



Indian Staffing Federation

National Conclave

“A Job for Every Person, A Person for Every Job”

20th Nov 2013, The Leela, Mumbai

AGENDA

Session I

A Job for Every Person: Employment bottlenecks

Session II

A Person for Every Job: Talent crunch/Employability

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1.1 Executive Summary

Indian Staffing Federation's 2013 national conclave was held in The Leela, Mumbai, on 20th November 2013, shaping its discourse around the theme "A Job for Every Person, A person for Every Job".

The dialogue was comprised of two substantive sessions each covering an important facet of employment and employability, and the role of Staffing in helping resolve the constrictions of both the facets.

Participants in the conclave, who came from staffing industry as well as vocational/skills training industry and from academia, human resources as well as employment agencies, sought (i) a better understanding of the potential role of Staffing as a development tool in a growing economy, (ii) to share knowledge about best practices, particularly with respect to the implementation and evaluation of the role of Staffing in progressive economy, (iii) to understand the importance of vocational and skills training and its relevance to the needs of the nation and its people in the 21st century thereby improving employment opportunities and employability of youth in the country, and (iv) to identify measures that need to be taken by the employers, training organizations and government to achieve the target: A Job for Every Person, A Person for Every Job. The discussions in each panel were lively with contributions from panel members. The purpose of this report is to summarize the main points made during the ISF National Conclave, Mumbai, 2013.



1.2 Welcome Address and Agenda

Ms. Rachna Saksena, Western Chairperson, Indian Staffing Federation, welcomed the delegates and opened the conclave. By reviewing some of the pertinent facts concerning employment and labour laws in the country, Ms. Saksena expressed her concern over regulations and labour laws that entrap work force in the vortex of bureaucracy and legislation, and instead of providing them protection, push them towards the maze of unorganized sector. Ms. Saksena quoted the RBI Governor Mr. Raghuram Rajan, who also shared his concern over the increasing in-formalization of labour workforce and blamed labour laws for both paucity of good jobs and inadequate protection. A possible solution would be initiation by the industry to exert amendments.



Ms. Rachna Saksena concluded by reassuring ISF's agenda to embark on regulatory reform initiatives and best practices in the employment arena to achieve the ultimate paragon: A Job for Every Person, A Person for Every Job.



Ms. Saksena heartily welcomed every one again and expressed regret on behalf of some of the guests who could not make it to the conclave. These included Mr. Hussain Dalwai, Member of Parliament and Ex-Minister of Labour in Maharashtra Cabinet, who was called away for an important party meeting, and Mr. Madhukar Gaikwad, Labour Commissioner, who had to attend to a meeting at Mantralaya. She then requested, Ms. Rituparna Chakraborty, Vice President - ISF, Mr. Mehul Shah, MD & CEO- Collabera Technologies, Executive Board member ISF and the principal sponsor for the event, along with Mr. Moorthy Uppaluri - MD & CEO Randstad India Ltd and Mr. A.G. Rao, MD - Manpower Group to light the lamp. Post lamp lighting Ms. Saksena invited Ms. Rituparna Chakraborty to address the conclave.



1.3 ISF: The Way Forward

Ms. Rituparna Chakraborty, Vice President ISF, started her address by emphasizing the fact that growth is not necessarily impetus to poverty reduction. She said that *Naukri* (employment) had still not taken over *Garibi* (poverty) in any politician's narratives. While clearly it was not the Government's agenda, private companies and the corporate sector were actively helping fill the lacuna contributing to organized workforce. She shared statistics of ISF's member companies that have employed over 5 million Indians in the last 10 years.



While these statistics were impressive, there remains still more to be done. Ms. Chakraborty listed the following points that point the way ahead for ISF:

- i. Changing Contract Labour Regulation and Abolition Act and making it flexible, implementable, secure and free from corruption.
- ii. Recognizing flexi-staffing as a self sustained industry that contributes to making the economy competitive and productive.
- iii. The ACT to change from a typical employer-employee bipartite relationship to the one that acknowledges a tripartite relationship, recognizing worker, user company and flexi-staffing provider.
- iv. Identifying and marking clear composition of user company and flexi-staffing provider.
- v. One national license, with clearly defined qualification criteria, for flexi-staffing companies. License to be renewable every three years.
- vi. For flexi-staffing license, a minimum capital requirement to be mandated.
- vii. With respect to legalization and regularization definitions to be made clear, starting from the definition of a worker; aligning these definitions to other labour enactments such as Industrial Dispute Act, ESI, Bonus Act, PF etc.
- viii. To build a platform for social interactions that seeks to address the trust deficit and other issues between Trade Unions, Employers, Staffing Companies and the Government.



ix. States to actively facilitate just and secure environment for contract labour.

