



**Indian Staffing Federation**  
**12<sup>th</sup> National Employment Conference**  
**Economy. Millennials.**  
**Technology**

**11<sup>th</sup> December 2018 | The Leela Hotel, Mumbai**

**EVENT REPORT**

## Eminent Speakers



**Mayank Saksena**  
MD – Head Land & Head  
South India Residential  
Services  
Anarock



**Deepak Deshpande**  
Sr VP & CHRO  
Netmagic



**Rani Desai**  
Chief Learning Officer -  
Partner Matters  
Deloitte



**Rajesh V Bagwe**  
CHRO  
Metropolis Healthcare Ltd



**Gautam Sinha**  
Chief People Officer  
Cement Division  
Century Textiles &  
Industries



**Biplob Banerjee**  
Chief People Officer  
ABD India



**Alok Sheopurkar**  
EVP & Head HR  
HDFC Asset Management



**Uday Sanghani**  
Global Lead Automation  
Ernst & Young



**Bhavin Doshi,**  
DU Head, Key Accounts  
HCL Technologies



**RADHIKA SALUNKHE**  
PROCUREMENT LEAD ASIA  
- EXTERNAL RESOURCE  
CAPGEMINI



**Paresh M. Pandharkame**  
**Director Group E. R.,**  
**CMS Info Systems**



**Rituparna Chakraborty**  
**President**  
**Indian Staffing Federation**



**Lohit Bhatia**  
**Board Member**  
**Indian Staffing Federation**



**Dharti Thakare**  
**Head Technology**  
**CalibeHR**



**Vivek Chandrasekhar**  
**Partner - Business Services**  
**& Outsourcing**  
**BDO India**



**Rajaneesh Dasgupta**  
**Director General**  
**Association of Infrastructure**  
**Industry (India)**

## EVENT SUMMARY

### ISF 12<sup>th</sup> NATIONAL EMPLOYMENT CONFERENCE:

Indian Staffing Federation organised 12<sup>th</sup> National Employment Conference on “**Economy. Millennials. Technology**” was held on 11th December, 2018 at The Leela, Mumbai. The gathering of about 150+ delegates represented 100+ companies from leading companies whose profile ranged from CEO, Business Heads- Industrial Relations HR heads and Legal experts to the Business heads.

India is envisioned among the strongest economy attracting investments in the right direction fuelling the growth and interest of global investors. The theme for the conference encouraged discussions on crucial impacts of

- Strategic economic changes that will be driving the businesses,
- Businesses that will shape tomorrow through investment, people and technology,
- Technology that will bring productivity and the role of millennial workforce in this.

The conference also discussed to encourage formal employment as part of productivity contributors, which may set guidance for labour practices & reforms of future.

**THEME ADDRESS: MS RITUPARNA CHAKRABORTY, PRESIDENT, INDIAN STAFFING FEDERATION; CO-FOUNDER & EXECUTIVE VICE PRESIDENT, TEAMLEASE SERVICES LTD**



During her theme address Ms Rituparna Chakraborty said that **“The technology has opened a vista of opportunities for jobs in India and there is great demand for talents for emerging technologies.”**

She also added that **“India is emerging as a hub for global who's who in all technology sectors because a realisation is dawning upon tech companies that talent lies in the country. There is a realisation among global companies that no matter whatever is the political climate governing each of these countries, the talent finally lies in India. Whether you hire them or not, talent lies in India.”**

She insisted technology has transcended beyond industry and has converted into the basic operating system of every industry today.

### SESSION 1: WHAT WILL DRIVE INDIAN BUSINESS IN 2020?



L to R: Dhar Patadia, Global CIO, Collabera; Kapil Sharma, Chief Sales Officer, Collabera; Yatish Gupta, Chief Technology Officer, Oneture; N R Srikanth, Managing Director – HR– Advanced Technology Centres- India, Accenture; Sumit Gupta, Procurement Leader (FLL) - Philippines – ASEAN, T&O (Global Procurement), IBM

#### Expert Panel Speakers:

- Mayank Saksena, MD - Land & South India (Residential), Anarock
- Deepak Deshpande, Sr Vice President & Chief Human Resource Officer, Netmagic
- Biplob Banerjee, Chief People Officer, ABD India
- Rajaneesh Dasgupta, Director General, Association of Infrastructure Industry (India)
- Bhavin Doshi, HCL Technologies

Session Chair: Rituparna Chakraborty, President, Indian Staffing Federation; Co- Founder & EVP, Teamlease

The discussion was focused on what exactly is augmented workforce and how does it impact all the organisations. Panellist have shared their experiences as well as how their organisations implementing the augmented workforce. They shared that according to a recent research, around 41% organisation across the globe have already implemented the Augmented Workforce which shows how important augmented workforce is going to be in the near future.

