

5TH INDUSTRY STAFFING CONCLAVE

Redefining Employment : 2025



Four Seasons Hotel Mumbai



27th February, 2025



9:00 am Onwards

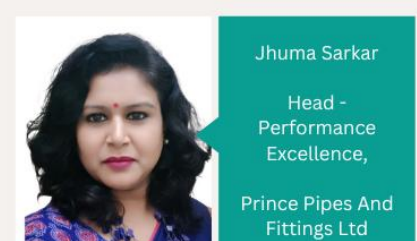
EVENT REPORT

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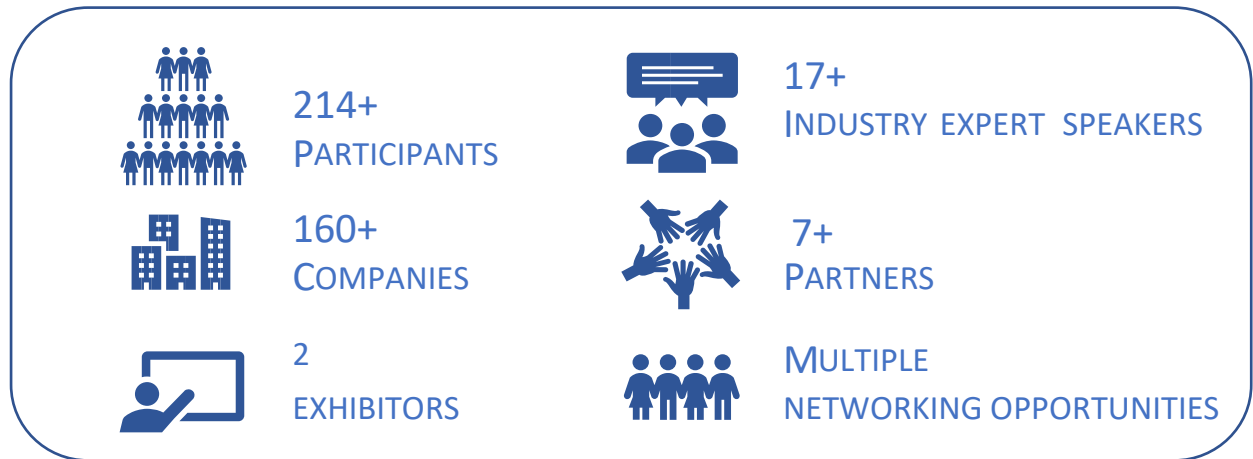


Indian Staffing Federation 5th Industry Staffing Conclave REDEFINING EMPLOYMENT : 2025

Eminent Speakers



EVENT HIGHLIGHTS



Indian Staffing Federation's 5th Industry Staffing Conclave is a premier event for the human resource professional experts/leaders. Bringing the industry leaders from diverse sectors, the conclave brings progressive thought process that would define trends impacting business decisions and delving into the challenges/benefits to address the Redefining Employment 2025. The conference delves into aspects of Human resource with interrelated factors impacting the future of work that are radically changing for most industries.

WELCOME ADDRESS



Suchita Dutta, Executive Director, Indian Staffing Federation welcomed the dignitaries and participants. She briefly shared the vision and role of ISF, and also shared there are 557 million India's current workforce, out of which 80 million working in formal sector, 85% in informal sector, agriculture as the dominant sector. She highlighted over 135+ members of the federation currently employ over 1.81 million formal contract workers ensuring their social security, minimum wage and dignity of work.

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

PRESIDENT ADDRESS



Lohit Bhatia, President, Indian Staffing Federation expressed his heartfelt welcome to present a very encouraging scenario where he highlighted 5th Industry Staffing Conclave focused on "Redefining Employment: 2025," highlighting India's roadmap to formal employment. Discussions centered on the staffing industry's growth, projecting a rise from \$18 Bn to \$180 Bn, and its potential impact on India's GDP. Key industries like the digital

economy, manufacturing, and fintech are poised for significant expansion, contributing to this economic transformation.

