

## ***EFI National Award for Excellence in Employee Relations (Pathways to Excellence -2021)***

### ***Award Legacy:***

*In 2010/2011, Employee Relations and Industrial Relations began to 'come back', into the forefront of the Indian Industry landscape, after many years of being relative hibernation. The robust economic growth, year on year, provided a sense of assurance that companies are doing well and hence must be managing their ER/IR effectively.*

*The above perception began to face rude shocks. Repeated incidents of breakdown of Management - Union/Employee Relationship were reported, across India. The strife and the resultant conflict resolution processes appeared in the mainline media, bringing to focus the criticality of the challenges.*

*The most common themes that were cited, as reasons for the conflict, revolved around recognition of Collective Bargaining agent, wage differentials between Permanent and the Contingent workforce, volatility in hiring and shedding workforce numbers, lack of a 'social safety net' for job losers, and in some instances the objection of the local community to the setting up of a new Plant/Operation/Industry.*

*The above context, encouraged the Employers Federation of India (EFI), the oldest such Association in India and one of India's select representatives at MoLE(GOI), ILO and AOTS(Japan) to prioritise attention to the then neglected discipline of ER/IR, facilitate the perspective and knowledge building of practitioners and other stakeholders, by laying new pathways to Excellence in their organisations.*

*The Awards are recognition of the commitment, tireless efforts, team work and focused ER/IR/HRM strategies of several organizations in India. The Awards seek to felicitate organizations, who place people at the core of their businesses and have crafted and implemented policies, systems and processes that create and sustain competitiveness, fairness with inclusivity, human development along with industrial peace and harmony.*

*In an organization's context the term "Human Resources" should not be limited in its application to just white-collar jobs – Engineers, Managers, Accountants and the like. The winning organizations are those that fully engage, involve and develop all employees at all levels, and more particularly workmen. In most industries, workmen are numerically the largest component of the workforce and possess significant potential to contribute.*

### **Award Categories and Fees:**

Category No.	Criteria	Sub-criteria	
1	Industrial establishment in manufacturing and services sectors employing up to 99 employees	Private Sector undertakings	
2	Industrial establishment in manufacturing and services sectors employing between 100 – 500 employees	Private Sector undertakings	
3	Industrial establishment in manufacturing and services sectors employing between 501-1000 employees	Private Sector undertakings	Public Sector undertakings
4	Industrial establishment in manufacturing and services sectors unit employing over 1000 employees	Private Sector undertakings	Public Sector undertakings
5	Pan India organisation in manufacturing and Service sectors employing between 1000-5000 employees	Private Sector undertakings	Public Sector undertakings
6	Pan India organisation in manufacturing and Service sectors employing more than 5000 employees	Private Sector undertakings	Public Sector undertakings

Note: Nominations can be submitted **for a unit or for a whole organization** (in case of multi-unit organizations). Employees include workmen; permanent, contract and contingent.

### **Fees:**

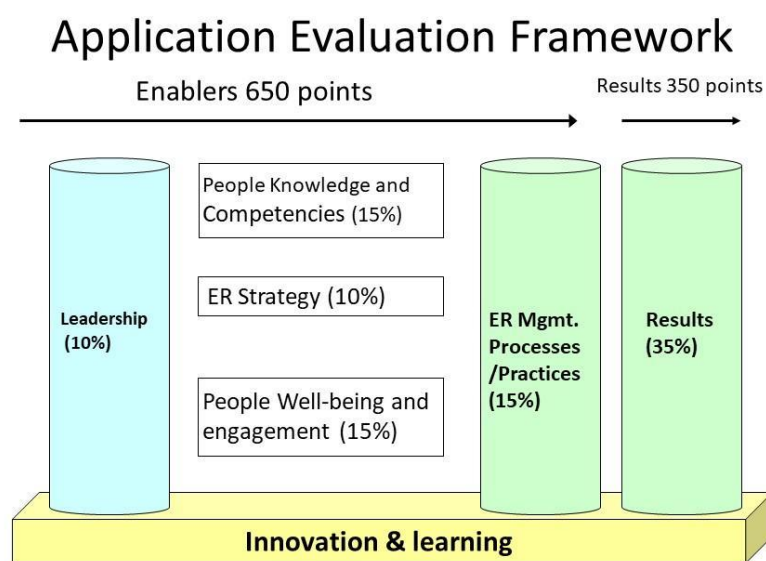
*To defray the expenses connected with the administration of the Award process, the following participation fee is payable along with the application:*

Fee		
Sr. No.	Category	Participation Fee*
1	Category 1 and 2	Rs. 25,000/-
2	Category 3 and 4	Rs. 40,000/-
3	Category 5	Rs. 85,000/-
4	Category 6	Rs. 1,35,000/-

\*without/excludes GST

**Assessment Process:**

*EFI has developed a scientific and robust model of assessment which measures both inputs and results in the ER space. The process includes a written application and evaluation of the same by multiple tripartite jury panel of experts nominated by EFI.*



*The above Model is adapted from the Human Resources Competency Development Model developed jointly by the National Human Resources Development Network (NHRDN) and the Confederation of Indian Industry (CII). In the above Model, 65% weightage is allocated to Lead Indicators and 35% for Results (Lag Indicators).*

*This pioneering 1<sup>st</sup> version of Pathways to Excellence EFI Awards in ER/IR, has grown from strength to strength, with the 6<sup>th</sup> version (2021) ready for launch. Including the 5<sup>th</sup> version, more than 150 companies in India have benefited from the EFI Excellence Award framework.*

*Over the decade, the fine tuning of the assessment has been happening. In the last version, we included a Union leader of National stature to be on the final jury panel. We also had, for the first time, structured interactions between the applicant company Senior Management and the EFI Assessor team over VC. (As the Audit process in person was not an option). In this edition the assessment*



*process will also evaluate the challenges faced by employers in pandemic and their response along with Trade Union/workers.*

***Award titles:***

- *Sustained Significant Achievement in Employee Relations*
- *Significant Achievement in Employee Relations*
- *Special Appreciation Awards in Employee Relations*