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Indian Staffing Federation
STAFFING INDIA'S GROWTH

EVENT REPORT

INDIAN STAFFING FEDERATION

17th NATIONAL EMPLOYMENT CONFERENCE

BRIDGING GAPS

EMPLOYMENT. SKILLS. ECONOMY



Shangri-La , Delhi



19th September, 2025

INDIAN STAFFING FEDERATION

17th NATIONAL EMPLOYMENT CONFERENCE

BRIDGING GAPS

EMPLOYMENT. SKILLS. ECONOMY

Eminent Speakers



Smt. Vandana Gurnani
Honorable Secretary
Ministry of Labour
And Employment,
Government of India



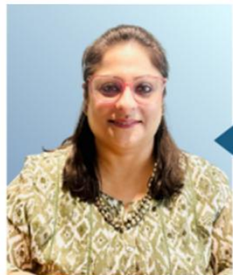
Dr. Santosh Bhosale
Hon. Jt. Secretary &
Strategic Advisor-Dy.
CM (Finance,
Planning, State Excise)
Ministry of Finance,
Gov. of Maharashtra



Smt. Richa Sharma
Director
Ministry of Labour
and Employment,
Government of
India



Anket Kapoor
Chief Executive
Officer
Solarfix



Puja Kapoor
Head Human
Potential &
Transformation
Leader
Hero FinCorp Ltd



Vishnu Dev
Partner - People
Consulting
Ernst & Young LLP



Anisha Verma
Learning Delivery
Partner
Ericsson India Global
Services Pvt. Ltd.



Princely Charles
Head of Presales
Zoho Corporation



Madhu
Damodaran
Regional Managing
Partner
AMLegals



Vijaya Ruby Malan
EdTech Evangelist
Zoho Corporation
(Head, Zoho School
of Business)

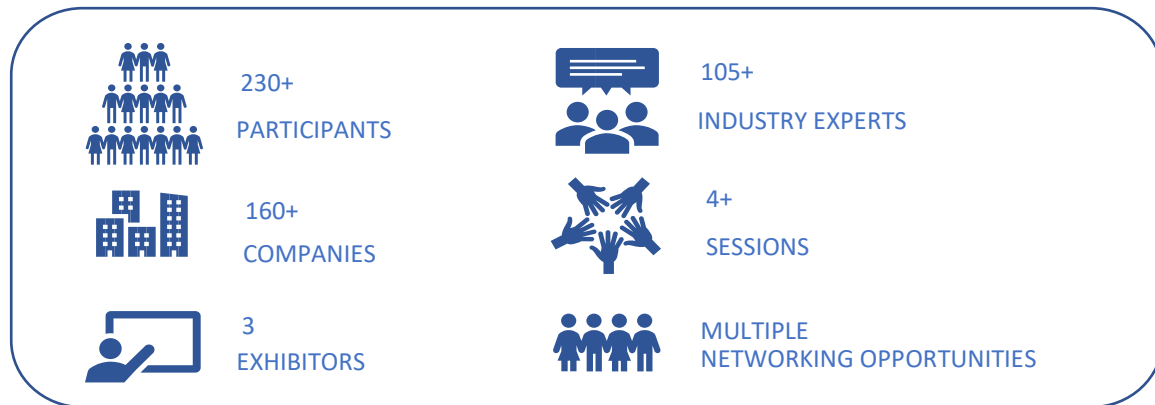


Atanu Banerjee
Board Member,
Indian Staffing
Federation
(CEO, Spectrum
Talent Management)



Pramod Pachisia
Board Member,
Indian Staffing
Federation
(COO, 2Coms
Consulting Pvt. Ltd.)

EVENT HIGHLIGHTS



The 17th National Employment Conference, themed *Bridging Gaps: Employment. Skills. Economy*, successfully brought together over 230 delegates, policymakers, corporate leaders, and subject-matter experts to deliberate on the future of India's workforce. The conference featured thought-provoking sessions on government initiatives like the ELI scheme, discussions on skilling and inclusivity, and engaging dialogues on artificial intelligence, digital-driven governance, and industry collaboration. Esteemed panellists highlighted the importance of awareness, policy interventions, and learning outcomes as catalysts to bridge employment gaps. Interactive Q&A sessions, and knowledge-sharing, further enriched the day, making the event a milestone platform for shaping India's employment landscape.

