



STANDING CONFERENCE OF PUBLIC ENTERPRISES

SCOPE EMINENCE AWARDS 2019-20

Knowledge Partner :

Deloitte.

Preamble

Public Sector Enterprises (PSEs) play a major role in fulfilling the developmental priorities of the country, contributing to various development aspects and act as a catalyst for social development.

Standing Conference of Public Enterprises (SCOPE) is the apex professional organization of PSEs committed to enabling a conducive and cohesive policy and operational environment for the fraternity. Given the significance of PSEs in national development, SCOPE deems it imperative to recognise the contributions and achievements of its member organizations and individuals who have helped in promoting organizational as well as growth of the economy. In this regard, SCOPE has instituted **SCOPE Eminence Awards**. This award commences from the year 2019-20.

Aim and Objective

- To encourage and motivate PSEs and their leaders and managers to achieve higher goals of excellence.
- To recognize significant achievements of Member PSEs in various specialised fields leading to Business Excellence and Competitive Advantage.
- To reward Member organizations that have taken extraordinary and innovative initiatives to make a mark in the chosen fields.

Eligibility Criteria

- All Member organizations, which are not in arrears, in respect of annual contribution towards membership of SCOPE, are eligible for nominations.
- Only the Chief Executive and Functional Directors will be considered for Individual Leadership Excellence Award in the general category.
- Women in Leadership and senior management in grades E7 and above including CEOs and Functional Directors of member PSEs will only be eligible for the award in the Outstanding Women Leadership Category.

For Nominations

- Enterprises will be required to fill in Categories I, III-IX.
- Individual Leadership nominees will have to fill both Categories I and II (award will be decided on the aggregate score derived by giving 50% weightage to each Categories I and II).

SCOPE Eminence Awards-Nine categories & Sixteen Eminence Awards

Category I : Institutional Excellence Award

1. Maharatna & Navratna PSEs
2. Miniratna I & II PSEs
3. Other Profit making / Surplus Generating PSEs
4. Banks & Financial Institutions
5. Section 8 PSEs

Category II

(a) Individual Leadership Excellence Award

6. Maharatna & Navratna PSEs
7. Miniratna I & II PSEs
8. Other Profit making / Surplus Generating PSEs

(b) Outstanding Women Leadership Award

9. Women in Leadership and Senior Management roles across all categories of PSEs

Category III

10. Environment Excellence & Sustainable Development (Across all categories of PSEs)

Category IV

11. Corporate Governance (Across all categories of PSEs)

Category V

12. Corporate Social Responsibility & Responsiveness (Across all categories of PSEs)

Category VI

13. R&D, Technology Development & Innovation (Across all categories of PSEs)

Category VII

14. Human Resource Management (Across all categories of PSEs)

Category VIII

15. Women Empowerment (Across all categories of PSEs)

Category IX

16. Digital Transformation (Across all categories of PSEs)

Form and Presentation

- Each award will include a Certificate and a Trophy.
- **SCOPE Eminence Awards** will be presented by a Prominent National Dignitary.

Evaluation Parameters

Evaluation by Eminent Jury based on assessment of instances / case studies demonstrating PSE's / individual's contribution to category under consideration.

Evaluation of **SCOPE Eminence Awards** assisted by M/s **Deloitte Touche Tohmatsu India LLP**

Category I – Award for Institutional Excellence - Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making / Surplus Generating PSEs; Banks and Financial Institutions; & Section 8 PSEs

The evaluation criteria for the above-mentioned Awards will be based on the following parameters, with each type of organisation evaluated on different combination of parameters relevant to it:

- Evaluation of Financial / Business Performance of the organisation including profitability, return on investment and working capital management.
- MoU scores of the enterprise.
- New business initiatives including greenfield / brownfield projects, introduction of new & innovative products / services, adoption of innovative business models .
- Human Resource Management & talent development initiatives including adoption of new / innovative practices.
- Engagement in Corporate Social Responsibility activities.
- Adoption of practices for better quality management.
- Innovation, Research and Development.

Category II

a) Award for Individual Leadership Excellence - Maharatna & Navratna PSEs; Miniratna I & II PSEs; Other Profit making / Surplus Generating PSEs

- Both enterprise as well as individual's performance will be evaluated for this award:

For Enterprise the following will be considered:

- Financial performance parameters of the enterprises, performance in areas of Human Resource Management, Corporate Social Responsibility, Corporate governance etc., MoU score of enterprise.

For Individual the following will be considered:

- Individual's initiatives for enterprise, increase in sales, profitability, improvement in net worth.
- Individual's contribution to Public Bodies, Awards & Publications, National bodies, International Organisations, Committees and forums formed by the government, etc.

b) Award for Outstanding Women Leadership - Women in Leadership and Senior Management roles across all categories of PSEs

- Experience of at least 15 years in the Leadership and Managerial Cadre in grades E7 and above including CEOs and Functional Directors of member PSEs.
- Cross sectoral and cross functional experience and contribution to development initiatives.
- Contribution to Public Bodies, Awards & Publications.
- Contribution of nominee in other committees/ development organizations and society.
- Contribution of nominee to initiatives of women empowerment.

Category III - Award for Environment Excellence & Sustainable Development

- Policy framework of the PSE to fund Environmental Excellence & Sustainable Development (EE&SD) programs / activities comprising of renewable energy, rainwater harvesting, reduction of carbon footprints, other emissions, etc.
- Structured framework and mechanism for undertaking E&SD research and technological initiatives – formulation of board level Sub-Committee, Environmental department / cell, Environmental Management System.
- Effective programs and initiatives related to corporate responsibility for environment protection and sustainable development - Sustainability report, monitoring mechanism for reviewing outcomes.
- Institutionalised mechanism in the enterprise for reviewing outcomes from the E&SD initiatives – Establishment of independent monitoring agency.

