



Indian Staffing Federation
STAFFING INDIA'S GROWTH

INDIAN STAFFING FEDERATION
6th INDUSTRY STAFFING CONCLAVE
THE INDIA EDGE
EMPLOYMENT REFORMS



#staffingisgood

 13th February 2026

 The Leela, Mumbai

**Event
Report**



KEYNOTE ADDRESS
CLARENCE BARBOZA
MANAGING DIRECTOR, DIGITAL
IMPACT OFFICE - APJC
CISCO



KEYNOTE ADDRESS
SAIRAM PRASAD
CEO (OMS DIVISION)
SUZLON ENERGY LTD



KEYNOTE ADDRESS
KALPESH DAVE
CXO (EX -DEPUTY CEO)
BAJAJ CAPITAL LTD



MANOJ KUMAR SHARMA
GROUP HEAD -
INDUSTRIAL RELATIONS
ADANI GROUP



ALOK SHEOPURKAR
HEAD HUMAN RESOURCES
HDFC ASSET MANAGEMENT



RAVI KHANNA
HEAD HUMAN RESOURCE
BOBCARD LTD



**BALASUBRAMANIAN
SETHURAMAN**
HEAD HR
**PAREKH INTEGRATED
SERVICES PVT LTD**



LAKSHMI S
CHRO
**APOLLO SINDOORI
HOTELS LTD**



SHUBHA ARORA
SVP & HEAD - HR
(OMS DIVISION)
SUZLON GROUP



KANIKA GARG
EX- COO
**GENERALI CENTRAL
INSURANCE COMPANY LTD**



DR. RAJANI TEWARI
CHIEF PEOPLE OFFICER
GREENCELL MOBILITY PVT LTD



HARISH NAMBIAR
GENERAL COUNSEL - INDIA
& GDC, DY. GENERAL
COUNSEL - APAC -**ATOS**
EVIDEN



MADHU DAMODARAN
CBT MEMBER **EPFO**
REGIONAL MANAGING PARTNER
& EMPLOYMENT LAWS HEAD
AMLEGALS



VIJAYA RUBY MALAN
EDTECH EVANGELIST
ZOHO CORPORATION
(HEAD,
ZOHO SCHOOL OF BUSINESS)



**KOTHANDARAMAN
SHANMUGAM**
TEAM PRINCIPAL
ZOHO RECRUIT

SESSION CHAIRS



NARAYAN BHARGAVA
BOARD MEMBER
INDIAN STAFFING FEDERATION
(CMD, **CALIBEHR BUSINESS
SUPPORT SERVICES PL**)



NITIN DAVE
CORPORATE MEMBER
INDIAN STAFFING FEDERATION
(CEO, **QUESS STAFFING SOLUTIONS**)



PRAMOD PACHISIA
BOARD MEMBER
INDIAN STAFFING FEDERATION
(COO, **2 COMS CONSULTING PL**)

EVENT HIGHLIGHTS



250+
PARTICIPANTS



160+
INDUSTRY EXPERTS



160+
COMPANIES



20+
SPEAKERS



10+ SESSIONS



MULTIPLE
NETWORKING
OPPORTUNITIES

The **6th Industry Staffing Conclave**, themed ***India Edge: Employment Reforms***, featured powerful discussions on Labour Code reforms, AI-enabled workforce transformation, flexi and gig employment growth, green economy opportunities, and the expanding role of Tier II and III markets. Through insightful keynotes and engaging panel dialogues, speakers underscored the importance of skilling, policy alignment, and a balanced human-tech approach, reinforcing that staffing is no longer viewed as a temporary workforce solution but as a strategic enabler driving sustainable growth and strengthening the foundation of India's evolving employment ecosystem.

WELCOME ADDRESS



Suchita Dutta, Executive Director, Indian Staffing Federation inaugurated the **6th Industry Staffing Conclave - *The India Edge: Employment Reforms*** with a warm welcome to industry leaders, partners, and delegates setting the tone for a day of meaningful dialogue and collaboration. The address highlighted the significant employment reforms, evolving tariff structures, and emerging workforce trends that have made this year a milestone for the staffing industry.

Participants were encouraged to engage actively in open and interactive discussions throughout the day.

PRESIDENT'S ADDRESS



Lohit Bhatia, President, Indian Staffing Federation highlighted the strong correlation between India's economic growth and the expansion of the staffing industry, emphasizing that staffing consistently grows in tandem with and often faster than the broader economy.

He underscored the industry's resilience, noting that even during periods of economic downturn, the staffing sector has demonstrated stability and adaptability.

Addressing concerns around AI and automation, he asserted that technological transitions create new employment

opportunities rather than eliminate human roles. Periods of disruption, he explained, require greater human capital for implementation, oversight, cyber security, and ethical governance. He also spoke about ISF's policy advocacy efforts, particularly in advancing job formalization and supporting workforce reforms, reinforcing the federation's critical role in strengthening India's employment ecosystem.