WELCOME ADDRESS



Suchita Dutta, Executive Director, Indian Staffing Federation commenced the 17th National Employment Conference by warmly welcoming dignitaries and participants. In her address, she highlighted ISF's remarkable contribution in representing the **diverse workforce in different sectors including—manufacturing, quick commerce and hospitality.**

This year's theme was to discuss **convergence between employment opportunities, skill development** and their impact on shaping India's economic landscape. Ms. Dutta

emphasized the pivotal role of staffing industries in accommodating the rapid demand for **formal employment** opportunities across industries. She also expressed her gratitude for the presence of Hon'ble Secretary of Labor and Employment highlighting the Government's efforts to align with the needs of customers, workers and staffing industry.

The event commenced with the auspicious lighting of the lamp, where all Board Members and Corporate Members, along with Smt. Vandana Gurnani and Mr. Lohit Bhatia, participated in the ceremony.

PRESIDENT'S ADDRESS



Lohit Bhatia, President, Indian Staffing Federation elucidated the contributions of Ministry of Labor and Employment to the welfare of the staffing industry, being the “Mother Ministry”. He acknowledged the presence of delegates, partners, ISF board members, setting the tone for a high-energy gathering of corporate executives, thought leaders, and industry pioneers.

Mr. Bhatia referred to a presentation prepared by Kantar, which had been commissioned by the ISF Board six months earlier and presented the previous day. The report provided valuable insights into the existing staffing industry, its economic contribution and the future perspectives.

He presented some critical statistics pertaining to India’s labor force participation. He presented the stark increase India’s labor force participation, with reduced unemployment. Gig work and apprenticeships emerging as new livelihood avenues, reflecting emerging employment sectors for sustained economic growth. This rapid expansion raises long-term concerns, as many gig workers lack social security, minimum wage guarantees, and other benefits typically available to formal or temporary employees. While government initiatives and state-level gig policies are emerging, they fall short of providing the protections offered to permanent or flexi-staff workers.

He also shed light on staffing agencies contribution in mobilizing workers across towns, managing payroll, compliance, and government programs. Flexi-staffing penetration growing 1.0% to 1.3% CAGR (Compound Annual Growth Rate) indicates a fast growing pathway to permanent employment. Post-COVID growth with government initiatives such as ELI, tax reductions, and GST 2.0 supporting consumption-driven employment. He pointed out that staff deployment spans both general and IT/technology roles.

He explained that, in many ways, the industry’s data serves as a leading indicator of GDP and broader economic trends. A reduction in frontline hiring by a large set of customers often signals a lower perception of future growth. He also drew attention to the rapid expansion of gig work, describing it not strictly as employment but as a new form of work. He noted that, in discussions with the government, promoting gig work aligns closely with the broader objectives of ease of doing business and ease of living. Formalization not only improves income levels but also fuels consumption, creating a positive cycle of economic growth.

CHIEF GUEST'S ADDRESS



Smt. Vandana Gurnani, Hon'ble Secretary, Ministry of Labor and Employment, Government of India, noted the critical responsibility of staffing companies to bridge the gap between India's youth and employment opportunities, particularly in Tier 2 and Tier 3 cities.

She highlighted the fast-paced technological and demographic changes shaping the employment landscape and the swift need for policies and initiatives to support workforce formalization and employability.

Hon'ble Secretary highlighted some key initiatives by the Labor and Employment Ministry which actively promote and regulate formal employment.

Hon'ble Secretary highlighted the key initiatives of the Ministry with an emphasis on **e- Shram Portal** (access to social security schemes); **Employment-Linked Incentive (ELI) / Pradhan Mantri Viksit Bharat Rozgar Yojana** (incentivisation for new employment generation) ; **digital modernization**.

