



**EMPLOYERS'
FEDERATION
OF PAKISTAN**
The Apex Body of Employers



**9th EMPLOYER
of the year
AWARD 2021**

Information Note

**9th Employer of the Year Award
For the year 2021**

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INTRODUCTION

Employer of the Year Award is the most prestigious and sought-after award that the Employers' Federation of Pakistan has been celebrating for eight years consecutively.

This award recognizes organizations that have created a stimulating and supportive work environment that fosters employee engagement, resulting in the most productive and rewarding working environment possible.

It's a Sector Based Competition and all the contestants will be grouped sector-wise.

CEO of the Year Award

This Award will be given to the CEO of the Company securing the highest score in all of the Contest areas mentioned below.

CONTEST CRITERIA

To enter the Contest, companies will be required to submit their responses and evidence documents for the following Contest Areas:

1. Corporate & General Management, Human Resource Management & Employment Practices
2. Labor Laws, Core ILS Compliance & Social Protection Floors
3. Working Conditions: Health and Safety at Work
4. Corporate Social Responsibility
5. Training & Skill Development Initiatives
6. Strategic Alignment with SDGs
7. Women Empowerment
8. Reimagining the New Normal, Workplace Wellness & Wellbeing
9. Responsible Business Conduct

The participating organizations will be evaluated based on a self-declaration response to the standardized questionnaire which will be verified by the Evaluation Committee of highly competent and expert professionals.

SIZE CATEGORIZATION

The participating organizations will be grouped into the following categories to ensure fair and transparent competition.

- **Multinationals**
- **Large Nationals** – Employing more than 250 employees
- **Medium** – Employing 50-250 employees
- **Small** – Employing up to 50 employees

SECTOR CATEGORIZATION

The participating organizations will be grouped into the following categories to ensure fair, transparent, and equitable competition.

- 1. Oil, Gas, Mining & Energy** - Oil & Gas Exploration, Production, Refining, Transmission, Mining & Quarrying, & Power Generation, Transmission & Distribution.
- 2. Chemical, Petrochemical Processing & Allied** - Processing, Manufacturing, Blending including Cement, Fertilizer, Pesticides, and Insecticides, etc.
- 3. Food, FMCG, and Pharmaceutical Sector** - Food, Confectionery, Sugar, Banaspati & Oil, Tea, Tobacco, Drugs & Medicines, etc. Pharmaceutical Sector
- 4. Service Sector**
Sub-Categorization:
 - a. Banking, Financial and Insurance Institutions
 - b. Hospitality and Tourism
 - c. Educational & Research Institutes,
 - d. Construction, Transport (Air, Sea & Land),
 - e. Consultancy, Media, and Telecommunications,
 - f. Distribution & Storage.
- 5. Textiles, Leather & Sports** - Ginning, Blending, Processing, Garments, Tanning, finished products, Sports goods, sports kits and accessories, and all other sub-sectors having independent Trade Bodies.
- 6. Engineering, Automobile manufacturing and Spare Parts / Components** - HMT, LMV, Tractors, Motorcycles and Spare Parts Production as well as engineering equipment and machinery manufacturing.
- 7. Other** - Not covered by any of the above categories

SCORING

A	Corporate & General Management, Human Resource Management & Employment Practices	10
B	Labor Laws, Core ILS Compliance & Social Protection Floors	10
C	Working Conditions: Health and Safety at Work	10
D	Corporate Social Responsibility	10
E	Training & Skill Development Initiatives	10
F	Strategic Alignment with SDGs	10
G	Women Empowerment	10
H	Reimagining the New Normal, Workplace Wellness & Wellbeing	15
I	Responsible Business Conduct	15
Total Score		100

** CEO of the Year Award will be given to the CEO of the Company securing the highest score in all of the contest areas mentioned above.*

INSTRUCTIONS FOR COMPLETING THE CONTEST FORM

- Participating organizations are expected to fill out each section and sub-section and answer all questions therein.
- Please note that all information, data, records, and evidence provided by you should pertain to the period **January 01 to December 31, 2021**, only.
- Missing or incomplete answers would lead to the deduction of scores for the corresponding questions.
- Please also provide a reasonable amount of detail and explanation and attach necessary documentary evidence to enable the expert assessors to make a sound judgment and a fair evaluation.
- The attachments may be in the form of documents, pictures, presentations, video clips, or any other format that would help support your case.
- Attachments / supporting documents should be clearly marked with the reference number of the relevant sub-section & Question number.
- Be creative in your presentation. Best of Luck!

INSTRUCTIONS TO SUBMIT THE CONTEST FORM

To submit this Contest Form, please follow the instructions below:

- 01** Complete all questions in honesty & attach all necessary supporting documents
- 02** Share the complete Form in
 - Soft copy - WeTransfer or Drive
 - Hard copy – Mail/Courier* attach all necessary supporting documents
- 03** All entries will be evaluated by the Committee and they may contact for any queries for evidence & fact-finding

Mail Contest Form to:

Rabiya Anwer
Employers' Federation of Pakistan
2nd Floor, State Life Building No.2,
Wallace Road, Off. I.I. Chundrigar Road, Karachi

PROCESSING FEE FOR PARTICIPATION

Size Categorization	Processing Fee
Multinationals and Large Nationals	Rs. 75,000 (inclusive of all taxes)
Small and Medium Enterprises	Rs. 50,000 (Inclusive of all taxes)

IMPORTANT DATES

- Announcement – 18 July 2022
- **Deadline Extended for Contest Form Submission – Friday 02 September 2022**
- Evaluation Process – **September 2022**
- Award Ceremony – **October 2022**