They also mentioned that according to another research, the organisations in India is already 14% automation and there is going to be surge in the automation but this is not going to impact the employment in India. Jobs are only going to be increased and the automation will only take away the task but the workforce is going to be required for the roles. In future, there are going to be good amount of jobs available due to the technology shift and displacement.

## SESSION 2: FUTURE OF WORKFORCE:



L-R: Sanju Ballurkar, CEO, Magna Infotech (Quess Company); Krishna Kumar, Chief Architect & Mentor, Atonomiq India; Paul Dupuis, MD and CEO, Randstad India; Dr D N Rao, Founder, Duke Arnics; Saurav Lenka – Business Head – QInfra Solutions; Amol Gupte – COO, Compassites Software & Advisor

### Expert Panel Speakers:

- Alok Sheopurkar, Executive Vice President & Head HR, HDFC Asset Management
- Rani Desai, Chief Learning Officer - Partner Matters, Deloitte
- Rajesh V Bagwe, Chief Human Resource Officer, Metropolis Healthcare Ltd
- Radhika Salunkhe, Procurement Lead Asia - External Resources, Capgemini

Session Chair Lohit Bhatia, Chair- North Chapter, Indian Staffing Federation ; CEO Staffing, Ikya (Quess Corp)

During the Session, It was discussed that the Government of India is the biggest spender and investor in the Internet of Things (IoT) space. Come 2020, 20 billion devices are expected to be connected globally. India is preparing to catch this next big wave and evolve as a hub of two billion devices through various collaborations and private-public partnerships.

**“GoI has declared the establishment of 100 Smart Cities across various states and union territories of the country, of which 20 are lighthouse projects. These projects are using IoT solutions for predictive analysis to scale up urban development and improve the quality of life for people at the grassroots level.”** As indicated in the 2018 Union Budget, Smart Cities have started implementing various initiatives like smart command and control centre, smart roads, solar rooftops, intelligent transport systems and smart parks. Projects worth Rs 2,350 crore have been completed and works of Rs 20,852 crore are underway.

It was also discussed that the IoT finds applications in consumer and industrial segments. Utilities, manufacturing, automotive and commercial telematics, transportation and logistics are among the verticals where IoT adoption is expected to be highest. However, the application of IoT has its fair share of challenges. **“IoT requires a huge database both in terms of structured and unstructured data. That’s why companies need to invest in hardware and ensure that the analytics are intelligent enough to analyse the data. This also means investments in machine learning and data science.”**

### Special Session: AI: TIME TO UNLEASH THE UNTAPPED POWER OF HUMAN RESOURCE:



## SESSION 3: REALITY CHECK: IS TECHNOLOGY REALLY CAUSING HUMAN REDUNDANCY?



L-R: K Shyam Sunder Reddy, Assistant Vice President, Experis (ManpowerGroup); Lohit Bhatia, CEO-staffing; Ikya Human Capital; Asish Karunakaran, Chief Information Officer, Vidal Health; Badhri Narayanan, CPI Business Operations, PayPal; Veerendra P Mathur, Co-founder & JMD, Future Focus; Mino Thomas, Head Talent Acquisition & Staffing, Hewlett Packard; Roopak Prajapat, SM- Global Compliance Analytics, Ab-Inbev

### Expert Panel Speakers:

- Uday Sanghani, Global Lead - Automation Ctl Ops - Robotics & Cognitive Automation, Ernst & Young
- Gautam Sinha, Chief People Officer - Cement Division, Century Textiles & Industries
- Paresh M. Pandharkame, Director Group E. R., CMS Info Systems

Session Chief Dharti Thakare, Head Technology, CalibeHR

India has seen a keen interest and sense of optimism regarding the impact that artificial intelligence (AI), machine learning (ML) and robotics can have on businesses. Using machine learning techniques with AI opens up technology to a whole new host of possibilities. These have the potential to disrupt industries in ever-changing exciting ways. Different industries are looking to use AI and ML in their day-to-day tasks. The panel specialists discussed the ways to prepare in the session.

Panellist shared that AI is truly arriving to some extent but still not mature enough unlike the other technologies in India. They mentioned that the AI will create a lot of Job opportunities in the coming future instead of taking away the jobs which is a great advantage for the Staffing Industry. They noted that AI will make the betterment of the people and will see a bigger impact in the businesses.

### VOTE OF THANKS

The Conference was closed by Thammaiah BN, Chairperson – South Chapter, Indian Staffing Federation; Managing Director, Kelly Services India who thanked Sponsors, Delegates, Eminent Speakers, Subject Matter Expert & ISF Secretariats.

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