

## Welcome to the 3rd EFP Employer of the Year Award

The Employers' Federation of Pakistan (EFP) established the first annual "Employer of the Year Award" in the year 2013 to honor the contribution of the employers towards skilled workforce development and workplace safety in Pakistan. To continue acknowledging the efforts of the enterprises in the above areas, the EFP plans to hold the **3rd Employer of the Year 2014** competition in 2015. The awards are supported by the Technical and Vocational Education and Training (TVET) Reform Support Programme, which is funded by the European Union, the Embassy of the Kingdom of the Netherlands, the Federal Republic of Germany and the Royal Norwegian Embassy. The Programme has been commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and is being implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in close collaboration with National Vocational and Technical Training Commission (NAVTTTC).

The awards are organized for three categories:

- A. The Best Enterprise for Human Resource Development**
- B. The Best Enterprise for Work Place Environment**
- C. The Best CEO of the Year**

### A. The Best Enterprise for Human Resource Development

This Award will go to the enterprises that can best demonstrate how the human resource development planning and implementation has created a well-trained, motivated and innovative workforce.

Jury will look for evidence how employees have been trained, are engaged in the company's values and objectives and how skills development measures have contributed to commercial and competitive success. They will look at investment in people and the impact this has had on performance of the staff. Initiatives to create a more collaborative culture and an atmosphere of life-long learning will be in particular appreciated.

Particular attention will also be paid to:

- The technical and vocational training of youth by internships, on-the-job training, apprenticeship training.
- The technical and vocational training of youth through Cooperative Training schemes.
- The TVET offer to a number of people exceeding the company's own need.
- **Companies imparting TVET through their own established TVET institute and facilities.**
- The inclusion of disadvantaged people in training activities and recruitment.
- TVET activities organized in partnership with other enterprises, TVET institutes and scientific organizations.
- Systematic further training measures for upgrading skills of the workforce based on technological progress and/or organizational changes.
- The attractiveness of the training and working conditions.
- The applied human resource policy considering blue collar workforce an important asset of the company.



### B. The Best Enterprise for Work Place Environment

This award is designed to identify the company that has developed and implemented an appropriate Workplace Environment. Judges will look for evidence that work conditions have been improved in terms of minimizing risks for the workforce and third persons. The winner will be the company that can demonstrate a company-wide commitment for fire & safety at the workplace.

Particular attention will be paid to:

- Enhanced workforce awareness and behavior in terms of Safety at Work.
- The implementation of compulsory workplace related Fire & Safety Regulations.
- Application of Gender Equality and equal opportunity.
- Mechanism set up for addressing harassment at work.
- Work life balance consideration.
- Examples demonstrating the positive impact these efforts have on operational excellence and commercial performance.

### C. The Best CEO of the Year

- Those enterprises having won the Awards in both the categories A & B.
- Or having won first prize in any one category & receiving more than 60% marks in the other category.

### Definition of Employer

Employer means any entity carrying on any business pursuit, undertaking, trade, industry, manufacture, process or work, whether for profit or not, including that of a hotel, restaurant, eating house, theater, cinema, or any other place of public amusement or entertainment, unit of a mercantile, agricultural or horticultural description, and business of transportation of goods or passengers by land, sea or air.

### Position of Awards

- Awards to be given in all the three Large, Medium and Small Categories.
- 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> Awards for both the Best Enterprise for Human Resource Development and the Best Enterprise for Work Place Environment.

### Eligibility

The Awards are open to all employers in Pakistan. To be eligible for the Awards, the company must meet the following criteria:

- Have completed the entry checklist
- Agree to supply additional information, if necessary
- Have undertaken effective actions in the fields of human resource development and creation of conducive workplace environment
- Agree to being profiled in the media
- Agree to share best practices with other companies

### Entry Checklist

The following needs to be included:-

- The enclosed official entry form, completed and signed
- Complete proposal for category A and/or B which should include write-up on the particular aspects for which attention has been invited while describing categories A & B
- A short profile of the company and its objectives and values
- Other relevant, support material/reports on human resource development and work place environment, as the case may be.

