branches, and put systems in place to ensure compliance.
- iv). Ensure that our staff and any person acting for us or on our behalf are trained or oriented to put these values into practice.

2.2.2 TRANSPARENCY

We agree to—

i) Disclose to clients all the terms and conditions of our financial services offered in the language understood by the client.

ii) Disclose the source of funds, costs of funds and use of surpluses to provide truthful information to clients.

Provide information to clients on the rate of interest levied on the loan, calculation of interest (weekly/monthly), terms of repayment, and any other information related to interest rates and other charges.

iii) Provide information to clients related to the premium and other fees being charged on insurance and other services offered by us as intermediaries.

iv). Provide periodical statements of our accounts to the clients.

2.2.3 FAIR PRACTICES

We are committed to follow fair practices built on dignity, respect, fair treatment, persuasion and courtesy to clients. We agree to;

i). Provide micro finance services to low income clients irrespective of gender, race, caste, religion or language.

ii) Ensure that the services are provided using the most efficient methods possible to enable access to financial services by low income households at reasonable cost.

iii) Recognize our responsibility to provide financial services to clients based upon their needs and repayment capacity.

iv). Promise that, in case of loans to individual clients below Rs 25,000, the clients shall not be asked to hand over original land titles, house pattas, ration cards, etc as collateral security for loans except when obtaining copies of these for fulfilling “know your customers” norms of the RBI. Only in case of loan to individual clients of Rs 25,000/- and above can land titles, house pattas, vehicle RC books, etc. be taken as collateral security.

v) Interact with the clients in an acceptable language and dignified manner and spare no efforts in fostering clients’ confidence and long-term relationship.

vi). Maintain decency and decorum during the visit to the clients’ place for collection of dues.

vii) Avoid inappropriate occasions such as bereavement in the family or such other calamitous occasions for making calls/visits to collect dues.

viii) Scrupulously avoid any demeanour that would suggest any kind of threat or violence.

ix) Emphasize using social collateral which includes various forms of peer assurance such as lending through groups and group guarantees at the village, hamlet or neighbourhood level, or guarantees by relatives, friends, neighbours or business associates; and explain clearly to clients what are the obligations of social collateral.

2.2.4 GOVERNANCE

We agree to—

- i) Observe high standards of governance, ensuring fairness, integrity and transparency by inducting persons with good and sound reputation, as members of Board of Directors. We shall ensure that the majority of the directors are independent directors and/or duly elected representatives of the community we serve, and that we will involve the Board in all policy formulation and other important decisions.
- ii) Ensure transparency in the maintenance of books of accounts and reporting/ presentation and disclosure of financial statements by qualified auditor/s.
- iii) Put in our best efforts to follow the Audit and Assurance Standards issued by the Institute of Chartered Accountants of India (ICAI).
- iv). Place before the Board of Directors, a compliance report indicating the extent of compliance with this Voluntary Mutual Code of Conduct, specifically indicating any deviations and reasons therefore, at the end of every half financial year.

2.2.5 FEEDBACK/ GRIEVANCE MECHANISMS

We agree to—

- i) Establish effective and efficient feedback mechanism
- ii) Take steps to correct any errors and handle complaints speedily and efficiently.
- iii) Provide; where a complainant is not satisfied with the outcome of the investigation into her complaint, she shall be notified of her right to refer the matter to the Ethics and Grievance Redressal Committee constituted by Sa-Dhan.

2.2.6. Code of Conduct for Team members

- Sitting arrangement of Staff member is equal to community members.
- Do not make personal relationship with community members.
- Do not take tea/coffee/ cold drink/gift during official visit in the working areas.
- Do not recommend for loan or program benefits due to personal relationship with community members.
- Do not use of official relationship for purchase of goods/ service from the community members.
- Do not talk on personal issues of Community members.
- Do not use tobacco- Bidi, cigarette, Gutka and wine.
- Do not misbehave with community members and other team members publicly.
- Zero tolerance issues are- financial corruption, misuse of organisation's money, sexual exploitation of team or community members.