



INDIAN STAFFING FEDERATION

WEBINAR : 15th MAY 2020

**IMPLICATION OF LABOUR LAWS & STATUTORY
CHANGES ON INDUSTRIES DURING LOCKDOWN 4.0**

EVENT REPORT

EMINENT SUBJECT MATTER EXPERTS



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ABOUT WEBINAR

Indian Staffing Federation organised the **Webinar on Implications of Labour Law & Statutory Changes on Industries during the Lockdown 4.0**” on **15th May 2020**. The gathering of about **410 participants with 477 registered** to attend represented 330+ leading companies whose profile ranged from Corporate Heads, CEOs, COOs, HR heads and Legal experts to the Business Heads.

The Subject Matter Experts and participants deliberated on the major issues & challenges across **that businesses are facing** with the changing Laws and new announcements during the times of Covid 19 and Lockdown 4.0.

Covid 19 pandemic has put our country in a lockdown and several industries are unable to put their employees to productive work. The implications are hard hitting with basic livelihoods becoming unsustainable. The few current efforts brought in by Government across central and state have left quiet a few unanswered questions on implications and impact. Due to the complexity and uncertain implications on the ground, the webinar to discussed and addressed the practical difficulties of the industries for its associated workers.

Lohit Bhatia, President – Indian Staffing Federation, in interaction with delegates deliberated on the impact of lockdown on Employers, Staffing Industry and Employers across industries and the impact of the new announcements by Government of India on Employment.

SESSION SNIPPETS



Madhu Damodaran, Group Head Legal, **Qness Corp**

Madhu in his engaging session shared the key legislation to lookout for through the various:

- Employment and Wages during lockdown and Government announcement mediums such as GOs, Circulars etc.
- The legal binding and the penal provisions of every announcement.
- Possible actions by the employers such as lay offs or deferment of wages and the Various Advisories by govt. to safeguard the interest of employees through several
- Challenges faced by Industries in implementing changes
- Common FAQs across industries that arise from the recent announcements
- Enforcements on the ground, Judicial Mandates –DMA Mandates, Various Labour Reforms in each state and Measures to restarting Industries



K VARADAN, Chief Consultation Officer, **Aparajitha Corporate Services**

Varadan in his interactive and engaging session discussed and emphasized on the below mentioned points :

- Major changes and announcements in Labour & Employment Field
- Dawn of Covid 10 in 2020 & measures taken to contain it like payment of wages in full, no termination of services etc.
- Subsequent challenges for the Industries such as squeezed cash flow and non-functionality
- The unresolved Legal Issues and relaxations made in PF, ESI, Profession Tax, Return Submission and License, Authorization and Consent Approval
- Revival phase: Kick Starting of Industries, Boosting Economy and Attracting the Investors
- Key points to accepting the New Normal

SESSION SNIPPETS



Anshuman Mishra, Chief Product Officer, **Monster India**

Anshuman in his session discussed about the solutions that Monster has to offer during challenging times during Covid 19. Anshuman shared that Monster works with employers across all the industries such as Tech IT/ Telecom, Pharma / Biotech / Healthcare, BFSI, Construction / Real Estate, FMC / Retail, Automotive & Ancillary, Manufacturing / Engineering amongst others. He also shared that Monster offers candidates across all the industries and has a strong database to cater to the different hiring needs. Monster offers Branding Solutions, Social Job Ads, Job Seeker Services, Monster Employee Index, Resume Data Search, Job Posting and Quinton Video Hiring. Anshuman shared that monster provides delightful experience to its costumers with Modern Architecture, Best in class search with improved relevance, quality profiles and improved mobile seeker app. Monster has also launched Covid Resource Page for catering to the specific challenges of EMPLOYERS AND Employees in the times of Covid.



Vikram Bhaskar, Chief Revenue Officer, **Monster India**

Vikram addressed the current challenges such as Worldwide lockdown, uncertainty in market, Lack of Revenue. He also shared that the core value that has kept Monster ahead of its competitors is “Client First”

Vikram shared that Monster offers Big Offerings to Staffing Industry and Corporates such as 3 Lac Resume Access Annually, Extended Annual Contracts and Flexible Payment Terms. He also shares that Monster had the largest data pool of 65+ Million Candidates. Monster assures of Great ROI, it is a one – stop source for both IT and Non-IT Profiles. Monster is Global Sourcing Solution - also one of the strongest job boards in Middle east with over 8 Million Profiles and also has deep presence in SEA.

OUR ASSOCIATE PARTNER



ABOUT ISF

Indian Staffing Federation is the apex body representing contract staffing companies, formed to provide a platform for recognized employment, work choice, social security and health benefits for the temporary workforce. Over 110+ members of the federation have generated employment for over 9 million employees over the last 10 years and currently employ over 1 million flexi staff annually.



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