Category IV - Award for Corporate Governance

- Compliance of PSE Corporate Governance guidelines issued by the Department of Public Enterprises and as per provisions of the Companies Act, 2013 – formation of Board, Committees, etc.
- Effective reporting and compliance with laws and regulations.

- Effective mechanism within the organization to guide employees on professional and ethical conduct in the field – introduction of Risk Management Policy, Whistle Blower Policy, etc.
- Commitment to the welfare and well-being of its stakeholders and accountability to the stakeholders.
- Capacity building of the board members and Orientation & Development of Directors.
- Established Code of Conduct / Corporate Governance.

Category V - Award for Corporate Social Responsibility & Responsiveness

- Board approved policy framework for undertaking CSR activities (accounting for CSR Expenditure as percentage of net profit and as percentage of Budget).
- Nature and extent of organization's involvement in CSR - participation in flagship schemes of Govt, preparation of a CSR report, monitoring mechanism for reviewing outcomes.
- Presence of an Independent Monitoring Agency.
- The financial and human resources committed to CSR and responsiveness including compliance with relevant provisions of the Companies Act, 2013.
- Long term investments on CSR initiatives and its impact on key stakeholders.
- Specialized agency for implementing CSR activities.
- Creation of awareness among employees about CSR and promoting their involvement.
- Ensuring accountability and promoting effectiveness of the CSR initiatives.
- Innovative CSR initiatives.

Category VI - Award for R&D, Technology Development & Innovation

- Policy framework for undertaking R&D initiatives - board level Sub-Committee and department / wing for R&D or Innovation.
- Investment on R&D, technology transfer and innovations.

- Effectiveness of the initiatives towards research and development including patents applied and received.
- Structured mechanism of sanctioning, monitoring and evaluation of R&D projects, and R&D reporting.
- Extent of investment made on developing human resources in R&D division.
- Innovative R&D initiatives.

Category VII - Award for Human Resource Management

- Capacity building and talent management measures taken by the PSE in terms of HR policy, Training and Development policy and Performance management system, Human Resources Management System.
- Structured framework for resolving gender issues and representation of both genders at the senior management levels.
- Undertaking the studies / surveys to measure and enhance the effectiveness of HRM on a continuous basis.
- Career and succession planning in the organization - Succession Planning – Grades E7 to E9.
- Long term initiatives undertaken to promote human resource development in the organization.
- Employee welfare / well-being policies - Employment relationship climate and culture with specific measures for enhancing sense of belonging.
- Addressing issues around loss of man hours due to employee agitation.
- Use of ICT based tools for enhancing HR management practices.

- Innovative initiatives in HR management.

Category VIII - Award for Women Empowerment

- Policy framework to promote gender equality.
- Representation of women on the Board, Senior Management level and overall workforce .
- Strategic initiatives and trainings for capacity building of women employees.
- Structural framework to safeguard interests of woman employees – committees to prevent sexual harassment and gender discrimination.
- Nature and extent of organization involvement in “Women related CSR initiatives”.
- Maintain a balanced gender ratio in the workforce.
- Achievements and recognition of women in senior management (at grade E7 and above).
- Benefits / welfare measures extended to women employees.

Category IX–Digital Transformation

- Adoption of initiatives using digital tools and platforms in the dealing with customers, vendors and suppliers in the market place.
- Use of digital tools and platforms in managing internal business processes.
- Initiatives around adoption of advanced analytical and predictive tools for making strategic and operational decisions.
- Adoption of new emerging digital technologies.



STANDING CONFERENCE OF PUBLIC ENTERPRISES

1st Floor, Core-8, SCOPE Complex, 7- Lodhi Road, New Delhi-110003
 Ph: 011-24362604, 24361495, Email: scopedg@scopeonline.in, info@scopeonline.in
 Website: www.scopeonline.in



Award Jury - for the 2019-20 Awards

A panel of eminent individuals will constitute the Award Jury for the **SCOPE Eminence Awards** 2019-20. The Award Jury is expected to arrive at decision through consensus. **The decision by the Jury will be final and no appeal will be entertained**

Subject to Jury decision, more **than one award may be given under the same category**

The participating organisation, if required, may need to make a presentation before the Jury.

Deloitte Touche Tohmatsu India LLP will assist the Jury in evaluating and deciding the Awards for 2019-20.

For the first time, as part of its digital initiative, SCOPE invites participation on our website

www.scopeonline.in

Participating PSEs may submit their entries on **http://www.scopeonline.in/SCOPE_Eminence_Awards.php**

Application Fee

Each entry must be accompanied with an application fee of Rs. 25,000/- (Rupees Twenty Five Thousand only) plus GST (18% extra) by cheque / demand draft in favour of “Standing Conference of Public Enterprises” to partially cover the academic processing / professional expenditure. Payment can also be made through NEFT / ECS mode at our bank account of :

Bank of Baroda,

SCOPE Complex, Lodhi Road, New Delhi – 110 003

Savings A/c No: 72870100000794

IFSC Code: BARB0DBSCOP (5th digit is Zero),

MICR Code: 110012239

For your reference, the GST No. is: 07AAPFS7390N1Z7,

Entries not sent with application fee would be liable for rejection.
