



Event Report

INDIAN STAFFING FEDERATION

3RD INDUSTRY STAFFING CONCLAVE

Evolving Employment
Opportunities: East 2023

Speakers



LOHIT BHATIA
PRESIDENT
INDIAN STAFFING FEDERATION
(PRESIDENT WORKFORCE MANAGEMENT,
QUESS CORP LTD)



R P YADAV
REGIONAL CO CHAIR- EAST
INDIAN STAFFING FEDERATION
(CMD, GENIUS CONSULTANTS LTD.)



JOHN HEALY
VICE PRESIDENT
**WORLD EMPLOYMENT
CONFEDERATION**



RASHMITA PARIJA
COUNTRY HEAD- HR
**LEXMARK INTERNATIONAL
INDIA PVT. LTD.**



BRISHTI MONDAL
AVP-HUMAN RESOURCES
NRI FINTECH INDIA PVT. LTD.



SIVAJI BANERJEE
WORKFORCE MANAGEMENT LEAD
IBM CONSULTING- CIC INDIA



SAMEER PENAKALAPATI
FOUNDER &CEO
**CEIPAL SOFTWARE
PVT. LTD.**



SUNIL CHEMMANKOTIL
Board Member
INDIAN STAFFING FEDERATION
(CEO, TEAMLEASE DIGITAL LTD)



PRAMOD PACHISIA
VICE PRESIDENT
**INDIAN STAFFING
FEDERATION**
(COO, 2COMS PVT. LTD.)



PANKAJ KALASS
HEAD – PEOPLE OPERATIONS
DELHIVERY LTD.

Speakers



SUSMITA BANERJEE
HEAD - HR
BAAZAR STYLE RETAIL PVT. LTD.



DHRUV DUBEY
HEAD BUSINESS- HR
INDIAN STAFFING FEDERATION



VIKRANT GUPTA
HEAD HUMAN RESOURCE
APNATIME TECH PVT. LTD.



MANAS SINGH
CHIEF BUSINESS OFFICER
APNATIME TECH PVT. LTD.



ARUNA MURALIDHARAN
SENIOR PRODUCT MARKETER
ZOHU CORP PVT. LTD.



DEBRAJ S ROY
HEAD HUMAN RESOURCE
LUX INDUSTRIES LTD.



KUNAL MUKHERJEE
AVP- HR
HIMADRI SPECIALITY
CHEMICAL LTD.



MANU SAIGAL
Corporate Member
INDIAN STAFFING FEDERATION
DIRECTOR-STAFFING, ADECCO (INDIA)

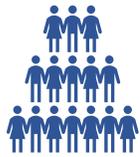


SOMNATH BANERJEE
REGIONAL CO CHAIR- EAST
INDIAN STAFFING
FEDERATION
(FOUNDER & DIRECTOR,
ORION CORPORATE ALLIANCE PVT. LTD.)



SUCHITA DUTTA
EXECUTIVE DIRECTOR
INDIAN STAFFING FEDERATION

EVENT HIGHLIGHTS



300+
PARTICIPANTS



25+
INDUSTRY EXPERT SPEAKERS



100+
COMPANIES



12
PARTNERS



5
EXHIBITORS



MULTIPLE
NETWORKING OPPORTUNITIES

Indian Staffing Federation hosted its flagship annual national event, 3rd Industry Staffing Conclave, themed Evolving Employment Opportunities: East 2023, for the very first time taking to Kolkata, West Bengal. In the past, it was a perception that the eastern part of India, has been lagging behind the western part of the country in terms of development and economic growth. However, over the past few years, there has been a growing interest in the potential of the east, and a number of initiatives have been undertaken to improve the situation.

Conference Background

India is a country with an immense amount of untapped potential. In recent years, we have seen the rise of several Indian states as leading economic powerhouses, with states like Maharashtra and Gujarat leading the pack. However, there is one state that is often overlooked in discussions about India's economic future: West Bengal. West Bengal has the potential to be a major player in the Indian economy over the next three years. The state has a large population and a well-educated workforce. Additionally, West Bengal has a strong manufacturing sector and is home to some of India's leading companies.

