



**AIOE NATIONAL AWARDS
FOR OUTSTANDING INDUSTRIAL
RELATIONS 2023-24**



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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.



Eligibility criteria and general guidelines are as mentioned below:

Criteria for applying for AIOE National Award for Outstanding Industrial Relations (2023-24)

- ✓ 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.
- ✓ Multiple units of the same company are also eligible to apply for the award.

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	Turnover (Rs in Cr)	Manpower
1	50-250	10 & above

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

General Information

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

Specific Information required from the Manufacturing sector:

- History of the organization.
- Nature of Activity.
- Number of Establishments/units.
- Manpower distribution under various categories (Executives, permanent workers, contractual, contingent, NAPS 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). (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- Number of Strikes /lockouts if any during last 5 years (man-days / man-hours lost) if any. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- 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. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- Disruption in operation during last 5 years and remedial actions taken. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- 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. (2023-24, 2022-23, 2021-22)
- 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 year. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)

Specific Information required from the Service Sector:

- History of the organization.
- Nature of Activity (Define the services).
- Number of Establishments/units.
- Manpower distribution under various categories (Executives, permanent workers, contractual, contingent, NAPS 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) (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- Number of Strikes /lockouts during last 5 years (man-days / man-hours lost), if any. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- Disruption in services during the last 5 years and remedial actions taken. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- 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 workers.
- 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. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)



Specific Information required from the MSME's:

- History of the organization.
- Nature of Activity.
- Number of Establishments/units.
- Manpower distribution under various categories (Executives, permanent workers, contractual, contingent, NAPS Trainees, fixed term employees etc.).
- Number of recognized unions and unionized workforce (if any).
- Man-hours lost, if any, in last 5 years on account of labour unrest and remedial action taken. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- Details of loss in production due to Strike and lockouts during last 5 years. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)
- 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. (2023-24, 2022-23, 2021-22)
- 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 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. (2023-24, 2022-23, 2021-22, 2020-21, 2019-20)



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 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

- ▶ Jayshree Textiles, Large Enterprises - Manufacturing Sector
- ▶ Bosch Limited, Medium Enterprises - Manufacturing Sector
- ▶ Regal Farm Industries Pvt. Ltd. - Medium, Small & Micro Enterprises (MSME)
- ▶ TVS Motors Limited, Large Enterprises - Manufacturing Sector
- ▶ Harrisons Malayalam Limited, Medium Enterprises - Manufacturing Sector
- ▶ MIVIN Engineering Technologies Private Limited, Medium, Small & Micro Enterprises (MSME)
- ▶ TATA Motors Ltd
- ▶ ITC -PSPD, Bhadrachalam
- ▶ ITC - ABD (Andhra Pradesh)
- ▶ Pricol Limited, Coimbatore
- ▶ Bharat Heavy Electricals Limited, New Delhi



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 2-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 November 8, 2024.
- The selection process will involve two stages:
 - In the first stage, participating establishments shortlisted by the associations will present at the regional level, where finalists in each category will be selected.
 - The finalists from each region will then compete in the national finals, held in Delhi.
- The participating establishment will be required to pay the requisite fee of **Rs.15,000 (+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 selected participating establishments competing at the National level **(Manufacturing & Service Sector)** will be required to pay a fee of **Rs.35,000 (+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.

CONTACT US

All India Organisation of Employers

Federation House, Tansen Marg, New Delhi – 110001

Phone: 011-23738760-70(Extn 207), 011-23316121, Fax: 011-23320714 / 23721504

E-mail: aioe@ficci.com