Supported by

AIOE
ALL INDIA ORGANISATION OF EMPLOYERS

FICCI 100
100 YEARS OF BUILDING TOMORROW



AIOE NATIONAL AWARDS

FOR OUTSTANDING INDUSTRIAL RELATIONS (2025-26)

The All India Organization of Employer's (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 in which recognition of 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.

AWARD CATEGORIES

Award for Outstanding Industrial Relations in

Manufacturing Sector:

1) Large Enterprises
2) Medium Enterprises
3) Emerging / MSME

Service Sector:

1) Large Enterprises
2) Medium Enterprises
3) Emerging / MSME



NEW FOR 2025–26

Award for AI and Digital Transformation in IR

Recognising organisations leveraging artificial intelligence and digital technologies to strengthen employee engagement, grievance redressal, workplace communication and industrial relations practices.

ELIGIBILITY CRITERIA AND GENERAL GUIDELINES

Criteria for Applying (2025-26)

- 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, and employers.
- Multiple units of the same company are also eligible to apply for the awards.

AWARD FOR OUTSTANDING INDUSTRIAL RELATIONS IN

MANUFACTURING SECTOR

S.No	Category	Employees (Nos.)	Turnover (Rs in Cr)
1	Large Enterprises	>2000	>2000
2	Medium Enterprises	100 - 2000	251-2000
3	Emerging / MSME	50-250	10 & above

SERVICE SECTOR

S.No	Category	Employees (Nos.)	Turnover (Rs in Cr)
1	Large Enterprises	>2000	>2000
2	Medium Enterprises	100 - 2000	251-2000
3	Emerging / MSME	50-250	10 & above

AWARD FOR AI AND DIGITAL TRANSFORMATION IN IR

S.No	Category
1	Applicable to all categories under the Manufacturing and Services sector

PAST AWARDEES

- Birla Cellulosic, Large Enterprise - Manufacturing Sector
- JSW Steel Ltd., Large Enterprise - Manufacturing Sector
- Larsen and Toubro Ltd., Large Enterprise - Manufacturing Sector
- Central Warehousing Corporation, Large Enterprise - Service Sector
- Harrisons Malayalam Limited, Medium Enterprise - Manufacturing Sector
- Bonfiglioli Transmissions Ltd., Medium Enterprise - Manufacturing Sector
- IFFCO, Large Enterprise - Manufacturing Sector
- Engineers India Limited, Large Enterprise - Service Sector
- Borosil Renewables Ltd., Medium Enterprise - Manufacturing Sector
- ATC Ltd. - MSME Sector
- Jayshree Textiles, Large Enterprises - Manufacturing Sector
- Bosch Limited, Medium Enterprises - Manufacturing Sector
- Regal Farm Industries Pvt. Ltd. - Medium, Small & Micro Enterprises (MSME)

Note: *the new categories introduced for 2025-26 (AI & Digital Transformation in IR) do not yet have past awardees, as this is their first cycle.*

APPLICATION PROCESS

- **5 copies of the application should be submitted to the regional associations in hard copy, latest by November 13, 2026**
- The selection process will consist of two stages:

First, all participating establishments shortlisted by the associations will make presentations at the regional level, from which finalists in each category will be shortlisted.

These finalists, shortlisted under each category at the regional level, will then compete in the finals at the national level in Delhi.

- Application fees payable at the regional and national levels are set out below:

Level	Large & Medium / Manufacturing & Service	Emerging / MSME
Regional level	Rs 15,000 (+ 18% GST)	Rs 5,000 (+ 18% GST)
National level	Rs 40,000 (+ 18% GST)	Rs 10,000 (+ 18% GST)

- Dates for conducting the selection process will be communicated to participants at the regional level by the respective regional associations, and at the national level by AIOE.
- If jury members wish to visit the industry as part of the selection process, all expenses as per actuals will be borne by the applicant.

NOTE

- The decision of the Jury will be final, and no appeal will be entertained.
- The Jury will comprise members from the Employer, Trade Union, Government, or Academia.
- The Jury may, at its discretion, decide to share or give more than one award, including under the new categories.
- There is a 2-year limitation period for all previous awardees to participate in this award. However, they are eligible to apply for the Award for AI and Digital Transformation in IR, irrespective of their previous award category.
- The Executive Committee of AIOE reserves the right to amend any provision governing the Award at any time, without notice.



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PARTICIPATION CERTIFICATE TO ALL