There are several factors that contribute to West Bengal's economic potential. First, the state has a large population. According to the 2011 census, West Bengal is home to over 91 million people. This makes it the fourth most populous state in India. Second, West Bengal has a well-educated workforce. The state has several world-class universities, such as the University of Calcutta and Jadavpur University. Additionally, West Bengal boasts a literacy rate of 77%, which is higher than the national average of 74%. Third, West Bengal has a strong manufacturing sector. The state is home to several large industries, such as steel, textiles, and pharmaceuticals. West Bengal also has a thriving service sector.

The past few years have seen a remarkable transformation in the employment scenario in India. With the advent of globalization and the ever-growing competition in the job market, more and more people are now looking for opportunities outside their traditional comfort zones. This has led to a growing interest in the east, particularly in states like West Bengal, which offer a plethora of possibilities for those seeking new challenges. The next three years are likely to see even more growth in this trend, as talent from all over the country gravitates towards states like West Bengal that offer greater opportunity and potential. This migration of talent will result in an influx of new ideas and skills, which will be vital for driving the state's economy forward. Additionally, as more industries set up shop in these regions, there will be an increased demand for skilled workers, leading to further economic growth. So what does this all mean for West Bengal? Simply put, it is poised to become one of the most important states in India over the next few years. Talent from across the country will flock here in search of better opportunities, and this will drive economic growth and development.

Now is the time to start planning for the future and making sure that West Bengal is ready to take advantage of all that it has to offer.

Inaugural



The event was inaugurated with the auspicious Lighting of the lamp, where all Board Members and Corporate Members honored the morning.

The lighting of lamp was followed by **Welcome note**, as Suchita Dutta, Executive Director, Indian Staffing Federation briefly shared the vision and role of ISF. She also shared highlights of the discussions that would happen over the day as multiple critical aspects to be covered in this conference.



Presidents Note

Expressing his heartfelt welcoming experienced since he touched the land of West Bengal, Lohit Bhatia, President Indian Staffing Federation continued to present a very encouraging scenario where he highlighted West Bengal versus the National GDP, which is currently at the highest contribution in the tune of 12.8%. He shared many interesting facts across industries that are making landmark changes with their participation, presence and collaboration with East. His closing remarks went on highlight the position of India versus world and how India has promising growth trajectory well carved out over next 50 years, being the 'youngest talent powerhouse in the world'

Discussion: Emerging East: Roadmap of Next 3 Years



SPEAKERS

LOHIT BHATIA, PRESIDENT, INDIAN STAFFING FEDERATION (PRESIDENT WORKFORCE MANAGEMENT, QUSS CORP LTD)

R P YADAV, REGIONAL CO CHAIR- EAST, INDIAN STAFFING FEDERATION (CMD, GENIUS CONSULTANTS LTD.)

JOHN HEALY, VICE PRESIDENT, WORLD EMPLOYMENT CONFEDERATION

SESSION CHAIR

SUCHITA DUTTA, EXECUTIVE DIRECTOR, INDIAN STAFFING FEDERATION

The experts brought in perspectives that was designed to make a suggestive roadmap for Talent, Economy and Industry in East. The experts curiously delved into aspects of what's welcoming the industries, how the national agenda and economic growth is propelling the need for talent from the East and also adding the international perspective of where India stands to gain from its current position and future proposition in the world talent markets. In the conversation, speakers brought in exciting perspectives

that aims to create more opportunities for talent, industry and economy in this region. The first step in this direction is to identify the various areas where the east has an advantage over the west. For instance, the east has a large pool of young and educated workforce, which can be tapped into to drive economic growth. Additionally, there are many untapped natural resources in this region that can be used to fuel industrial growth. And finally, the east also has a large consumer base that can be leveraged to boost economic activity. Once these areas have been identified, it is important to put in place a roadmap for development. This includes creating conducive policies and frameworks that will attract investment and talent to the region. Additionally, infrastructure development is crucial in order to make the east more accessible and attractive for businesses. Finally, skilling programmes need to be put in place so that the local workforce is equipped with the necessary skillsets to take up new opportunities. If implemented effectively, these initiatives will go a long way in bridging the gap between the east and west.

The next three years are crucial for West Bengal in terms of talent, industry and economy. The state has been lagging behind in these areas for a long time and needs to catch up with the rest of the country. The first priority should be to improve the employment scenario in the state. There are many talented youths who are not able to find jobs here. This is because there are not enough industries in the state. The government should attract more industries to set up their operations here. This will create more jobs and help the youths of the state to realize their potential. The second priority should be to improve the ease of doing business in the state. Currently, it is very difficult to set up and run a business here due to various regulations. The government should make it easier for businesses to operate here so that more investments can be made in the state. The third priority should be to boost the economy of the state through various initiatives. The government should focus on creating an environment conducive for economic growth so that more businesses can flourish here. This will lead to more employment and ultimately help in improving the standard of living of people in the state.

