

A I O E

ALL INDIA ORGANISATION OF EMPLOYERS

National Award for Outstanding Industrial Relations 2020-21





National Award for Outstanding Industrial Relations 2020-21

The All India Organization of Employers' (AIOE) is an allied body of FICCI, setup in the year 1932. It has been catering to a myriad of issues pertaining to labour & employment in enterprises to foster amicable industrial relations, built on mutual understanding, respect commonality of interest between employers and workers. For the past 9 decades, it has contributed towards the growth and development of Industries through unceasing efforts and patronization of various techniques in the form of collective bargaining, negotiations, social dialogue between the Government, Industry and Trade Unions.

AIOE celebrated its golden Jubilee in 1983 and instituted an “**Award for Outstanding Industrial Relations**” to be given to a company recognizing its efforts in IR and HR areas which include adopting innovative methods to foster lasting harmonious industrial relations in their establishment: negotiation mechanisms adopted, grievances settlement machinery, reduction in number of conflicts, man-days lost, various welfare measures, professional and personal development of the employees and all motivational measures taken to boost the morale and confidence of the employees leading to enhanced productivity and maintaining conducive Industrial relation environment within the establishment.

A plaque with a citation is presented by the Hon'ble Minister of Labour and Employment at the Annual General Meeting of AIOE held every year

Eligibility criteria and general guidelines are as mentioned below:

Criteria for applying for AIOE National Award for Outstanding Industrial Relations (2020-21)

Eligibility Criteria

- ✓ Any proprietary concern, partnership firm, a company registered under the Indian Companies Act, or a foreign company engaged in doing business in India.
- ✓ All private and public sector organisations, industries, businesses, employers, etc.

Manufacturing sector			
S.No	Category	Employees (Nos.)	Turnover (Rs in Cr)
1	Large Enterprises	>2000	>2000
2	Medium Enterprises	100 - 2000	251-2000

Service sector			
S.No	Category	Employees (Nos.)	Turnover (Rs in Cr)
1	Large Enterprises	>2000	>2000
2	Medium Enterprises	100 - 2000	251-2000

MSME sector		
S.No	Category	Turnover (Rs in Cr)
1	Large Enterprises	50-250

All applicants (Companies, Factories and Establishments) are requested to provide the following information:

General Information

- ◆ Name of Award:
- ◆ Name of Organisation:
- ◆ Address:.....
- ◆ Contact Details (Telephone, Fax, Email id):.....
- ◆ Nature of Business:
- ◆ Contact Person:
- ◆ Designation:
- ◆ Tel/ Fax/ Email id

Specific Information for Manufacturing sector

- ❖ History of the organization.
- ❖ Nature of Activity
- ❖ Number of Establishments/units
- ❖ Manpower distribution under various categories (Executives, permanent workers, contractual, contingent, NEEM Trainees, fixed term employees etc.)
- ❖ Number of recognized unions and unionized workforce (if any)
- ❖ Details of collective bargaining with recognized Unions in last 5 years (meetings held, negotiation etc. if any)
- ❖ Number of Strikes /lockouts if any during last 5 years (man-days / man-hours lost)
- ❖ Number of Industrial Disputes pending if any - details of recent disputes in your company and their redressal process.
- ❖ Details of loss in production due to Strike and lockouts during last 5 years
- ❖ Disruption in operation during last 5 years and remedial actions taken
- ❖ Productivity improvement initiatives through employee's cooperation, results achieved.
- ❖ Welfare measures taken for its employees
- ❖ Innovative measures taken by the company in the area of IR
- ❖ Safety standards adopted by the company (statutory compliances and non-statutory initiatives).
- ❖ Fatal Accidents if any in last 3 years
- ❖ Initiatives taken by the company for employees' training/skill development.
- ❖ Details of grievance machinery at various levels for redressal of grievances of workers.
- ❖ Details of Works Committees/sub committees if any - composition, functioning and settlement of issues referred to it.
- ❖ Details of company initiatives towards workers participation in decision making process.
- ❖ Systems adopted for effective communication and creating awareness regarding goals, targets, company performance.
- ❖ Employee attrition rate during the preceding 5 years.



