



# INDIAN STAFFING FEDERATION

WEBINAR FOR STAFFING INDUSTRY

## RESTRUCTURING CONTRACTS FOR STAFFING INDUSTRY – LEARNING FROM COVID

TUESDAY | 16 JUNE 2020

# ABOUT THE WEBINAR

The Webinar on Restructuring Contracts for Staffing Industry Basis on Learning from Covid 19 was the 2<sup>nd</sup> webinar in the series of webinars for the staffing industry to address the challenges they are facing during the times of Covid 19 and the outcome of it. The gathering saw **200+ Participants** who were the CEOs, Directors, Business Heads, CFOs, Finance Heads, Staffing Heads – the Key Decision Makers from the Industry.

Our Speakers were the Industry Experts from the leading Staffing Companies in India: Quess Corp, ManpowerGroup, Randstad and Allegis covered broadly 4 important points:

- Impact COVID-19 on drafting commercial agreements for services – Staffing industry
- COVID-19 Lockdown Lessons and the Need to Reconsider standard Drafts
- Business, Legal aspects in the light of COVID – Key Contractual Clauses at glance
- How COVID-19 Has Helped The Convenient e-Contracts To Emerge ?



# EMINENT SPEAKERS

SUBJECT MATTER EXPERTS

# MADHU DAMODARAN

## Group Head Legal **QUESS CORP**



**Madhu Damodaran** is a Lawyer and Company Secretary by profession, with more than 20 years experience focused around Labour Law consultancy and HR outsourcing operations; a combination of domain expertise and ability to manage complicated operational requirements that large organizations in multiple locations demand in ensuring Labour Law compliance.

Madhu has successfully established Compliance practice and large scale HR operations for not just India but also for the APAC region. A very persuasive professional responsible for mentoring careers and establishing operations with effective ease.

Prior to his current role at Quess, Madhu has worked with companies like LabourNet, Ascent Consulting Services, Convergys, Teamlease and INDIA Life Hewitt.

# DEEPALAKSHMI VADIVELAN

## General Counsel – India & APAC QUESS CORP



Deepalakshmi Vadivelan comes with diverse experience in cross-border transactions involving APAC, Americas and Europe, strategic global alliances, M&A activities, compliance on Data protection, Legal compliance training, Employment laws contract management and work related to Intellectual Property.

As a legal professional, she has the opportunity to work on both sides – as a practicing lawyer as well as in-house counsel for reputed MNCs (Sasken communications, Sutherland & IBM), in various capacities which has helped her to become a seasoned, strong and versatile professional with leadership and management capabilities.

She has also been a judge for the National Moot Court Competition in reputed Law College, Bangalore.

# AVNEESH MAKKAR

## Group Finance Officer **MANPOWERGROUP**



**Avneesh Makkar** joined Manpower Group India in January 2013 as Director - Finance. He has 22+ years of rich experience in varied industries - Aviation, IT, Telecom, Education sectors and now Human Resource. He has grown through the ranks managing various portfolios that entailed Planning, Business Finance, Controllership, Structuring large outsourcing deals, M&A as well as International Financial Operations.

Prior to joining ManpowerGroup, Avneesh was associated with Elements Akademia and has earlier worked with Jet Airways, HCL, Tata Communications and InterGlobe.

He is an alumnus of IIM Calcutta and a Chartered Accountant. He is passionate about wildlife conservation and sustainable environmental development. He loves trekking and exploring the smaller villages and towns of his country.

## VISWANATHAN PS

### Chief Financial Officer **RANDSTAD**



**Viswanathan PS** is business and finance veteran with over 28 years of experience across multiple industries. A pragmatic leader, Vishy's track record reflects his unending commitment of accelerating growth through the implementation of financial & operational strategies that are geared towards sustainable growth and profitability.

Vishy joined Randstad India in 2014 as the Head of Shared Services Centre (SSC) and was subsequently elevated to CFO in 2016. At Randstad, he has championed many transformational initiatives - from overhauling the financial structuring & planning process to implementing policies, procedures, systems to enable quick, informed decision making, while enhancing productivity.

Prior to Randstad he held several leadership & management positions with industry titans including General Electric, Motorola and the TVS Group. A Chartered Accountant from the Institute of Chartered Accountants of India, Vishy is unsurprisingly a certified black belt in Six Sigma.

# JAYESH GARG

## Head Counsel – India ALLEGIS GROUP (INDIA)



**Jayesh Garg** graduated from Christ College of Law, Bangalore University in the year 2012.

During his 8+ years of experience, he has worked mainly as corporate lawyer, focusing on corporate transactional matters and general corporate legal advisory. In Allegis, along with his team he is responsible for all legal work related to 4 Allegis group India entities.

Heading Legal, Co-Sec and Ethics practice for Allegis Group, India and managing APAC contracts team. Working with corporate department and various business units of the Company and its affiliates across multiple geographies. Part of Allegis Group India corporate leadership team with key focus on people development, risk mitigation, service mentality & strategy building.



# KEY QUESTIONS COVERED

What are all the challenges in drafting the contracts to handle the material uncertainty like COVID ?

Do we need Contractual Modifications due to this pandemic? What are all the clauses to be relooked into the contract, preferably for staffing industry?

Risk management measures to be considered in the context of non performance or breach of contract?

What changes are done in existing agreement from information and data security standpoint because of COVID 19?

How do we structure FM clause in our contract?

What changes we should have in our staffing agreement with client so as to handle the associates termination or wage reduction/LOP instruction received from client?

What changes can be done in consultant contracts templates because of COVID 19

How to manage the non-payment or delay in payment of our invoices from client?

Going forward, whether e-contracts will become the new mode of determination of rights, liabilities and obligations?

How prepared is our legal system for such a challenge?

**WEBINAR VIDEO**

**[CLICK HERE](#)**

# ASSOCIATE PARTNER



**PRITESH V PATEL**

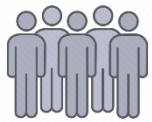
**DIRECTOR STAFFINGGO**

Pritesh in his session shared that StaffingGo helps in Managing Staffing Contract Terms Digitally. It enables implementing cross-team processes within one tool that promotes visibility and transparency for all. A single system to manage complete staffing business starting from sales – Lead generation to consultant/associate – Billing & Retire. StaffingGo is a SaaS based multi-tenant cloud solution, designed to scale up as per the business needs and requirements..

# ABOUT INDIAN STAFFING FEDERATION

Indian Staffing Federation is the apex body representing contract staffing companies, formed to provide a platform for recognized employment, work choice, social security and health benefits for the temporary workforce. Over 110+ members of the federation have generated employment for over 9 million employees over the last 10 years and currently employ over 1 million flexi staff annually.

Indian Staffing Federation has been formed with one common goal - Staffing India's Growth. The purpose of ISF is to enhance long-term growth of the staffing industry and to ensure its continued ability to make positive contributions to the economy and society. The principal focus of the Federation's activities is to strengthen triangular employment relationships, in which the staffing company is the employer of the temporary worker, who works under the supervision of the user company.



110+  
Members



60,000+  
Companies



Employed 9MN  
over 10 Yrs



Currently Employing  
1.1 MN



Market Size  
71,400 Cr\*



# THANK YOU

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