SESSION 1

EMPLOYMENT, INVESTMENT & GROWTH DYNAMICS FOR EAST: INFORMATION TECHNOLOGY INDUSTRY PERSPECTIVE



Speakers

RASHMITA PARIJA, COUNTRY HEAD HUMAN RESOURCE, LEXMARK INTERNATIONAL INDIA PVT. LTD.

SIVAJI BANERJEE, WORKFORCE MANAGEMENT LEAD, IBM

BRISHTI MONDAL, AVP-HUMAN RESOURCES, NOMURA RESEARCH INSTITUTE CONSULTING AND SOLUTIONS INDIA PVT LTD

SAMEER PENAKALAPATI, FOUNDER & CEO, CEIPAL SOFTWARE PVT. LTD

Session chair

SUNIL CHEMMANKOTIL, REGIONAL CHAIR- SOUTH, INDIAN STAFFING FEDERATION (CEO, TEAMLEASE DIGITAL LTD)

The IT industry in India has been growing rapidly in recent years, and is now one of the country's leading economic sectors. Employment in the IT sector has also been growing rapidly, making it one of the most important sources of new jobs in the country. The speakers delved into discussions bringing forth highlights on employment, industry and growth opportunities in East. The IT sector is particularly important for the state of West Bengal, which has been a major hub for the industry. The state has

attracted a large number of investments in the IT sector, and has developed a strong ecosystem for the industry. The sector is expected to continue to grow strongly in the coming years, and will play an increasingly important role in the Indian economy. The IT industry in India has been growing rapidly in recent years, and is now one of the country's leading economic sectors. Employment in the IT sector has also grown rapidly, and is now one of the largest sources of jobs in the country. The growth of the industry has been particularly strong in the state of West Bengal, where it has become one of the leading drivers of economic growth.

The sector plays a major role in making India one of the world's leading economies. It has contributed significantly to employment growth, and is now one of the largest employers in the country. The IT industry is also a major source of foreign investment into India. In recent years, many multinational companies have set up operations in India, attracted by its large pool of skilled labour and growing economy. The industry is expected to continue to grow strongly in coming years, as demand for Indian software and services increases globally. This will provide further opportunities for employment and economic growth in India. In West Bengal, the IT industry has transformed the economy and made it one of the most prosperous states in India. The state government is committed to supporting the growth of the industry and attracting more investment. The result has been a boom in the IT sector in West Bengal, which has had a positive impact on employment and economic growth in the state.

SESSION 2

MOBILIZING EMPLOYMENT: RETAIL, SUPPLY CHAIN & ECOMMERCE INDUSTRY PERSPECTIVE



Speakers

PANKAJ KALASS, HEAD – PEOPLE OPERATIONS, **DELIVERY LTD.**

DHRUV DUBEY, HEAD BUSINESS HUMAN RESOURCE, **SPENCERS RETAIL LTD.**

SUSMITA BANERJEE, HEAD HUMAN RESOURCE, **BAAZAR STYLE RETAIL PVT. LTD.**

VIKRANT GUPTA, HEAD HUMAN RESOURCE, **APNATIME TECH PVT. LTD.**

Session chair

PRAMOD PACHISIA, VICE PRESIDENT, INDIAN STAFFING FEDERATION (COO, 2COMS PVT. LTD.)

The retail, logistics and ecommerce industry in East India is booming and is creating new employment opportunities. The industry experts brought in their respective perspectives on the way it is growing at a rapid pace and is expected to create millions of new jobs in the coming years. The industry offers good wages and benefits, and is a great place to work for those who are looking for a stable career. The retail, logistics and ecommerce industry plays a vital role in employment in East India. The sector provides livelihoods to millions of people across the region and is a major contributor to the economy. The sector, driven by the growth of the middle class and the rise of online shopping, has created new opportunities for employment, especially in rural areas. The sectors offer good prospects for future growth and development, and presents an opportunity for East India to create more jobs and reduce unemployment. The industry offers a variety of roles for people with different skills and qualifications. There are opportunities for entry-level positions as well as for senior management roles. The industry is also a major contributor to the economy of East India. The sectors are also a major contributor to the economy of East India, and is expected to grow even further in the future. The sector provides direct and indirect employment to a large number of people and is an important driver of economic growth.