Specific Information for Service Sector

- ❖ History of the organization.
 - ❖ Nature of Activity (Define the services)
 - ❖ Number of Establishments/units
 - ❖ Manpower distribution under various categories (Executives, permanent employees, contractual, contingent, NEEM Trainees, fixed term employees etc.)
 - ❖ Number of recognized unions and unionized workforce (if any)
 - ❖ Details of collective bargaining with recognized Unions in last 5 years (meetings held, negotiation etc, if applicable)
 - ❖ Number of Strikes /lockouts during last 5 years (man-days / man-hours lost), if any
 - ❖ Disruption in services during last 5 years and remedial actions taken.
 - ❖ Number of Industrial Disputes pending, if any – details of recent disputes in your company and their redressal process.
 - ❖ Productivity improvement initiatives through employee's cooperation, results achieved.
 - ❖ Welfare measures taken for its employees
 - ❖ Innovative measures taken by the company in the area of IR
 - ❖ Safety standards adopted by the company (statutory compliances and non-statutory initiatives)
 - ❖ Initiatives taken by the company for employees' training/skill development.
 - ❖ Details of grievance machinery at various levels for redressal of grievances of Employees.
 - ❖ Details of company initiatives towards Employees participation in decision making process.
 - ❖ Systems adopted for effective communication and creating awareness regarding goals, targets, company performance.
 - ❖ Employee attrition rate during the preceding 5 years.
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- A man in a suit is standing with his back to the camera, looking at a wall of gears. The scene is dimly lit, with the gears and the man's silhouette highlighted against a dark background.

Specific Information for MSME's

- ❖ History of the organization.
- ❖ Nature of Activity
- ❖ Number of Establishments/units
- ❖ Manpower distribution under various categories (Executives, permanent workers, contractual, contingent, NEEM Trainees, fixed term employees etc.)
- ❖ Number of recognized unions and unionized workforce (if any)
- ❖ Number of Industrial Disputes pending – details of recent disputes in your company and their redressal process.
- ❖ Details of collective bargaining with recognized Unions in last 5 years (meetings held, negotiation etc. if applicable)
- ❖ Number of Strikes /lockouts during last 5 years (man-days / man-hours lost), if any
- ❖ Details of loss in production due to Strike and lockouts during last 5 years
- ❖ Disruption in operation during last 5 years and remedial actions taken
- ❖ Productivity improvement initiatives through employee's cooperation, results achieved.
- ❖ Welfare measures taken for its employees
- ❖ Innovative measures taken by the company in the area of IR
- ❖ Safety standards adopted by the company (statutory compliances and non-statutory initiatives).
- ❖ Fatal Accidents if any in last 3 years
- ❖ Initiatives taken by the company for employees' training/skill development.
- ❖ Details of grievance machinery at various levels for redressal of grievances of workers.
- ❖ Details of Works Committees/sub committees if any – composition, functioning and settlement of issues referred to it).
- ❖ Details of company initiatives towards workers participation in decision making process.
- ❖ Systems adopted for effective communication and creating awareness regarding goals, targets, company performance.
- ❖ Employee attrition rate during the preceding 5 years.

The declaration mentioned below should be reproduced on company's letter head and attached with the application.

DECLARATION

I hereby declare that the data/ information provided in the questionnaire is correct to the best of my knowledge.

I also declare that information contained can be used for knowledge sharing and increasing awareness with due acknowledgement.

Date:

Signature:

Seal of organization:

Name and Designation:

Disclaimer: AIOE makes no representation towards the completeness and correctness of the information provided. This is based on the entries received from participating companies.

Past Awardees

2019-20

TATA
Motors Ltd

2018-19

ITC -PSPD,
Bhadrachalam

2017-18

ITC – ABD
(Andhra Pradesh)

2016-17

Pricol Limited,
Coimbatore

2015-16

Bharat Heavy
Electricals
Limited,
New Delhi

2014-15

Tata Steel
Limited

2013-14

Mazagon Dock
Ltd., Mumbai

Application Process

- ✦ 5 copies of the application should be submitted to the regional associations in hard copies latest by **20th November 2022**
- ✦ The participating establishment will be required to pay the requisite fee of **Rs 10,000 (+18% GST)** for **(Manufacturing & Service Sector)** and **Rs. 5000 (+ 18% GST)** for **MSME Sector** along with each application to the regional association for participation at the regional level only.
- ✦ All participating establishment shortlisted by the associations will be required to make a presentation at their regional level for selection to participate at the national level.
- ✦ The regional associations shall select the participating establishment to compete for the award at the national level at New Delhi.
- ✦ All selected participating establishment competing at the National level **(Manufacturing & Service Sector)** will be required to pay a fee of **Rs. 25,000 (+ 18% GST) & Rs. 10,000 (+18% GST)** for **MSME Sector** in favour of “All India Organisation of Employers” payable at New Delhi.
- ✦ Dates for conducting the selection process will be communicated to the participants at regional level by the respective regional associations and at the National level by AIOE.
- ✦ In pursuance of the selection process, If the jury members desire a visit to the Industry all expenses as per actuals will be borne by the applicant.

NOTE

- ✦ 5 copies of application should be submitted accompanied by application fee in hardcopy.
- ✦ The decision of the Jury will be final and no appeal will be entertained.
- ✦ The Jury will comprise of members from Employer, Trade Union, Government or Academia.
- ✦ The Jury may in its discretion decide to either share or give more than one award.
- ✦ There is a 3 year limitation period for all previous awardees to participate for this award.
- ✦ The Executive Committee of AIOE reserves the right to amend any provision governing the Award any time without notice.

CONTACT US

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