KEYNOTE ADDRESS



Sairam Prasad, CEO, (OMS Division) Suzlon Energy Ltd shared insights on the ***Green Evolution VS Human Capital***. He emphasized

emerging green economy, describing it as a shift away from carbon-intensive growth toward sustainable development. Highlighting India's ambitious renewable energy, green hydrogen, electric mobility, and green manufacturing goals, he emphasized that the success of this transition fundamentally depends on human capital. He noted that education, targeted

skill development, and workforce well-being are critical to accelerating the green transition. With many green opportunities expected to emerge in semi-urban and rural areas, bridging skill gaps and strengthening infrastructure will be essential.

He called for stronger collaboration between government, industry, and institutions to redesign curricula, create industry-aligned training programs, promote internships, and enable structured workforce development. He also positioned technology and AI as enablers that enhance productivity rather than replace human talent. The address concluded with a call for collective action to build a future-ready workforce capable of driving India's green economy transformation.

KEYNOTE ADDRESS



Kalpesh Dave, CXO & Ex-Deputy CEO, Bajaj Capital Ltd delivered an insightful address titled *“The India Edge Impact,”* reflecting on India’s growth through core economic fundamentals. Drawing from Adam Smith’s *The Wealth of Nations*, he highlighted four pillars of national progress—demographics, consumption, innovation, and entrepreneurship—stating that India shows strong momentum across most, with innovation requiring greater focus. He noted

that India stands at a critical inflection point, supported by strong demographics, rising consumption, expanding entrepreneurship, financial inclusion, and digital reforms. Looking ahead, he identified manufacturing, renewable energy, mobility transformation, and technology-driven sectors as key drivers of employment and economic growth. He also emphasized the importance of skilling, financial literacy, and workforce adaptability to ensure inclusive and sustainable growth.

KEYNOTE ADDRESS



Alok Sheopurkar, EVP & Head HR, HDFC Asset Management Company Ltd, delivered a keynote on *“Impact Makers – Evolving Dimensions of Human Resources.”* He highlighted that achieving India’s ambitious growth targets requires a collective shift in mindset and stronger confidence in Indian enterprises. He noted that rising incomes are transforming savers into investors, strengthening domestic consumption and capital formation. He emphasized the importance of systematic investment, policy

continuity, and disciplined execution, while acknowledging government reforms in taxation, digitization, and labour facilitation as steps toward a more enabling business environment.

Addressing workforce transformation, he stressed the need to nurture micro-entrepreneurs and globally competitive talent. With AI and automation reshaping industries, he underscored the urgency of skilling, upskilling, and reskilling to ensure inclusive and future-ready growth.

SESSION 1:

THE NEXT TRILLION: EMPLOYMENT GAME CHANGERS



Session 1 (L to R): Kalpesh Dave, CXO & Deputy CEO (Ex), Bajaj Capital Ltd; Alok Sheopurkar, EVP & Head HR, HDFC Asset Management;; Kanika Garg, Ex-Chief Operating Officer, Generali Central Insurance Company Ltd; Shubha Arora, SVP & Head - Human Resources (OMS DIVISION), Suzlon Group; Nitin Dave, Corporate Member, Indian Staffing Federation; Chief Executive Officer, Qess Staffing Solutions

Speakers:

Kalpesh Dave, CXO & Deputy CEO (Ex), **Bajaj Capital Ltd**

Alok Sheopurkar, EVP & Head Human Resources, **HDFC Asset Management**

Shubha Arora, SVP & Head - Human Resources (OMS DIVISION), **Suzlon Group**

Kanika Garg, Ex Chief Operating Officer, **Generali Central Insurance Company Ltd**

Session Chair:

Nitin Dave, Corporate Member, **Indian Staffing Federation**; CEO, **Qess Staffing Solutions**

The “**Next Trillion: Employment Game Changers**” session delivered a forward-looking perspective on where India’s next wave of growth and employment will emerge. Technology and AI were highlighted as powerful accelerators, transforming financial services and enabling smarter, more scalable business models. Manufacturing and renewable energy; particularly solar, wind, and storage were identified as major investment drivers and job creators, especially across emerging regions beyond the metros. The services sector, including BFSI, fintech, retail, and global capability centers, continues to strengthen India’s economic foundation while rapidly evolving in scale and sophistication. The panelists emphasized that the next trillion will be powered not just by capital, but by capability a tech-enabled, adaptable workforce equipped with global-quality skills, strong learning agility, and the ability to navigate constant change. Skilling, inclusion, infrastructure development, and disciplined execution were underscored as critical enablers in translating opportunity into sustained economic momentum.