Ms. Chakraborty pointed out that labour reforms remained to be a topic of debate since ages, but has been least acted upon. She asserted ISF's commitment to bringing in ameliorations even if it meant a long wait.

1.4 Session I – Panel Discussion: A Job for Every Person: Employment Bottlenecks

1.4.1 INTRODUCTION TO THE PANEL MEMBERS

THE CHAIR, *Moderator*: **Mr. Veerendra Mathur – Joint Managing Director, Future Focus Infotech**

Veerendra P Mathur is a first generation entrepreneur whose passion lies in leveraging the human potential to enhance business values. A postgraduate in Pharmacy, he moved on to set up his first business after a brief stint in pharmaceutical selling. He has established three ventures in the IT and ITES arena between 1991 and 2000 and has successfully exited two of them. With the mission of generating employment opportunities for young Indians, Veeren co-founded Future Focus Infotech in the year 1997.



Panelist 1: **Mr. Pratap G – Senior Director HR, Maersk GSC**

Pratap is the Senior Director HR at Maersk GSC, responsible for Human resources for the Global GSC's in India, China & Philippines. He was earlier the VP HR at TCS BPO responsible for Leadership Hiring, Development & Talent Management, his key objective was to hire & develop Leaders so that the business has a strong Leadership pipeline & was also responsible for Talent Management. In his stint with GE Capital (Genpact) he was responsible for Human Resources, Talent Acquisition & Resource Management Globally for the Software division.



Panelist 2: **Mr. Visty Banaji – Founder and CEO, Banner Global Consulting**

Visty Banaji is founder and CEO of Banner Global Consulting, a boutique strategic HR consulting firm that has provided consulting service to top-ranking corporate houses including the Tata Group, Mahindra & Mahindra, Larsen & Toubro and the Aditya Birla Group. Till 2010 Visty was Executive Director & President (Group Corporate Affairs) on the Board of Godrej Industries Limited. Prior to that he worked in France & India for ALSTOM. Visty started his career in 1973 as a Tata Administrative Service Officer with the Tata Group where he became Corporate HR Head for Telco (now Tata Motors). Visty is a recipient of the National HRD Network's (NHRDN) Pathfinders Award 2006 for Seasoned HR Professionals.



Panelist 3: Dr. R. Krishna Murthy – Director, Industrial Relations Institute of India

Dr. R. Krishna Murthy is working as the Director of the Industrial Relations Institute of India and is a consultant in the field of Industrial Relations and Human Resource Management. He is also heading S.R. Mohan Das & Associates, a Consultancy firm. He is also the Editor of the monthly Journal, “ARBITER” published by the Industrial Relations Institute of India, a non-political and non-governmental organization, set up by late Mr. Mohan Das. He has done his Ph.D. in Management from the Jajlal Bajaj Institute of Management. He has been for advice on routine H.R. matters or legal issues, matters pertaining to compliance under labour laws, legal queries, handling issues of indiscipline, termination of employment, etc.



1.4.2 THE DISCUSSION

Mr. Veerendra Mathur’s primal address served to introduce and contextualize the one-hour “A Job for Every Person – Employment Bottlenecks” discussion that he facilitated. Mr. Mathur began by quoting the Chinese adage: Give a man a fish and you feed him for a day, teach a man to fish and you feed him for a lifetime. So what were the constraints that kept us from teaching men to fish, or getting them the jobs? Mr. Mathur spoke of the importance of analyzing the demographics and data. With India being the youngest nation in the world, it would make perfect sense to create opportunities that help India become the superpower. He also spoke of academics and compared regular degree courses vis-à-vis vocational courses. Although vocational courses provided skill training that was more pro-job, but as compared to degree courses, vocational courses still had a long way to go in terms of recognition both from the industry and society. He also spoke of the role of entrepreneurship in a growing economy. Mr. Mathur seemed optimistic regarding growth and success and Government playing a major role in providing a conducive environment.



