

Promoting the Business Case for Ethical Recruitment

29 May, 2018

Maple Hall, India Habitat Centre, New Delhi

Agenda

10:30- 11:00	Registration/Coffee
11:00- 11:30	Welcome and introductory remarks <ul style="list-style-type: none">• <i>Welcome address by Ms Dagmar Walter, Director, ILO Country Office for India and Decent Work Team for South Asia</i>• <i>Perspective from the EC –Mr Wojciech Dżiworski, Counsellor, Trade and Economic Affairs, Delegation of the European Union</i>• <i>Inaugural Address: Professionalization of recruitment services, Mr Venkant Iyer, Executive Recruiters Association, ERA</i>• <i>Special Address: Ms. Rituparna Chakraborty, Co-Founder Executive Vice-President TeamLease and President, Indian Staffing Federation Team Lease</i>
11:30 -11:45	Introductions
11:45 - 13:00	Session I: Impediments, policy hurdles and challenges faced by recruitment and staffing agencies Moderator: Ravi Peiris, Employers Specialist, ILO <p>What are the challenges faced by recruitment agencies hiring temporary labour, professionals and other workers? This session will list out the various challenges faced in hiring migrants of all skill levels. These differ for different sectors of recruitment (i.e. outsourcing/transfers, recruitment for the semi-skilled and low skilled and executive recruitment).</p> <p>Open Discussion</p>
13:00- 14:00	Lunch
14:00- 15:00	Session II: Opportunities in the EU labour market and challenges faced in recruitment Moderator: Max Tunon, Migration Specialist, ILO <p>Employers in Europe have often cited skill gaps and labour shortages as factors that limit or impede their growth. An interplay of development and demography makes Europe an attractive destination for immigrants but the recruitment challenges currently eclipse these opportunities. These challenges include but are not limited to the lack of policy harmonization, the delay in administrative procedures, the lack of consensus on mutual recognition of skills, and regulatory concerns. This session will include expert presentations on both opportunities and challenges.</p>

	<p>The discussion will also focus on the responsibilities shared between the employers and recruitment agents. At what point of the recruitment cycle do the responsibilities of recruitment agents cease? For this discussion, this session will focus on recruitment fees/costs especially looking at integration as an element (matching skill gaps in destination countries through language training/cultural acclimatization etc.) and how this can be worked out between employers and recruitment agencies.</p> <ul style="list-style-type: none"> • <i>EU Labour market - Opportunities for the skilled - Mr Wojciech Dżiworski, Counsellor, Trade and Economic Affairs, Delegation of the European Union</i> • <i>Migration trends and opportunities - Mr Aashish Batra, Senior Consultant, Government Advisory – Ernst & Young</i> <p><i>Q & A</i></p>
15:00- 15:15	Tea/Coffee break
15:15- 16:30	<p>Session III: Innovations and good practices in recruitment</p> <p>How do employers and recruiters work together to streamline processes and institutionalize good practices? Does technology enable good practices to be more easily accepted? What impact do professionalization of services have in the long term? Do incentives/punitive measures succeed in improving recruitment practices? This session will consist of an expert panel that will discuss best practices currently in practices and how they may be widely adapted.</p> <ul style="list-style-type: none"> • <i>Health-care recruitment - Ms Shallu Kakkar, Professional - Healthcare Recruitment</i> • <i>Government to Government agreements – Col. Rahul Dutt, Director Overseas Employment, Ministry of External Affairs, GoI</i> • <i>Temporary staffing - Ms Rituparna Chakraborty, TeamLease</i> • <i>Technology in recruitment – Ms. Indira , Pathak, HR Head North Region, Tech Mahindra</i> <p><i>Q & A</i></p>
16:30- 17:00	Way forward and Closing Remarks

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