KEYNOTE ADDRESS



Clarence Barboza
Managing Director - Digital Impact Office APJC, Cisco, shared perspectives *Staffing And Skilling in the Age of AI*. Reflecting on his 20+ year association with India and Cisco's three-decade presence in the country, he highlighted early digital initiatives including broadband expansion and rural connectivity that demonstrated the power of technology-led transformation.

He underscored a clear and consistent lesson from every wave of technological disruption most recently the rapid rise of AI tools like ChatGPT and that staffing and skilling must evolve together. While AI is set to transform the majority of roles, it will simultaneously unlock new opportunities, particularly in high-demand areas such as AI, data science, networking, and cybersecurity.

Highlighting the AI Workforce Consortium, he noted that nearly 90% of jobs will be influenced by AI in some way. He concluded by urging organizations to proactively invest in reskilling both internally and for clients to stay ahead in an AI-driven future.

SESSION 2:

INDIA EDGE: BRIDGING EMPLOYABILITY VS DEMAND



Session 2 (L to R): Ravi Khanna, Head Human Resource, BOBCARD; Dr. Rajani Tewari, Chief People Officer, GreenCell Mobility Pvt Ltd; Narayan Bhargava, Board Member, Indian Staffing Federation; CMD, CalibeHr Business Support Services Pvt Ltd

Speakers:

Ravi Khanna, Head Human Resource, **BOBCARD**

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

Session Chair

Narayan Bhargava, Board Member, **Indian Staffing Federation**; CMD, **CalibeHr Business Support Services Pvt Ltd**

The session centered on the structural mismatch between employability and industry demand, emphasizing that India's challenge is not merely unemployment, but the widening gap between available talent and job readiness. Panelists described the situation as paradoxical: while industries across sectors continue to face talent shortages, a significant portion of graduates remain unprepared for real-world roles. The discussion highlighted that this gap exists across levels—at the entry stage in terms of adaptability and openness to learning, at the mid-level in people management and leadership maturity, and at senior levels in strategic foresight and the ability to navigate rapid change. A key takeaway was to move beyond expecting “ready-made” candidates and actively co-own skilling through structured on-the-job training, apprenticeships, and industry-academia collaboration. Successful global apprenticeship models were cited as strong examples of this integrated approach.

The discussion concluded with a strong call for collective action urging industry, government, and academia to work together in building a more aligned, skilled, and future-ready workforce for India.

SPECIAL SESSION:

ENSURING DATA PRIVACY IN MODERN HIRING SYSTEMS



Vijaya Ruby Malan, Ed-Tech Evangelist, Zoho Corporation (Head, Zoho School of Business) spotlighted the growing urgency of data protection in recruitment, especially in light of India's Digital Personal Data Protection framework. With hiring increasingly powered by AI and automation, organizations were urged to reassess how candidate data is collected, processed, stored, and shared.

The speaker highlighted that recruitment is fundamentally about people and people come with sensitive personal information. From resumes and background checks to biometric data and

AI-driven assessments, every touch point carries responsibility. Through the example of a candidate being auto-rejected by an algorithm, the session emphasized the importance of transparency, and informed consent. Organizations cannot rely on “black box” AI decisions or blanket consent buried in lengthy policies.

The session reinforced that compliance is not just a legal obligation but a trust imperative. As regulations tighten and penalties increase, organizations must proactively build privacy-first hiring ecosystems. Data protection should not be an afterthought it must be embedded into systems, processes, and organizational culture from day one.

WORKSHOP:

LABOUR CODES: INDUSTRY READINESS – WHAT & HOW?



Workshop (L to R): Manoj Kumar Sharma, Group Head - Industrial Relations, Adani Group; Madhu Damodaran, CBT Member, EPFO; Regional Managing Partner & Employment Laws Head, AMLegals; Harish Nambiar, General Counsel - India & GDC, Dy. General Counsel – APAC- ATOS, Eviden

Subject Matter Experts:

Manoj Kumar Sharma, Group Head - Industrial Relations, **Adani Group**

Madhu Damodaran, CBT Member, EPFO; Regional Managing Partner & Employment Laws Head, **AMLegals**

Harish Nambiar, General Counsel - India & GDC, Dy. General Counsel – APAC- **ATOS, Eviden**

The session emphasized that with limited time left for implementation, organizations must move from discussion to action on the Labour Codes. While the Codes consolidate 29 laws into four and retain much of the existing framework, the structural changes—especially around wage definition, fixed-term employment (FTE), and social security require careful recalibration.