The retail industry comprises of a large number of small and medium enterprises (SMEs) which are the backbone of the sector. The SMEs provide employment to a large number of people directly and indirectly. They also contribute significantly to the economy through their taxes and other contributions. The logistics industry plays a very important role in the movement of goods and services in East India. It employs a large number of people directly and indirectly and contributes greatly to the economy. The ecommerce industry is one of the fastest growing sectors in East India. It employs a large number of people directly and indirectly and is a major contributor to economic growth.



SPECIAL SESSION

HOW SOURCING CHALLENGES CAN BE ADDRESSED WITH APNA

MANAS SINGH, CHIEF BUSINESS OFFICER, APNATIME TECH PVT. LTD.

Manas in his session gave the delegates a highly informative presentation, which very aptly covered the role that Apna time team has been able to achieve in a very short span of time. The impact the product has been able to create in the lives of millions of jobseekers and companies using the services has been appreciated by the audience. The growth and approach is very unique and promising and will be a game changer for the way sourcing channels have been used.



SPECIAL SESSION

GROWING YOUR STAFFING BUSINESS IN A CHANGING MARKET: THE TECH KNOW-HOWS

ARUNA MURALIDHARAN, SENIOR PRODUCT MARKETER, ZOHO CORP PVT. LTD.

Aruna in her session gave ideation and growth that the product has been able to achieve and the way it is helping so many organizations achieve their success goals. The supportive team and the product has used new age technology with human touch to make this useful for any size of the organization.

SESSION 3:

HOW TO GROW BUSINESS THROUGH THE FORMALIZATION: MANUFACTURING, STEEL, HOSIERY



Speakers

DEBRAJ S ROY, HEAD HUMAN RESOURCE, LUX INDUSTRIES LTD.

KUNAL MUKHERJEE, ASST VICE PRESIDENT – HUMAN RESOURCES, HIMADRI SPECIALITY CHEMICAL LTD

Session chair

MANU SAIGAL, DIRECTOR-STAFFING, ADECCO (INDIA) ; CORPORATE MEMBER, INDIAN STAFFING FEDERATION

The third session of the day is all about how to grow your business by formalizing it. The manufacturing, steel, and hosiery industries are all examples of businesses that have been able to formalize their operations and grow as a result. Formal employment is the

key to success in these industries. By providing good wages and benefits, businesses are able to attract and retain the best workers. This in turn leads to higher productivity and quality products. The experts in the session discussed various ways formalization also allows businesses to access new markets and customers. By meeting standards and regulations, businesses can tap into new markets that were previously inaccessible. This can lead to new sources of revenue and growth for the business. The discussion brought about various interesting scenarios and their implications focused on the benefits for growing businesses through the formalization in the manufacturing, steel, and hosiery sectors. They shared insights on how businesses can take advantage of opportunities by formulating a more formal approach to their operations. Formal employment opportunities can help such sectors to attract talent by providing more stable and secure work and create a more productive and motivated workforce. Additionally, gaining access to formal employment can help to improve your company's reputation and credibility, making it easier to win new customers and contracts. Finally, going through the process of formalizing can help to develop better systems and processes, making operations more efficient and effective overall.

Formal employment opportunities are critical for the growth of businesses in the manufacturing, steel, and hosiery industries. By providing formal employment opportunities, businesses can attract a larger pool of qualified workers. In addition, these sectors can provide employment opportunities with greater stability and predictability, as well as access to a wider range of benefits and protections for employees. Finally, by formalizing their workforce, businesses can send a strong signal to customers and other stakeholders that they are committed to high standards of quality and customer service.

VOTE OF THANKS

SOMNATH BANERJEE

REGIONAL CO CHAIR- EAST, INDIAN STAFFING FEDERATION

(FOUNDER & DIRECTOR, ORION CORPORATE ALLIANCE PVT. LTD.)



Somnath Banerjee, REGIONAL CO CHAIR- EAST, INDIAN STAFFING FEDERATION, closed the conference recognizing the participation and contribution from each speaker, delegates and partners. He specifically expressed his gratitude to the Partners who have supported to make this physical event possible,

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Diamond partners- Integrated Personnel Services and Ceipal;
Associate Partners: FuturzHr, Singhania University and Refyne
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