Mr. Mathur then handed the mike to Mr. Pratap G., who concurred with the observation that there was indeed a changed role for academicians and planners under the new dispensation, and commented on the use of training and facilitation to enable this transition to be made more smoothly. He pointed out that in the present scenario there was a huge gap in what the youth were learning and what business actually demands. Mr. Pratap showed his concern over getting staffing regulated, and how it could be done. Mr. Pratap noted that while the industry expectation in terms of quality manpower was pressingly increasing, the educational infrastructure still had to revamp to the needs. Lastly, Mr. Pratap commented on non-structured employment backdrop, where basics were not being adhered. He asked if ISF as a body could help get the talent pipeline structured.

The next speaker, Mr. Vishty Banaji, started his address by pointing out the employment bottlenecks, of which Government topped the list. He said that even employers were a part of the problem where in there was a conflict of what employers asked for and what they take. Mr. Banaji talked of the 2013 World Bank report in which India ranks at the 134th position in ‘ease of doing business’ amongst 189 economies that were considered, followed by countries like Afghanistan, Sudan, Tajikistan, etc. India has been ranked lower at 179th position in terms of ease of starting a business, says the report. This showed the sorry state of affairs in the

country for growth and prosperity. Mr. Banaji pointed out that there seemed to be no political will or support to make the economy stronger. There is no support system for start-ups. While entrepreneurial start-ups across the world start small and grow large, in India start-ups start small and stay small. Most of the times entrepreneurs spend efforts and resources in struggling to survive than concentrating on growth.

Mr. Banaji observed that along with the absence of a business-conducive environment there were no employment friendly laws in the country. He examined the role of bodies such as ISF, CII etc. in pressing for reforms.

Apart from regulatory reforms, Mr. Banaji spoke of the importance of training in creation of employment. He also talked of a cultural shift where-in job market would become skill based, competitive and not degree and grade based.

Dr. Krishna Murthy took over the discussion and started on a positive note prompting the tremendous growth in service sector and how India and China had become manufacturing hubs. There was growth, in the market and in the industry as well, and this growth was there in spite of the law. But he showed his concern for the underutilization of the growth and opportunity.

With so non-conducive laws and regulations why were reforms not taking place? Dr. Murthy pinpointed the problem saying Government was not finding courage to flee from regulation. He said bureaucracy was not ready to let the power go off their hands. Like the other panelists, Dr. Murthy reemphasized the need for skill development and job-oriented training.

Mr. Pratap then built upon the point of skill development. He asked what was it that ISF could do in this regard? ISF could bring together such a body that dealt with skill development for the large number of employable youth in the country. He mentioned that the Government had huge budgets but deployment of the funds seemed to be the concern area. Mr. Murthy gave the example of companies like GE Capital and Infosys who work with the Government at school and college level to provide skill development training. They provide education to engineering college teachers who further train young engineers. Mr. Pratab seemed positive about the fact that industry was willing to pay for quality.

Mr. Mathur said that clearly skill development and job oriented training was the call of the day, but what is it that could be done and how? He said there was a barrier on qualifications that needed to be addressed by the industry.

Dr. Murthy said whilst there was huge demand for skilled youth, there is a supply as well. There is a large number of MBAs and engineers but not necessarily employable. He gave example of L&T who create their own talent pool.

Mr. Banaji seemed to have an answer to the common concern of skilled workforce. He suggested the following three things:

- i. Bringing in labour law reforms. He said a large part of labour legislation has executive committee that could set stage for the necessary regulatory amendments.
- ii. Organizations to step up for pay parity. Abolition of contract act.
- iii. Getting the reforms done state-to-state other than trying to tackle the whole mammoth of a problem in one strike.

Mr. Banaji also tried to see the problem from a different perspective. He said staffing organizations were not *mafia/don* type employers. He advised the staffing companies to be adamant that the employer company pays it fair. He also suggested that staffing companies could judiciously plan and take some risk of temporary employment.