The other evident policy shift noted by Smt. Gurnani was the formal employment progressing into the "gold standard," though gig, informal, and temporary arrangements coexist. The goal of the government is to progressively increase workforce formalization.

Social security measures for gig and platform workers are being strengthened, with government contributions already allocated to ensure safety, health, and insurance coverage. Collaboration with the staffing industry is crucial for implementing initiatives like National Career Service, E2E lounges, and Rozgar Melas to enhance formal employment opportunities.

Secretary Gurnani concluded by emphasizing the shared responsibility of government, industry, and staffing agencies to harness India's demographic dividend, provide dignified employment, and achieve the vision of "Viksit Bharat."

INDIAN STAFFING FEDERATION RELEASED THE INDIAN EMPLOYMENT (STAFFING) GROWTH – SECTORAL AND STATE REPORT 2025



Indian Staffing Federation (ISF), launched the **INDIAN EMPLOYMENT (STAFFING) GROWTH - SECTORAL AND STATE REPORT 2025**. A comprehensive analysis into the flexi workforce growth, sectorial trends, and regional employment insights for India's evolving staffing landscape. The report covers sector-wise and state-wise staffing insights, emerging gig and apprenticeship roles, youth employment dynamics, and the contribution of staffing to economic growth, formalization, and skill development.

SPECIAL SESSION

BRIDGING THE TALENT GAP: NEW AGE SKILLS AND ALTERNATIVE PATHWAYS



Vijaya Ruby Malan, EdTech Evangelist, Zoho Corporation delivered an engaging and witty take on AI and the future of work, cracking up the audience with her humor. She highlighted emerging job opportunities, skills, and quirky ChatGPT prompts, making complex ideas relatable and fun. With references like AI-generated job descriptions, she emphasized the importance of trial and error to get the best from AI. She explained AI's omnipresence from predictive texts and personalized online experiences to advanced applications like agentic AI and cautioned about security risks, bias, and misuse. She stressed that human judgment, creativity, and contextual understanding remain essential alongside AI.

Through stories like the **Oxford Street Test** (shoppers' behaviour reflecting economic trends), **Lipstick Effect** (small indulgence spending rises during downturns), and **the invention of Velcro** (a practical innovation inspired by nature), she illustrated the value of human insight and experiential knowledge in decision-making. Ms. Ruby concluded with Zoho's approach: nurturing local talent via Zoho Schools, integrating experiential learning with AI, and emphasizing collaboration over automation. As she put it, "Microsoft named it Co-Pilot, not Autopilot, we must travel together with AI."

SPECIAL ADDRESS



Dr. Santosh Bhosale, Hon'ble Joint Secretary, Deputy Chief Minister (Finance, Planning & State Excise), Ministry of Finance, Government of Maharashtra at the 17th National Employment Conference briefed the guests about Maharashtra's endeavors in driving employment alongside launching capacity building programs. He highlighted **achieving the top employability rankings for 2025**, underscoring that Maharashtra leads in job creation and ensures its graduates are among the most job-ready in the country.

Dr. Santosh elaborated on key sectors contributing to Maharashtra's economic strength, including IT, AI, cyber security, manufacturing, construction, banking, pharmaceuticals, textiles, and renewable

energy. He also spoke about significant foreign investments and industrial projects, positioning Maharashtra as a hub for innovation, technology, and industrial growth.

Focusing on skills and workforce readiness, he discussed initiatives such as the state's rural skill development programs, targeted training for youth in agriculture, handicrafts, and emerging technologies, and partnerships with institutions like Mahindra to equip students with employable skills.

He emphasized that Maharashtra's comprehensive approach integrates state development programs with apprenticeship and entrepreneurship opportunities, ensuring that industries have access to a highly skilled, job-ready workforce.

Dr. Santosh also stressed continuing collaboration with Indian Staffing Federation to address workforce gaps, streamline employment opportunities, and foster innovation-driven growth.

