



**A I O E**

ALL INDIA ORGANISATION OF EMPLOYERS

# National Award for Outstanding Industrial Relations 2015-16





## National Award for Outstanding Industrial Relations 2015-16

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 and commonality of interest between employers and workers. For the past 8 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 and social dialogue between the Government, Industry and Trade Unions.

It celebrated its golden jubilee in 1983 and instituted an "Award for Outstanding Industrial Relations".

This award is given to industries for adopting innovative methods to foster lasting harmonious Industrial

Relations in their establishment. It takes into consideration the negotiation mechanisms adopted, grievances settlement machinery, reduction in number of conflicts and man-days lost. It also takes into account various welfare measures in operations directed to both 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.

This Award aims to recognize industries with fine track records and standards with a view to be the trail blazer to herald an era of industrial peace and prosperity.

***Eligibility criteria and general guidelines are as mentioned below:***

### AWARD SPECIFIC INFORMATION

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

#### General Information

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

## Specific Information:

- ❖ History of the organisation
- ❖ Nature of activity - manufacturing, trading, investment, etc.
- ❖ Number of establishments/units
- ❖ Development and evaluation of Industrial Relations practice over the last 5 years
- ❖ Details of collective bargaining with recognized Unions (enclose latest copy)
- ❖ Number of unions & unionised workforce
- ❖ No. of strikes & lockouts man-days / man-hours lost
- ❖ Details of loss in production due to strike and lockouts
- ❖ Productivity improvement initiatives through employees cooperation, results achieved
- ❖ Welfare measures and Corporate Social Responsibility activities launched by the company (brief snapshots)
- ❖ Safety standards adopted by the company (statutory compliances and non-statutory initiatives)
- ❖ Initiatives taken by the company for employees' development.
- ❖ Number of Industrial Disputes pending
- ❖ Details of recent disputes ( max 03) in your company and their redressal process
- ❖ Details of grievance machinery at various levels for redressal of grievances of workers
- ❖ Whether Works Committees/sub committees been set up:(details of composition, functioning and settlement of issues referred to it.)
- ❖ Innovative and motivational welfare initiatives taken by the company
- ❖ Details of company initiatives towards workers participation in decision making process
- ❖ Systems adopted for creating awareness and effective communication with employees
- ❖ 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 organisation .....

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 AWARD WINNERS

2014  
2015

**Tata Steel  
Limited**

2013  
2014

**Mazagon Dock  
Ltd., Mumbai**

2012  
2013

**Mahindra &  
Mahindra Ltd.,  
Mumbai**

2011  
2012

**DCM Shriram  
Consolidated  
Limited, Kota**

2010  
2011

**Wheels India  
Limited, Padi  
Chennai**

2009  
2010

**Tata Chemicals  
Limited  
Mithapur**

## 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.

### NOTE

- All applicants shall submit 5 hardcopies accompanied by the application fee.
- 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.

### Application Process:

- 5 copies of the application should be submitted to the regional associations in hard copies latest by March 15, 2017.
- The participating establishment will be required to pay the requisite fee of Rs 10,000 along with each application to the regional association for participation at the regional level only.
- All Nominees 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 4 Nominees to compete for the award at the national level.
- The 4 Nominees selected by the associations will have the opportunity to compete for the award at the National level at Delhi.
- All selected Nominees competing at the National level will be required to pay a fee of Rs.20,000 in favour of "All India Organisation of Employers" payable at New Delhi.
- All dates for conducting the selection process will be communicated to the Nominees 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.

**Application for the AIOE Award for Outstanding Industrial Relations, 2015-16**  
**All India Organisation of Employers', Federation House, Tansen Marg, New Delhi – 110001**