### Methodology

- Employer of the Year Award Competition is for all Employers of Pakistan including Members of the Employers' Federation of Pakistan. The nominations for the Award are to be received by 29th May, 2015 along with all documents as per the Entry Checklist. A jury is proposed to evaluate the nominations received and to recommend for the Awards.
- All entries for the Awards are initially scored by a short-listing group of independent evaluators. Applicants with the highest scoring will be selected as finalists. The finalists are then invited to present to a panel of evaluators who will determine an overall winner based on the submission, the presentation and responses to the evaluators' questions.

### Benefits of entering the Awards

The Award winners will be recognized by:

- A winners' certificate and trophy for display at their business place
- International recognition
- Mention on the Employers' Federation of Pakistan website for one year
- Mention in EFP Publications
- Recognition as Leaders in the Category having won the Award
- Certification of participation to all entrants in the competition
- Winners to receive media coverage
- Result to be publicized in major newspapers
- The Award gives the winner the opportunity to benchmark against good performers across the provinces and sectors.

### Jury

#### Dr. Abdul Wahab

President, Muhammad Ali Jinnah University

#### Mr. Mansoor Khalil

Chief Finance Officer, Lahore University of Management Science

#### Dr. Mussaret Anwar Sheikh

Chairperson, Fatima Jinnah University



Group Photo of the Awards Winners and Runner-ups for the year 2013

## Winners of Employer of the Year Award 2013

### Human Resource Development

S. No.	Company Name	Size of Company	Category Participated In	HRD	Position
<b>Large</b>					
1	PARCO	Large	Both	92	1st
2	Barrett Hodgson Pakistan Pvt Ltd	Large	Both	90	2nd
3	Telenor Pakistan Pvt Ltd	Large	HRD	90	2nd
4	Rafhan Maize Products Co Limited	Large	HRD	80	3rd
<b>Medium</b>					
1	Lotte Chemical Pakistan Ltd	Medium	Both	93	1st
2	EPLA Laboratories Pvt Ltd	Medium	HRD	76	2nd
3	Pepsi Co	Medium	Both	69	3rd

### Workplace Safety

S. No.	Company Name	Size of Company	Category Participated In	WPS	Position
<b>Large</b>					
1	Crescent Steel & Allied Products Limited	Large	Both	97	1st
2	Barrett Hodgson Pakistan Pvt Ltd	Large	Both	90	2nd
3	Clariant Pakistan Limited	Large	WPS	90	2nd
4	PARCO	Large	Both	88	3rd
<b>Medium</b>					
1	Total Parco Pakistan Limited	Medium	WPS	97	1st
2	Shafi Reso-Chem	Medium	WPS	95	2nd
3	Lotte Chemical Pakistan Ltd	Medium	Both	87	3rd

### Best CEO Award of the Year

S. No.	Company Name	Size of Company	Category Participated In	Aggregate
<b>Large</b>				
1	PARCO	Large	Both	180
2	Barrett Hodgson Pakistan Pvt Ltd	Large	Both	180
<b>Medium</b>				
1	Lotte Chemical Pakistan Ltd	Medium	Both	180



Group Photo of the Awards Winners and Runner-ups for the year 2014

**Closing date for submission is 5:00 p.m. on May 29, 2015.**

The Nominations shall be sent to the Employers' Federation of Pakistan at the address given below or via Email [info@efp.org.pk](mailto:info@efp.org.pk); [efpak@cyber.net.pk](mailto:efpak@cyber.net.pk)

**For further details:**

Chairman, EFP Award Committee, Mr. Zaki Ahmed Khan on Cell No. 0345-8270205  
Email: [zakhan@epla-labs.com](mailto:zakhan@epla-labs.com)

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# EMPLOYER OF THE YEAR AWARD 2014

The Employers' Federation of Pakistan announces the 3rd Employer of the Year Award 2014 to recognize and honour the efforts of large, medium and small enterprises for their contribution and commitment towards creation of skilled workforce and provision of a supportive work environment.

### CATEGORIES

**A The Best Enterprise for Human Resource Development**  
(3 Categories – Large, Medium & Small Enterprises with 3 prizes in each category)

**B The Best Enterprise for Work Place Environment**  
(3 Categories – Large, Medium & Small Enterprises with 3 prizes in each category)

**C The Best CEO of the Year**

For Entry Form and Criteria Details log on [www.efp.org.pk](http://www.efp.org.pk)

Last date for entries  
**May 29, 2015**