Mr. Pratap took over the discussion and said it was the staffing industry’s prerogative to bring in the reforms both regulatory and social. Depending on the Government beyond a certain point did not make sense.

Mr. Mathur summarized the discussion and thanked the panelists for their value inputs. He ended on a note hoping there were lessons learned and actions decided based on the discussion.

1.4.3 QUESTION SESSION

Question: With flexi staffing being the new cynosure of the industry and the onus on flexi-staffing to provide satisfaction and security compared to permanent employment, what would be the business model for flexi-staffing company? Also, employers are not pushing for labour reforms, is it because they are looking for lucrative informal market options?

Mr. Banaji: With the kind of arrangement a staffing company has, it can only make money by underpaying the employees. A fair way to make the business model work would be – taking work from the principal company, instead of delivering the work as a whole, slicing it down according to specialization. This is where the cost competitiveness can come into picture. Aggregating numbers will make business sense. For the second part of the question, it is the chicken and egg kind of situation, actually the one in which the egg has started eating the chicken!

Dr. Murthy: There is a particular example in this case. A flexi-staffing company has a housing complex with amenities like swimming pool, gymnasium etc. The company caters to flexi-staffing for a very specialized kind of work. There are bachelors who willingly take up the contractual job. It’s a win-win for everyone involved.

Mr. Banaji: Private sector participation with geographic and data connectivity across the country will help the cause of employment and cost efficiency for employment providers.

1.5 Session II – Panel Discussion: *A Person for Every Job: Talent Crunch/Employability*

1.5.1 INTRODUCTION TO THE PANEL MEMBERS

THE CHAIR: Moderator: Mr. Ninad Karpe – CEO and MD, Aptech Ltd.

Ninad Karpe is CEO & MD of Aptech Ltd., a global education company, which has trained more than 6.5 million students over the last 25 years and now operates 1300 plus centers in India and China, as well as 40 emerging countries. Since joining the company in February 2009, Karpe has been aggressively pursuing a strategy to position Aptech Ltd. on the world stage as a truly global provider of learning solutions.



He previously served CA Technologies, the world’s fourth largest software vendor, as MD covering India & SAARC countries. In this post, Karpe was responsible for extending the company’s technology reach and building strategic partnerships.

Panelist 1: Girish Singhania – Founder & CEO, Edubridge

Girish comes from a strong operational background having worked in one of the world’s largest FMCG companies – Procter & Gamble. He then moved on to an investment bank in Mumbai where he worked with global financial investors to bring investments into the Indian market. The invaluable combination of financial as well as operations experience led Girish to start EduBridge. An IIM Bangalore graduate, Girish is passionate about developing businesses, which is also beneficial to the society. He is a sports fanatic and claims that he would have been a part of the Indian cricket team had it not been for IIM.



Panelist 2: Mr. Muralidhar Rao – CEO, Future Learning

Muralidhar Rao holds a B-Tech in Chemical Engineering (1981) and a Post Graduate Diploma in Management (PGDM) from IIM Bangalore (1983). He has been in the field of education, corporate training and skill development for the last 30 years.

Murali, as he is fondly called, is currently the CEO of Future Learning, which oversees 3 lines of businesses – Learning Solutions offered through Future Lead, higher education offered through Future Innoversity and skill development and employability solutions offered through Future Sharp. Under his leadership, the company has bagged prestigious projects with government bodies like National Skill Development Corporation (NSDC) and National Rural Livelihood Mission (NRLM) under Ministry of Rural Development (MoRD).



Panelist 3: Miss Chitra Chatterjee – Student, S.P. Jain Institute of Marketing and Management Research, Mumbai

Chitra Chatterjee is a 2nd year student of Marketing Management at SP Jain Institute of Management and Research in Mumbai. An electronics engineer from R.V. College of Engineering, Bangalore with two years of experience in the consulting domain with Deloitte and ZS Associate, Chitra is an avid public speaker who has represented her university & India at the All Asian Parliamentary Debate, Dhaka, 2008 and SPJIMR at the Harvard Project for Asian and International Relations conference in Boston this year. In addition Chitra has served as a journalist for 6 years with the Statesman in School, Kolkata and has been Editor of her school, college and B-School journals. Chitra has completed her internship with Tata Administrative Services whom she will be joining as management trainee in June next year where she hopes to continue her fascinating journey of learning & self-discovery.



