



INFORMATION NOTE

Introduction – Employer of the Year Award

The Employer of the Year Award, presented by the Employers’ Federation of Pakistan, recognizes organizations that excel in creating a supportive work environment throughout the employee lifecycle. This prestigious award celebrates exceptional practices in recruitment, inclusion, and development.

CEO of the Year Award

The CEO of the Year Award recognizes the organization's leader who achieves the highest scores across all contest categories in the Employer of the Year competition.

Contest Areas & Scoring

Organizations will be required to submit their responses in the following areas:

1	Governance	25
	1.1. Strategic Commitments / Alignment	
	1.2. Policies, Practices and SOPs	
	1.3. Regulatory Practices & Compliance	
2	Culture	25
	2.1. Employment Practices and Engagement	
	2.2. DEI – Diversity, Equality, and Inclusion	
3	Work Conditions – HSE	20
	3.1. Health and Safety	
	3.2. Environmental Sustainability	
4	Employee Development Initiatives	15
5	Responsible Business	15
	5.1. Responsible Business Conduct	
	5.2. Alignment with Sustainable Development Goals	
	5.3. Corporate Social Responsibility	
	Total Score	100

The entrants will be evaluated based on self-declared responses to the standardized questionnaire which will be reviewed by the Evaluation Committee.

Size Categorization

The entrants will be grouped into the following categories to ensure fair evaluation:

- Multinationals
- Large Nationals – Employing 251+
- Medium Nationals – Employing 50-250
- Small – Employing up to 49

Why you should enter?

- Entering the EFP Employer of the Year Award provides a cost-effective opportunity to recognize your valuable employees and enhance your organization's reputation.
- The entry fee is minimal compared to the publicity gained if you win the award.
- Organizations of all sizes have an equal chance to win.
- EFP Evaluation Committee comprising leaders and experts in the business will review your nomination during the evaluation process, and you'll have access to all of their comments about your entries - an invaluable resource.
- We'll promote your win across our website and media.

Instructions to make the Submission

Please follow the instructions below when making the submission

01. Fill out the Contest Form in its entirety. Mark annexures and attach supporting documents separately in a folder with proper labeling.
02. Submit your entry in soft copy using platforms such as WeTransfer or Google Drive.
03. Your entry will be submitted to the Evaluation Committee for review. Entrants may be contacted for any additional information or clarifications.