



SOCIAL PROGRAMS FOR SENIORS

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Learn more



When there are many reasons for us to celebrate our lives, won't that be thoughtful of us to extend a little love, care and concern for those who are less privileged, those who really need an uplift?!

Let's Take Employee Volunteering Passionately!!

- an FAQ on how thoughtful we can be!

Why Employee Volunteering, EV?

As an organisation that appreciates and adheres to the values of Empathy and Sustainability, an institution that has the legacy of giving back to the community; Employee Volunteering has been extensively practiced by Federals which has fetched much acceptance and admiration to the brand. Apart from being a CSR activity, this goes a long way in enhancing teamwork, perseverance, enthusiasm, making us better engaged individuals and helps strengthening the relationships and connect between the employees and with the organisation.



? Who can bring projects through Sunshine, our Employee Volunteering Program?

Employees who are currently in service and in the rolls of the Bank can bring sustainable projects through Employee Volunteering.

? What are the core CSR activities of the Bank that can be included in EV?

Including those activities permitted by the Schedule VII of the Companies Act, 2013; the core CSR activities of the Bank are Youth engagement, Promoting Vocational Skills/Skill development, Healthcare, Women empowerment and Disaster management including relief, rehabilitation, and reconstruction activities.

? Will working with the existing projects of the Bank be considered as EV?

Yes, one can actively get involved in the ongoing major projects like Speak for India, Federal Skill Academies, SEED and other approved projects of the Bank, pan India.

? What type of tasks/projects shall be undertaken through EV?

The tasks undertaken under EV shall be those impactful activities in a Project Mode or in a continuous Programme mode, rather than as a one-off event.

? What should an ideal project proposal should have?

- (i) Detailed Project Plan as a proper document
- (ii) Stage wise implementation plan and schedules
- (iii) Budget Involved
- (iv) Various Stages of Reviewing
- (v) Timeline for completion
- (vi) Any involvement of support organisations/ NGOs to partner in implementation
- (vii) Details of number of employee volunteers including oneself/required period for their involvement, etc.
- (viii) Impact on Society
- (ix) Involvement of nearest Branch/Office
- (x) The location of the project shall be easily commutable for the volunteering employee.
- (xi) Employee volunteer shall periodically submit to the CSR Department the updates on stages of implementation and a Completion Report on successful completion of the project.
- (xii) Influence on Brand Federal

? Shall an employee partner with NGOs for projects under EV?

CSR programmes through employee volunteering may be partnered with reputed NGOs having experience in the field. Specific permission shall be obtained from the Bank on this by including the same in the project proposal (refer Rule 4 (1) of the Companies (CSR Policy) Rules, 2014).



? Can one bring back projects/proposals that were taken up already?

Please make sure that the projects/proposals are fresh ones and were not found unfeasible during any occasion.

? Anything more I need to know?

- While we identify EV projects/ beneficiaries, let us understand the broad implications and apply due diligence.
- Depending upon the Project being undertaken, the Employee Volunteer / (s) shall be given specific days of Duty Leave and/or travel allowance during the project implementation period, strictly on merit basis. This shall be taken up through the office of work and reporting authority.
- Specific Incidental Expenses may be compensated to the employee depending upon the implementation works of the Project. The amount shall be decided by CSR Department.

? What can one look from EV?

- Appreciation Certificates shall be issued to those employees whose involvement and contributions are outstanding.
- Experience stories by the employee volunteers shall be shared through various communication platforms, for the entire organisation to understand and appreciate.
- Apart from the satisfaction and pride that is attached to EV, our passionate involvement will help in supporting critical social initiatives, promoting community wellbeing and help bettering the lives of the needy.

Let's together make Brand Federal
the Most Admired, the most Envidable!