His insights highlighted Maharashtra not only as a participant in India's growth story but as a leader in creating opportunities, empowering citizens, and building a skilled, inclusive, and thriving workforce for the future.

SESSION 1

JOURNEY OF BHARAT TOWARDS USD 5TH ECONOMY: BRIDGING EMPLOYMENT GAPS



Session 1 (L to R): Anket Kapoor, Chief Executive Officer, Solarfix; Dr. Santosh Bhosale, Hon'ble Joint Secretary, Deputy Chief Minister (Finance, Planning & State Excise), Ministry of Finance, Government of Maharashtra; Puja Kapoor, Head Human Potential & Transformation Leader, Hero FinCorp Ltd; Atanu Banerjee, Board Member, Indian Staffing Federation; (CEO, Spectrum Talent Management)

Speakers

Dr. Santosh Bhosale, Hon'ble Joint Secretary, Deputy Chief Minister (Finance, Planning & State Excise), **Ministry of Finance, Government of Maharashtra**

Anket Kapoor, Chief Executive Officer, **Solarfix**

Puja Kapoor, Head Human Potential & Transformation Leader, **Hero FinCorp Ltd**

Session chair

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

One of the most thought-provoking sessions on Journey of Bharat Towards USD 5tn Economy: Bridging Employment Gaps brought forward powerful perspectives on building sustainable employment pathways through infrastructure, skill development, and financial inclusion. Panellists highlighted the urgent need to establish district-level centres for **aptitude building** and **mentorship**, drawing inspiration from successful apprenticeship models such as those in Germany. A strong emphasis was placed on early intervention, ensuring that young students are guided towards relevant skills from the outset. The discussion broadened to drawbacks in the current foundational education affecting long-term productivity and employment readiness. The discussion also explored the growing role of **NBFCs** (Non-Banking Financial Company) in expanding financial literacy and access to credit particularly in rural and tier-3 regions. Initiatives such as targeted financial literacy programs for women were cited as catalysts for both empowerment and inclusive growth. The session highlighted the **rise in women's employability**, while emphasizing the need for systemic reforms to sustain progress. Panellists outlined **four pillars for inclusive growth**—**awareness**, **pilot initiatives**, **policy integration**, and **measurable accountability**.

During the session, industry leaders highlighted the importance of **integrating academia** with emerging sectors, particularly electrical and renewable energy, to create a skilled workforce aligned with industry needs. Companies are partnering with institutions such as IIT Delhi and regional technical colleges to encourage students to explore diverse streams beyond software engineering, providing exposure to career opportunities and fostering informed choices. Government initiatives like **STRIVE** (Skills

Strengthening for Industrial Value) and the **Matrix policy** (a framework to track skilling outcomes with industry needs), provide significant funding and policy support for industry-academia collaboration

The overarching message was clear: economic growth and the vision of a \$5 trillion economy will only be achieved through a **collaborative ecosystem** that invests in early skilling, fosters public-private partnerships, and ensures alignment between policy, industry, and education.

SESSION 2:

CATALYSTS OF GROWTH: SECTORAL SHIFTS & EMPLOYMENT IN INDIA'S NEW ECONOMY



Session 2 (L to R): Pramod Pachisia, Board Member, Indian Staffing Federation; (Chief Operating Officer, 2coms Consulting Pvt Ltd); Vishnu Dev, Partner-People Consulting, ERNST&YOUNG LLP; Anisha Verma, Learning Delivery Partner, Ericsson India Global Services Pvt Ltd.; Princely Charles, Head of Presales, Zoho Corporation

Speakers

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Session Chair

Pramod Pachisia, Board Member, **Indian Staffing Federation**; (Chief Operating Officer, **2coms Consulting Pvt Ltd**)

