



## NEYVELI LIGNITE CORPORATION LIMITED

( A Government of India Enterprise )  
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PRESS NOTE

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### NLC BAGS 'FICCI' AWARD FOR OUTSTANDING INDUSTRIAL RELATIONS

Neyveli Lignite Corporation has bagged the prestigious FICCI Award for Outstanding Organization Industrial Relations for the year 2003-04.

#### FICCI AWARDS

The Federation of Indian Chambers of Commerce and Industry, a central organization of Industry, Commerce and Trade, is established in 1927 in India, with the objective of promotion of economic development in the widest sense of the term. All India Organization of Employees and allied body of FICCI, has been serving the cause of Indian Enterprises by promoting orderly development of sound industrial relations and promoting better understanding between employees and workers on the mutuality of interests for over 50 years. AIOE, which celebrated its golden jubilee in 1983 has initiated an award for outstanding contribution in the field of industrial relations. The Award, which is open to companies, will be given for innovative work done in the field of Industrial Relations.

#### NLC maintains cordial Industrial Relations

Neyveli Lignite Corporation is running in profits for more than two decades and maintaining congenial organizational climate inspite of inter and intra union rivalry with over 50 Trade unions / Associations. This has been achieved only through the perfect understanding and understanding of pro-active measures in establishing cordial industrial relations. NLC believes in collective bargaining and had the system of discussions with majority unions and associations. Mutual trust and confidence built over the years have been instrumental for solving issues.

The NLC has won the FICCI award for its innovative approaches to foster harmonious industrial relations through bipartite mechanisms, reducing conflicts and man days losses and promoting employees welfare and development avenues, contributing to higher motivation, morale and productivity improvement.

This award was given at a grand function held at New Delhi

Some of the significant contributions made in establishing cordial organizational climate for ensuring organizational growth and development are as follows:

- (1) Pro-active policy decision to evolve employee friendly policies
- (2) Conduct of secret ballot for union recognition.
- (3) Workers participation through unit /shop council, works committee, canteen managing committee , safety committee, and educating /training trade union leaders.
- (4) Effecting three-tier allowance system to evolve an equitable compensation packages.
- (5) Introduction of Centralized Attendance Monitoring System through Computer
- (6) Reduction of Man-days loss by linking certain allowances' incentives rewards with the actual physical attendance.
- (7) Employee Welfare Schemes such as Group personnel accident insurance schemes, payment of family relief, Educational scholarship to the wards of the employees, children educational allowances etc.

#### Awards won by NLC

It is not for the first time that NLC is being adjudged as the Best Organization in the Nation and last year also with tough competition from firms like Reliance Energy, Karnataka Power etc., NLC has bagged the Best Training Practices award by the National Power Training Institute under the Ministry of Power, Govt. of India. NLC has bagged more than 35 awards so far for its Performance, Productivity, Better Management, Safety awards, Best Public Sector award, Fly ash utilization award, State award for Industrial Relations etc.

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