

- * Helps develop strategy for negotiating long-term settlements on behalf of the employers.
- * Offers services to improve productivity and provide support in improving performance management of people
- * Conducts Compensation and Benefits surveys for the workmen and the managerial staff
- * Provides advice and assistance to newer, incoming employers to India on Labour and HR related matters
- * The well equipped office of Federation is available for use by the members for holding board meetings, business presentations, conferences, training programmes, conducting interviews and tests and union negotiations.

MEMBERSHIP

There are three types of membership :

1. Association Membership : Any industry association/Chamber of Commerce, whose members employ people can become members of the Federation. (Subscription is minimum Rs.8,200/- maximum Rs.25000/- p.a.)
2. Ordinary Membership : Individual firms and companies are eligible to become its ordinary members. The Membership Subscription pattern is as under :

SALES TURNOVER / NO.OF EMPLOYEES

SUBSCRIPTION

Large Size

More than Rs.100 crores and/or more than 100 employees whichever is higher

Rs. 8,200 p.a. or Rs. 23,100 for 3 years or Rs. 2.50 per employee p.a. subject to a maximum of Rs. 52,000 per annum.

Medium Size

Rs. 21-100 crores and/or more than 25 employees, but less than 100, whichever is less

Rs. 5,700/- p.a. or Rs.15,000/- for 3 years.

Small Enterprises

Upto Rs. 21 Crores

Rs. 3,200/- p.a. or Rs. 8,100 for 3 years

Honorary Membership : Distinguished professionals from human resources management field and Labour Law Experts are invited to be honorary members. They normally pay Rs.1300/- p.a. as subscription.



Championing Employer's Interest at State, National and International Levels.

Promoting Harmony Business, Industry

Undertaking Research & Bringing Out Publications

Providing Services Legal, HRD & Training, Communication & Others

The Employers' Federation of India

Army & Navy Building, 2nd Floor, 148, Mahatma Gandhi Road, Mumbai - 400 001.

Phone : +91-22-2284 4232 / 2284 5426 Fax : +91-22-2284 3028

E-mail : efisolar@mtnl.net.in

Website : www.efionline.in

The Employers' Federation of India was established in 1933, as an association of autonomous organizations of industry, and was set up with the express purpose of protecting, promoting and championing the interests of industrial employers mainly in the area of industrial relations, labour problems and cognate matters. As such, the Employers' Federation of India (EFI), plays a special role as an apex body of Employers' Organizations and Industries on matters concerning labour, industrial relations, human resource management and other related issues.

The Federation represents the employers' concerns and views thru dialogue and representation, as well as participation in the Tripartite Labour meetings, such as Indian Labour Conference, Standing Labour Committee and other Industry committee and sub-committees. The Federation is a key constituent of the Council of Indian Employers (CIE), along with the All India Organisation of Employers (AIOE) and Standing Conference of Public Enterprise (SCOPE). Federation is also the voice of employers at the international level through its membership of Confederation of Asia-Pacific Employers (CAPE) and the International Organization of Employers (IOE). In the recent past IOE has been engaged in successfully fighting policies against discrimination of developing countries on the issues of labour standards etc.

Advice is one of the key functions which EFI provides for its members and employers in general.

The Federation participates in the deliberations of statutory bodies such as Employees State Insurance Corporation, Board of Trustees of the Employees Provident Fund and similar official bodies/committees, Contract Labour Advisory Boards, Workers Education Schemes, National Safety Council and Institutions of Education and Science.

The Federation represents Indian employers at the International Labour Organization (ILO) in Geneva, in India, and as also at the International Organization of Employers (IOE) a world body of employers in Geneva, and other international organizations. Federation has been associated with Nippon-Keidanren International Cooperation Center, Tokyo, Japan, as well as the Korean Labour Foundation.

The Federation has as its members leading chambers of commerce, industry associations, employer organizations, industries & business, Institutes of learning in Management and the SME Associations throughout the country. The Federation in turn is a member of the International Organization of Employers, an apex global organization of Employers based in Geneva.

The principle aims and objects of the Federation may be summed up as under:

- ❑ To promote and protect the legitimate interests of employers
- ❑ To maintain harmonious relations between Management and Labour and to initiate and support productivity improvement schemes
- ❑ To collect and disseminate information affecting employers and to provide need based services to the employers in people management area
- ❑ To advise on key issues in Human Resource Management, and in particular issues and concerns in emerging employee relations
- ❑ To promote measures which will promote harmony, peace and wellness in society

Federation being aware of the rapid changes taking place in the business environment brought about by modern technology and globalization is focusing on emerging needs in various aspects of the human resource management and employee relations and provides high quality services to its members and the employer fraternity.

Federation also supports its members in meeting Corporate Social Responsibilities. Federation supports the small and medium businesses through its activities and programmes aimed at improving policy environment, and their competitive ability in general.

Apart from championing employers' cause at the State and the National level the Federation provides the following services at nominal fees.

- ❑ The Federation organizes special programmes in the area of Human Resource Management and Employee Relations. The Federation organizes "in house" need-based Management Development Programmes for its members and other employing interests.
- ❑ Holds Conferences and Seminars on different subjects and issues of interest, which acts as common platform for exchange of views amongst the participants and also for basis for recommendations to the social partners viz. Governments and Trade Unions among others.
- ❑ Holds Round Table and Social Dialogues on matters affecting industry and concerning people in industry.
- ❑ Disseminates information to its members, covering labour legislation, Rules and Notifications.
- ❑ Circulates fortnightly bulletins covering important news items of topical interest
- ❑ Provides services in the matters of employees/industrial relations
- ❑ Provides legal advisory service to members and non-members who provides service to deal with legal matters in courts of law
- ❑ Advise on matters relating to HR and IR from time to time