The post-lunch session on “**Catalysts of Growth**” was both insightful and energizing, capturing the audience’s attention with an amalgamation of futuristic ideas, and relatable anecdotes that kept the hall engaged. Panellists reflected on India’s economic journey by mapping the catalysts that have driven transformation over the decades — from the reforms and liberalization of the 1990s, which opened new doors for entrepreneurship, to the telecom boom of the 2000s, which connected millions, and the digital revolution of the last decade, which brought India to the forefront of fintech and e-commerce innovation. The discussion then pivoted to the present, emphasizing how **Artificial Intelligence** is now emerging as the next big force shaping the economy and society. What stood out was the focus on agriculture, traditionally seen as slow to adopt new technology, now becoming a surprising frontier for innovation. Panellists shared instances of employing drones and precision sensors for crop management. **Namo Drone Didi** (drones for agricultural productivity), one of the most successful government-backed program which implemented drone technology, empowering women self-help groups in rural areas to create new livelihood opportunities.

Beyond agriculture, panellists also highlighted the fresh employment avenues being made through sectors such as electric mobility, digital commerce, and healthcare — all being reshaped by AI and

advanced technologies. The conversation struck at pointing out immense potential realizing it will require consistent effort from both employers and employees. The session closed on a high note leaving the audience energized, while reinforcing the idea that India's aspiration to become a \$5 trillion economy will be powered by these emerging catalysts, with technology, talent, and inclusivity at the centre of growth.

WORKSHOP:

Employment Linked Incentive (PMVBRY)-Rules & Implications



Workshop (L to R): Madhu Damodaran, Regional Managing Partner, AMLEGALS; Smt. Richa Sharma, Director, Ministry of Labour and Employment, Government of India

Subject Matter Experts:

Smt. Richa Sharma, Director, Ministry of Labour and Employment, **Government of India**

Madhu Damodaran, Regional Managing Partner, **AMLEGALS**

During the session on the **ELI scheme** (Employment Linked Incentive), Smt. Richa Sharma, discussed the important features of the scheme which extends sector-agnostic and benefits all employees. Smt. Richa, introduced the fairly new employment scheme under the Prime Minister's package for employment and skilling, aiming to generate new jobs. The scheme is designed to incentivize both employers and employees to promote formal employment, enhance workforce productivity, and encourage financial literacy among young workers. It emphasizes employee discipline, encouraging workers to stay at a job for at least six months to gain meaningful experience and build their resumes. The scheme is part of a broader package that also includes the **Prime Minister's Internship Scheme** and **National Scheme for Industrial Training Institute (ITI) Upgradation**, with implementation handled through the EPFO (Employees Provident Fund Organisation).

Many participants raised concerns about missing confirmations or registration numbers in their monthly ECRs (Electronic Challan Return). She clarified that the dashboard, which is being finalized, will provide complete transparency on employee eligibility, incentives, and related details, reducing the need for grievances or manual interventions. Although the scheme is simple for employers and employees, the backend system is complex to ensure accuracy, transparency, and minimal human intervention. She also highlighted that providing PAN, GST details, and consent is crucial to receive incentives, which will be credited directly to the employee's PAN-linked bank account.

The session also mentioned YouTube tutorials and guidance videos in multiple languages to assist employers in registering employees, filing ECRs, and availing benefits. She encouraged all eligible employers to complete their consent and assured that additional tools like a benefits calculator and interactive dashboard will be available soon. The Q&A round resolved the perplexities of the new scheme.

VOTE OF THANKS



Suchita Dutta, Executive Director, Indian Staffing Federation concluded the conference with closing remarks delivered, extending her sincere appreciation to the delegates, sponsors, panellists, and session chairs for their invaluable contributions to the event's success. Each panellist's insights were recognized as having added immense depth to the deliberations, offering fresh ideas

and practical solutions for bridging gaps in employment, skills, and economic growth. The concluding remarks of Ms. Dutta reflected the collective spirit of collaboration and reinforced the conference's vision of building pathways for employment advancements.

Thank You Partners

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INDIAN STAFFING FEDERATION 17th NATIONAL EMPLOYMENT CONFERENCE **BRIDGING GAPS** **EMPLOYMENT. SKILLS. ECONOMY**

GLIMPSES FROM EVENT



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