The staffing industry demonstrated robust growth, with ISF members adding 2.35 lakhs new formal flexi workforce in the last four quarters and a 17.9% YoY growth in flexi employment. Government reforms, including the New Labor Code and PLI schemes, are crucial drivers in increasing formalization and boosting the gig economy. This shift aims to elevate wages and integrate a larger portion of the workforce into the formal sector.

GUEST OF HONOUR



Dr. Sunil Deodhar, Former National Secretary, BJP, Maharashtra address at the Indian Staffing Federation conclave, focused on employment in 2047, emphasized the historical role of India in global guidance and the challenges of unemployment. The speaker highlighted the significance of the staffing federation's work in providing jobs to millions, viewing it as a historical service to the nation. He stressed the importance of contributing to India's development, particularly in creating employment opportunities for the country's youth.

Dr Sunil also addressed the issue of the Goods and Services Tax (GST) and assured the audience that their concerns would be considered, recognizing the complexities of implementing such reforms. He pledged his support to the federation and encouraged their continued efforts in building a developed India.

Fireside Chat

GLOBAL PERSPECTIVE: WHAT AND WHERE IS INDIA'S GROWING ADVANTAGE?



Fireside Chat (L to R): Manmeet Singh, Vice President, Indian Staffing Federation; (CEO, FirstMeridian Business Services); Lohit Bhatia, President, Indian Staffing Federation (President Workforce Solutions, Qess Corp Ltd); Bettina Schaller, President, World Employment Confederation

Speakers

Bettina Schaller, President, **World Employment Confederation**

Lohit Bhatia, President, **Indian Staffing Federation** (President Workforce Solutions, **Qess Corp Ltd**)

Session Chair:

Manmeet Singh, Vice President, **Indian Staffing Federation**; (CEO, **FirstMeridian Business Services**)

The session, "GLOBAL PERSPECTIVE: WHAT AND WHERE IS INDIA'S GROWING ADVANTAGE?", explored India's burgeoning role in the global economy, particularly within the staffing and employment services sector. Key takeaways highlighted India's demographic dividend, with its large, young working population, as a significant advantage. Speakers emphasized the nation's vision for 2047, focusing on talent development, infrastructure, and digitalization.

The global perspective underscored India's rapid growth and its increasing contribution to the worldwide staffing industry, now exceeding \$700 billion in revenue. Discussions centered on India's potential to become a leading superpower, driven by its focus on technology, innovation, and a growing tech-savvy population.

Addressing challenges, the session stressed the importance of formal job creation, compliance, and social justice, particularly for marginalized groups and women. The need for improved skill development and alignment with industry demands was also emphasized. The role of AI and digital transformation was acknowledged as a significant factor, with a call for ethical and human-centric integration. Participants discussed the importance of data collection and data driven decision making in order to properly tell the story of India's growth.

The session concluded with a call for greater collaboration between government, industry, and civil society to leverage India's human capital and drive sustainable economic growth.

SPECIAL SESSION

BUILDING A SKILL-BASED WORKFORCE



**SELVA SUNDARAM, PRODUCT MARKETER,
ZOHU RECRUIT**

Selva in his session discussed the wide range of Zoho offers, which provide a comprehensive suite of tools designed to help organizations effectively build and nurture a diverse talent pool. He emphasized the importance of starting with Zoho Recruit, a platform that streamlines the hiring process by incorporating features that support inclusive recruitment practices. By leveraging Zoho's advanced analytics, organizations can track diversity metrics and pinpoint areas for improvement. Furthermore, Zoho's AI-driven tools play a pivotal role in reducing biases in job descriptions and candidate evaluations. These

capabilities ensure a fairer, more equitable hiring process that promotes diversity and inclusion within the workforce.

