

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:2633  
ANSWERED ON:10.12.2012  
COMPULSORY QUOTA SYSTEM  
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**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government has introduced compulsory quota system in the Public Limited as well as Private Limited companies as exists in the Government sector;
- (b) if so, the details thereof;
- (c) if not, whether there is any possibility of introducing the compulsory quota system in any sector other than that exists now; and
- (d) if so, the details thereof?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a) to (d) The Government is very sensitive to the issue of affirmative action, including reservation in the private sector. A high level Coordination Committee has been constituted in October 2006, to carry forward the dialogue with Industry on Affirmative Action in the Private Sector. The Coordination Committee has been holding meetings with apex Chambers from time to time. Federation of Indian Chambers of Commerce and Industry (FICCI), Associated Chambers of Commerce and Industry of India (ASSOCHAM), Confederation of Indian Industry (CII) and PHD Chamber of Commerce and Industry (PHDCCI), have developed their respective Codes of Conduct on Affirmative Action for adoption by their members. These Codes of Conduct provide, inter alia, for inclusive policies and non-discrimination. Dialogue with Industry is continuing.