1.4.2 THE DISCUSSION

The discussion started with Mr. Ninad Karpe providing his views on employability concerns in the country and setting context for the discussion. He said there was a gap between what students learned and what industry demanded. In light humor he said that college students were not like spare parts that could be fitted in the vehicles and the vehicles could be on the go, although that would have been the ideal situation. But there was a lot of refinement that needed to be done in an educated youth to make him/her employable. With the given problem in hand, vocational training seemed to be the answer. Mr. Karpe seemed very clear with the opinion that Government was not the answer to any of the problems. He said that it would be wise not to expect anything from the Government. Hence it was in hands of the employees, employers and the industry to bring in the solution for the problem of employability.



Mr. Karpe marked that June 2014 would be a landmark event for the country as India will become the second largest Internet using population in the world. This statistic seemed to hold many a answer to the problem of employability in the country. He gave the example of rural areas where the person surfing and helping students look for information on the Internet was referred to as '*Google Bhaiya*'. If these *Google Bhaiyas* were to help reach out youth in rural India and be a part of the skills/vocational training programs, there would be so much of employable population at the industry's dispense.

Mr. Girish Singhania took stage from there. He seemed to disagree with Mr. Karpe on the role of Government. He believed Government had a vital role to play in creation of employment and employable youth in the country. He discussed the issue of ITIs and Polytechnic institutes that were providing vocational training. The concern with any such training was that the Government provided it for free because of which these trainings or courses do not hold much value, neither in the eyes of the students who tend to take the training carelessly nor in the eyes of the employers who obviously doubt the effectiveness of any such training. Mr. Singhania also discussed the constrictions in training today's youth. He said that the youth today were suffering from two major behavioral issues: first the propensity to do nothing and second, herd mentality. He gave an example of a girl in Tamil Nadu whom they trained and provided an opportunity in a corporate firm as a cashier. The girl had to travel half an hour in a bus that she could get from the street just next to her house. This job would pay her 8000 Rupees a month and she was required to work out of an air-conditioned office - kind of ideal conditions for a job seeker. But this girl put down the offer and chose to teach in a school close to her house for mere 1800 Rupees a month. And taking the other example he said a young man joined a lesser paying job just because he wanted to join his friend who got the lesser paying job. The point that Mr. Singhania was trying to make was that there were issues beyond regulations that needed to be addressed while we talk of employability in the country.

Mr. Muralidhar Rao then took over the dais and spoke from an experience of 30 years in the industry. In his vast experience he had seen the thick and thin of the industry and in typical terms been there, done that. Mr. Rao opened the dialogue on a positive note saying in his observation - things were changing and changing for good. He seemed to partially disagree with Mr. Singhania on the issue of lack of aspiration in youth. He said there was a chunk of people fitting into the group, but at the same time there was another set of youth who were motivated and aspiring at the same time. He cited an example of a young girl who was willing to go an extra mile so that she could relieve her father's burden of handling the family finances and could take responsibility of her siblings' education. Mr. Rao talked of skills training and how it was important for the

industry to endorse any such training. He said there was a social stigma attached to vocational courses vis-à-vis degree courses that needed to be tackled.

Mr. Rao also seemed optimistic about the Government funds for development of skilled manpower and its deployment. He said that the Government was working towards initiating vocational courses and skill development courses as early as standard ninth. Some state governments have started introducing such courses.

Mr. Rao also spoke of industry credence to trained workforce. For this it would be important to have third party evaluation/assessment of the training so that the quality level of that training could be validated.

On a holistic scale, Mr. Rao felt that as per his experience, necessary change has started creeping in, and for a country that has the youngest population in the world, there was hope in utilizing that manpower in constructive and progressive ways.