SPECIAL SESSION

ACCELERATING EARLY TALENT HIRING – LEVERAGING APNA JOB'S TECHNOLOGY PLATFORM



**Abhinav Dhar, Senior Director Sales,
Apna**

Abhinav provided valuable insights into Apna Job's technology platform, which offers powerful tools to streamline early talent hiring. He highlighted how Apna's advanced job matching algorithms help employers quickly and efficiently connect with emerging talent. The platform taps into a vast and diverse network of young professionals, ensuring that employers find candidates with the

right skills. Abhinav emphasized the importance of effective hiring in ensuring staffing success, and shared that Apna has worked with various industries, including banking & insurance, staffing, FMCG/retail, and BPO/ITES. He also presented how the Apna portal works for employers, focusing on improving recruiter productivity.

SESSION 1

COMPETITIVE EDGE: OPPORTUNITIES IN THE GROWING ECONOMY



Session 1 (L to R): Atanu Banerjee, Board Member, Indian Staffing Federation; (CEO- Staffing, Spectrum Talent Management Ltd); Adithiya Venkataraman, Chief Human Resource Officer, Hinduja Renewables Energy Pvt Ltd; Bhushan Tripathi, Chief Human Resources Officer, GM Modular Pvt Ltd; Dr. Rajani Tewari, Chief People Officer, GreenCell Mobility Pvt Ltd; Shalu Sood, Head Human Resource, JSW Energy Ltd; Sumit Jana, Nsm-Sbb - Senior Vice President, Axis Bank Ltd

Speakers

Adithiya Venkataraman, Chief Human Resource Officer, **Hinduja Renewables Energy Pvt Ltd**

Bhushan Tripathi, Chief Human Resources Officer, **GM Modular Pvt Ltd**

Dr. Rajani Tewari, Chief People Officer, **GreenCell Mobility Pvt Ltd**

Shalu Sood, Head Human Resource, **JSW Energy Ltd**

Sumit Jana, Nsm-Sbb - Senior Vice President, **Axis Bank Ltd**

Session chair

Atanu Banerjee, Board Member, **Indian Staffing Federation**; (CEO- Staffing, **Spectrum Talent Management Ltd**)

This national conference first session focused on "COMPETITIVE EDGE: OPPORTUNITIES IN THE GROWING ECONOMY," exploring India's economic landscape and employment challenges. The panel, comprised of industry leaders from the energy, consumer, and banking sectors, discussed strategies to capitalize on India's burgeoning market and immense population.

Key points included addressing the skill gap, particularly in the renewable energy sector, which faces a 1.7 million skill deficit despite its 15.4% CAGR. Companies are implementing innovative approaches such as catching talent young, cross-skilling, and promoting entrepreneurship within their organizations. The importance of rural expansion and tapping into local communities was emphasized. The budget's focus on increased disposable income, especially for the lower middle class, was highlighted as a significant driver for consumer market growth. Companies are adapting by focusing on lifestyle products and backward integration. The banking sector is evolving through digitalization, increased credit access, and leveraging technology to reach underserved populations.

The panel also addressed the importance of diversity, equity, and inclusion (DEI), and the role of emerging technologies in job creation. Soft skills such as agility, compassion, and empathy were deemed crucial for success.

Session 2: DISRUPTIONS: WHAT'S NEXT?



Session 2 (L to R): Kushal Bhargava, Corporate Member, Indian Staffing Federation; (Director, Calibehr Business Support Services Pvt Ltd); Jhuma Sarkar, Head - Performance Excellence, Prince Pipes And Fittings Ltd; Arjun Somasekar, Sales Director, Zoho; Shubham Saraff, Co-Founder, Spectrum Growth Partners & Stair Digital; Praveen Kumar Dokania, Director, Hitachi Vantara India Pvt Ltd

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Arjun Somasekar, Sales Director, Zoho

Session Chair

Kushal Bhargava, Corporate Member, Indian Staffing Federation; (Director, Calibehr Business Support Services Pvt Ltd)

The session explored the multifaceted disruptions reshaping the employment landscape, focusing on creating inclusive and dynamic multigenerational workspaces, redefining employment, and the evolving role of HR. Panelists discussed the shift in talent management, emphasizing diversity and inclusivity for financial gains and talent retention. They highlighted the importance of technology-driven collaboration across generations and the need to address the mental and emotional preparedness of the workforce.

