



Event Report: IFCCI Pune | Navigating the People Landscape – Reimagining the Future of Work

Date: 23rd February 2024



The Indo-French Chamber of Commerce & Industry (IFCCI), in association with Desai & Dewanji, Roedl & Partner and Novotel, Pune, organized a Seminar on 'Navigating the People Landscape – Reimagining the Future of Work' on 23rd February 2024.

Ms. Shweta Pahuja, Regional Director for the Western Region, IFCCI welcomed the participants and elaborated on the importance of transformation that HR is experiencing. She also acknowledged our Event partners - Desai & Dewanji, Roedl & Partner Consulting Pvt. Ltd, and Hospitality Partner – Novotel, Pune, Nagar Road for supporting us.

Mr. Ravin Mirchandani, Vice President IFCCI Pune & Chairperson, Ador Powertron introduced the theme and set the context of the seminar. He mentioned how the world of work is seeing a seismic shift driven by globalization, technological advancements, and evolving employee expectations. He shed light on the 2 panel discussion topics and how important these discussions would be in shaping the Future of Work.

The first panel discussion was on The Impact of Globalization on India Labour Laws wherein the moderator Priyanka Limaye, Associate Partner, Roedl & Partner Consulting was in conversation with Geraldine Eyraud, Global CHRO, ARaymond Network, Alpna Srivastava, Partner, Desai & Dewanji, George Verghese, Head HR, Kirloskar Group & Shruthi Sudarshan, Head HR, Saint-Gobain Sekurit India.

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The discussion revolved around practices on expatriation & experiences on tackling onboarding of employees in India & abroad. The typical deputation structures implemented in organizations for inbound and outbound mobility in view of social security and tax considerations were also discussed. Experiences on increased automation and technological advancements and its implications on Indian labor laws were also shared by the speakers.

The second panel discussion was on Artificial Intelligence Transforming the Future of HR.

Moderator Shekhar Kamble, General Manager HR, TCS was in conversation with Pavan Jayprakash, Group HR Director, Faurecia, Murari Ramuka, AI Specialist, Google and Shashwat Mitra, Global HR Head, KPIT. The discussion began with understanding the basic concept of AI. Further, the panelists shared the impact of AI disruption witnessed in the HR value chain and the value-add that it brings along. Panelists highlighted how AI assisted with the reduction of screening time for resumes but emphasized on the importance of human connection during interviews, which cannot be replaced. Thoughts on how AI is adding value in dealing with concepts like Emotional-connect, Empathy, Trust, Integrity were also discussed. The concept of Responsible AI was touched upon and experiences on data privacy were shared. The panelist made the discussions engaging by sharing case studies and examples related to these points.

Subsequently, a Q&A session followed which made the discussion even more interactive.

The seminar received appreciative feedback from participants. Ms. Rucha Awati, Manager – Membership and Events, IFCCI Pune presented the vote of thanks and thanked the event partners for supporting the event:

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