On this note Mr. Murlidhar Rao handed the dais to Ms. Chitra Chatterjee. Ms. Chatterjee spoke on behalf of the educated urban youth; their expectations from the industry and the concerns they face. Ms. Chatterjee talked of on-the-job training based education and its importance for aspiring managers. She cited examples from her business school where students from sales specialization were made to 'Live the Life of a Salesman' for a day wherein students were made to accompany their designated salesperson on all his sales calls for the given day. Ms. Chatterjee also talked of setting examples by showing success stories to motivate youth to take up skill development courses. She said since all big firms had CEOs and top managers who were MBAs, MBA as a career option became exceedingly popular with youth. In a similar context she also cited example of her school in which they had a mentorship program wherein each student mentored a young school going child from the less privileged section of the society. She said this helped the young child see a success story and set in an aspiration. Lastly Ms. Chatterjee talked of each student making a profile as against just relying on a degree, the way students did in the west.

Mr. Karpe took over the dais again to summarize the discussion. He still seemed to not agree with Government dependence but acknowledged the views presented by other panel members regarding breeding vocational and skills training to become a more yielding discipline.

1.5.3 QUESTION SESSION

Question: There is a huge need and expectation from skill development/ training corporations. How many are actually being able to do justice to the requirement? For example, in China 5% of software infrastructure support is given to entrepreneurial startups, which is a huge incentive. Is there any such support/incentive for training corporations here?

Mr. Singhania: In terms of availability of training centers, there are training centers like ours that are available in significant numbers across the country because of the support, either of the Government, CSR initiatives or a local body. Then there are larger corporations like the Future Group and others that have their presence across the nation at an even larger scale. So there are a plenty of training centers that are doing the job and doing it well. Monitoring this training, standardization of assessment and bringing all under one roof is what the Government is trying to do through bodies like NSDC etc. As for the entrepreneurs who wish to enter the arena, it is definitely challenging. There are funds available, there is human resource available, and all that is needed is the will to start.

Mr. Rao: There are a lot of innovative models like franchising available to entrepreneurs who are willing to start work in training industry. A lot of work is already being done. We are at the

verge of becoming world's lowest-cost trained-manpower providers. Staffing companies play a major role in making this work.

Question: For high-end employment providers like the IT industry, that recruit from top management and engineering institutions, what is the mindset of students regarding on-job training considering they are already highly educated?

Ms. Chatterjee: Every job necessitates some level of on-job training. In most cases students are already going through some kind of apprenticeship in the initial phases of their job like they are associated to some senior manager for a year or so. Students, in general, have a very positive outlook towards training and mostly are keen to take it up given the learning that comes through with this kind of an arrangement.

Question: Are the urban youth willing to take up vocational training or are they apprehensive about it?

Mr. Singhania: There are several skill development organizations that are specifically working for the urban youth. But the truth remains that there is no aspiration associated to vocational training for the urban youth. However, there is unemployment even after graduate and post-graduate degrees, which is when most of these youngsters turn to vocational training as the last resort.

Mr. Rao: The urban youth 'suffers' from a stigma where in they do not want to take up a job that pays below a certain standard even if the per capita income is very low. To tackle the problem, we have set up vocational training centers in the satellite circumference of the major cities, where youth get training followed by employment. For some reason such training centers in the heart of the city do not work.

Ms. Chatterjee: It is a typical mindset problem. To tackle the issue, industry has to step forward first. Typically, a candidate with a vocational certificate will not earn as much as the candidate with an engineering degree, even if the degree comes from a college that is not properly regularized or recognized. Society has these blinders. To remove the blinders and incentivise vocational training, we need to create inspiration by celebrating success stories.

1.6 Vote of Thanks

Towards the end of the conference Mr. Reddy delivered the vote of thanks thanking all the delegates, panelists and speakers for having shared their valuable views. Mr. Reddy also thanked all the sponsors including principal sponsor Collabera, lunch sponsor Futurz Staffing, lanyard and logo sponsor Randstad, momento sponsor Genius Consultants, and logo sponsors Future Focus Infotech, Artech Infosystems and Calibehr. He said it was very humbling to see all competitors come together for the cause of the industry. Mr. Reddy thanked the hotel staff for their help and efficiency. And lastly he thanked the ISF secretariat, Mr. Rohit Lakhera and Ms. Isha Gupta for helping put a great event together.