The growing role of AI in workforce management and decision-making was a key topic, with panelists stressing the need for balance between AI assistance and human judgment. They advocated for transparency in AI implementation and upskilling employees for AI integration. The discussion also covered the importance of hybrid skills (a mix of human and digital skills) for the future workforce, the need for adaptability and continuous learning, and the evolving expectations of employees.

Concerns around data security and privacy in cloud-based solutions were addressed, with emphasis on mindset shifts and proactive security measures. Finally, the session delved into the evolution of compensation packages, with a call for more personalized and innovative approaches that cater to diverse employee needs and priorities, including work-life balance and personal pursuits. The panelists acknowledged the shift away from traditional salary structures and the growing importance of benefits and employee experience.

Session 3:

EMPLOYMENT '25 : BUSINESS OF HUMAN RESOURCE



Session 3 (L to R): Pritika Yadav, Corporate Member, Indian Staffing Federation; (Executive Director, Genius Consultants Ltd) Shivin Tikoo, Chief Human Resources Officer, Mahindra First Choice Wheels Ltd; Shefali Kharabanda Mian, Director - Compensation & Benefits-India Region, Abbott India Ltd; Uday Ghag, Chief Human Resource Officer, Alkyl Amine Ltd

Speakers

Shivin Tikoo, Chief Human Resources Officer, **Mahindra First Choice Wheels Ltd**

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Uday Ghag, Chief Human Resource Officer, **Alkyl Amine Ltd**

Session Chair

Pritika Yadav, Corporate Member, **Indian Staffing Federation**; (Executive Director, **Genius Consultants**)

This national conference session, "EMPLOYMENT '25: BUSINESS OF HUMAN RESOURCE," focused on the evolving HR landscape, emphasizing agility and adaptability in the face of rapid technological and generational changes. Panelists discussed the challenges of managing a diverse workforce, including Baby Boomers, Millennials, and Gen Z, within the same organization.

Key takeaways included the necessity for HR to embrace technological advancements and promote continuous learning to maintain a competitive edge. The COVID-19 pandemic accelerated the adoption of flexible work arrangements and highlighted the importance of employee well-being, encompassing physical, mental, and social aspects.

The discussion also addressed the need for organizations to foster inclusive environments that value diverse perspectives and promote equity. Panelists stressed the importance of understanding the human aspect of change, recognizing that employees are individuals with personal lives and concerns. They emphasized the need for leaders to be empathetic, supportive, and transparent during periods of transition.

The session concluded with a call for HR professionals to be proactive, adaptable, and focused on creating a positive and supportive work environment.



VOTE OF THANKS

Somnath Banerjee, Board Member, **Indian Staffing Federation**; (Co-Founder & CEO, **Orion Corporate Alliance Pvt. Ltd**)

Somnath closed the conference & highlighted the event's extraordinary impact, emphasizing key takeaways: ideas, insights, and inspiration. Speakers underscored the staffing industry's crucial role in India's economic growth, job formalization, and global standing. Discussions covered India's emergence as a superpower, the industry's contribution to 60 million

jobs, and the importance of labor code implementation. Experts addressed taxation, the consumer-based budget's potential, and the future of skills in an AI-driven world, stressing the significance of soft skills, adaptability, and mental resilience. The session acknowledged the power of people, diversity, and inclusivity. Heartfelt thanks were extended to speakers, sponsors, board members, delegates and the organizing committee, and the city of Mumbai for their contributions to the event's success.

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