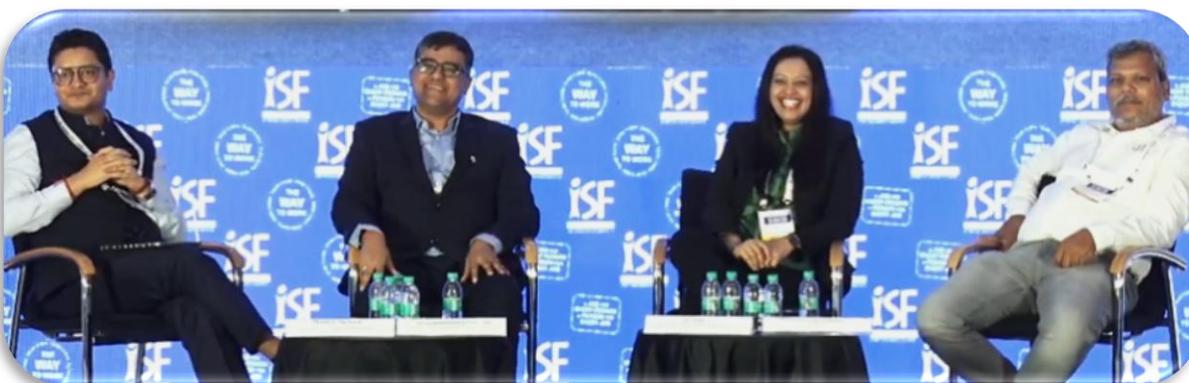
FTE was highlighted as a positive reform, particularly for project-based industries like IT, offering greater flexibility for both employers and employees. However, ambiguity around components such as variable pay within the wage definition may significantly impact statutory liabilities, including PF and gratuity.

The experts cautioned against relying on informal interpretations and stressed the need for clause-by-clause reading of the Codes and draft rules. Financial impact, actuarial liabilities, union negotiations, and internal change management were identified as key challenges.

The core message was clear: compliance is not just legal alignment but strategic governance. Organizations that prepare early and communicate transparently will manage the transition smoothly, while those delaying action may face operational and financial strain.

SESSION 3:

HOW WILL TECH CHANGE THE FACE OF FRONTLINE EMPLOYMENT IN 5 YEARS?



Session 3 (L to R): Pramod Pachisia, Board Member, Indian Staffing Federation; Chief Operating Officer, 2 Coms Consulting Pvt Ltd; Balasubramanian Sethuraman, Head Human Resource, Parekh Integrated Services Pvt Ltd; Lakshmi S, Chief Human Resource Officer, Apollo Sindoori Hotels Ltd; Kothandaraman Shanmugam, Team Principal, Zoho Recruit

Speakers:

Balasubramanian Sethuraman, Head Human Resource, **Parekh Integrated Services Pvt Ltd**

Lakshmi S, Chief Human Resource Officer, **Apollo Sindoori Hotels Ltd**

Kothandaraman Shanmugam, Team Principal, **Zoho Recruit**

Session Chair:

Pramod Pachisia, Board Member, **Indian Staffing Federation**; (COO, **2 Coms Consulting PL**)

The session on *How will Tech change the Face of Frontline Employment in 5 years?* underscored a powerful reality the future of work is already here. With Gen Z actively shaping workplaces, AI tools like ChatGPT becoming commonplace, and automation steadily integrating into operations, frontline hiring is undergoing a fundamental shift. Discussions

highlighted the growing impact of Labour Codes and the expanding gig ecosystem, where flexible employment models are balancing digitization with dignity by fostering livelihood, belongingness, and social security.

At the same time, AI is transforming recruitment processes from sourcing and screening to chatbot engagement, yet the consensus remained clear: while technology can drive efficiency, human judgment is irreplaceable in ensuring cultural fit, ethical decision-making, and contextual understanding. The session also emphasized the urgent need to align hiring with skilling, as frontline roles now demand digital literacy, accountability, and a customer-centric mindset. Ultimately, the key takeaway was that adaptability not just efficiency will define the future of frontline workforce strategies.

VOTE OF THANKS



Somnath Banerjee, Board Member, **Indian Staffing Federation** and CEO & Co-Founder of **Orion Corporate Alliance Pvt Ltd**, reflected on Mumbai as a symbol of resilience and progress much like India's evolving workforce.

He emphasized that the industry is moving from seeking employability to building it, powered by skilling, technology, and formalization. Summarizing the conclave's key insights from AI-human collaboration and green growth to

labor reforms and the rise of Bharat he reinforced that staffing is no longer a stopgap but a growth infrastructure.

He concluded by thanking partners, speakers, and members, affirming that the industry is not just participating in the global workforce market, it is shaping it.

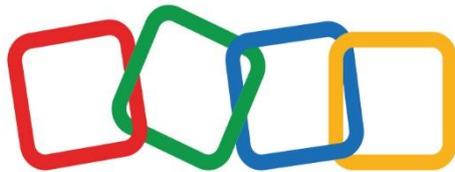
EVENT GALLERY





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