With so-much food for thought, stomachs had started rumbling for their bit too. Mr. Reddy ended the conference with an onerous question (on a light note); do we eat to live or live to eat? It did make a fantastic water-cooler-discussion over lunch!



Program Schedule

- 0930 hrs **Welcome Address and Agenda –**
Rachna Saksena
Western Chairperson, Indian Staffing Federation
- 0945 hrs **ISF - The way forward**
Rituparna Chakraborty
Vice - President, Indian Staffing Federation
- 1030 hrs **Session 1: Panel Discussion**
A job for every person: Employment bottlenecks
- Moderator - Mr. Veerendra Mathur
(Joint Managing Director – Future Focus Infotech)
 - Panelist 1 - Mr. Pratap G
(Senior Director – HR at Maersk GSC)
 - Panelist 2 - Mr. Visty Banaji
(Founder and CEO of Banner Global consulting)
 - Panelsit 3 – Dr. Krishna Murthy
- 1130 hrs *Coffee Break*
- 1215 hrs **Session2: Panel Discussion**
A person for every job: Talent crunch / Employability
- Moderator - Mr. Ninad Karpe
(MD & CEO of Aptech Limited)
 - Panelist 1 - Mr Girish Singhanian
(Founder & CEO of Edubridge)
 - Panelist 2 - Mr Muralidhar Rao
(CEO of Future Learning)
 - Panelsit 3 - Ms. Chitra Chatterjee
- 1315 hrs **Vote of Thanks**
Raja Sekhar Reddy
- 1330 hrs **Lunch**

Online Press Coverage

<http://www.youtube.com/watch?v=OjAQ9UfbR8E&feature=c4-overview&list=UUQlycDaLsBpMKjOCeaKUYVg>

<http://economictimes.indiatimes.com/news/news-by industry/jobs/staffing-firms-create-over-5-million-jobs-in-last-10-years-indian-staffing-federation/articleshow/26104231.cms>

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<http://www.prlog.org/12245504-over-5-million-youth-employed-through-isf-members-in-the-last-10-years.html>

Press Coverage

DNA



Deccan Chronicle



Asian Age



आईएसएफ का राष्ट्रीय सेमिनार

► मुंबई। इंडियन स्टाफिंग फेडरेशन का राष्ट्रीय सेमिनार पिछले दिनों संपन्न हो गया। 'नौकरी हर व्यक्ति के लिए, व्यक्ति हर नौकरी के लिए' विषय पर इस सेमिनार में चर्चा की गई। इसके साथ ही संस्थान किस तरह सही कर्मचारी व काम करके आर्थिक तंगी से बच सकता है, इस पर चर्चा हुई। आईएसएफ की उपाध्यक्ष सितुपर्णा चक्रवर्ती ने बताया कि आईएसएफ के आज करीब 34 सदस्य हैं। पिछले एक दशक में प्रतिशतित दस लाख कर्मचारियों को रोजगार उपलब्ध कराया गया।

सिद्दस्थान में दो करोड़ के करीब फ्लेक्सि स्टाफ हैं जिसमें मात्र 9.3 लाख ही संगठित क्षेत्र के हैं। इस क्षेत्र में प्रतिवर्ष 9.4 से 10 प्रतिशत की वृद्धि की बात बताते हुए वह कहती हैं कि विश्व स्तर पर सिर्फ 3 प्रतिशत फ्लेक्सि स्टाफ संगठित हैं। देश की अर्थ व्यवस्था में आज फ्लेक्सि स्टाफ महत्वपूर्ण हिस्सा है। करीब 90 प्रकार के उद्योग क्षेत्र में रोजगार उपलब्ध कराया जाता है।

Photo Gallery







About ISF:

Indian Staffing Federation (ISF) was set up by leading staffing companies in India with one common goal - Staffing India's Growth. Staffing - an established form of outsourcing globally - is yet to be recognised and adopted as an effective means of running a business in India. The Staffing Industry provides a platform for recognised employment, work choice, even compensation, annual benefits and health benefits for the temporary workforce that constitutes a sizeable segment of India's total workforce. 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 shall be 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.

Click here to know more: www.indianstaffingfederation.org