



INDIAN STAFFING FEDERATION

Flexi Employment Social Impact Report

2023

Indian Staffing Federation Social Impact Report 2023

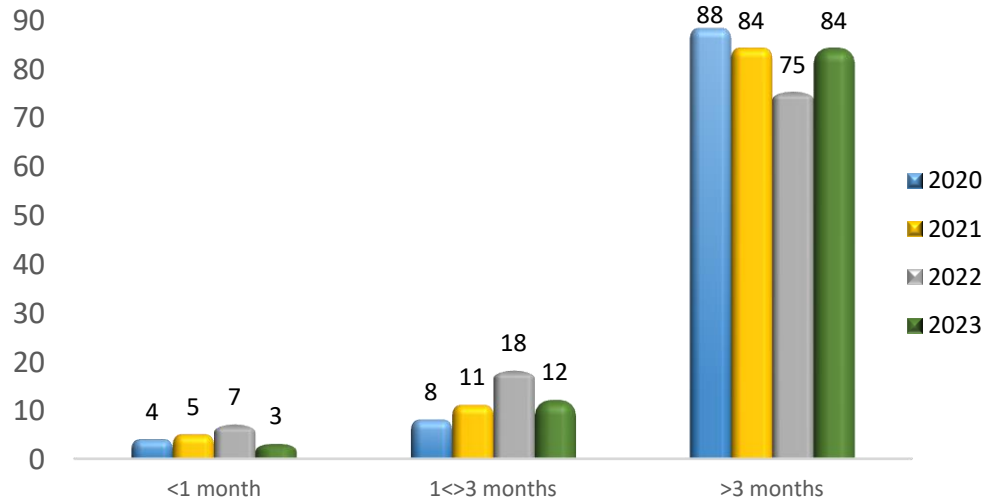
Indian Staffing Federation brings the Flexi Employment Social Impact Annual Report 2023 to share insights on the employment practices, that create 'a social difference' through the formal staffing companies that impacts the grassroots level.

The report will delve into the factors that create impact to bring 'dignity of labour'. The findings share the benefits of engaging with formal staffing companies that brings social security, continual employment and livelihood to millions of people who do not have otherwise access to formal employment. The report finds the employment parameters showcasing the length of assignment and contract, employment by age group, inclusive gender diversity, changing preferences in formats of employment and opportunities for first time job market entrants. The synopsis shows how the future of millions through the transformative power that formal staffing companies are bringing for the Freshers (Youth), Women and Low-skilled Workers. Our groundbreaking social impact report reveals how embracing formal contract employment has revolutionizing the lives of marginalized groups.

Through formal staffing companies, Freshers (Youth), Women, and Low-skilled Workers are given the opportunity to secure stable employment and gain valuable skills that can lead to long-term career growth. These companies have provided a platform for these groups to showcase their talents and abilities, and have helped break down barriers that have previously prevented them from accessing higher paying jobs.

As a result of these efforts, we have seen a significant increase in economic mobility for these groups, as well as an improvement in their overall quality of life.

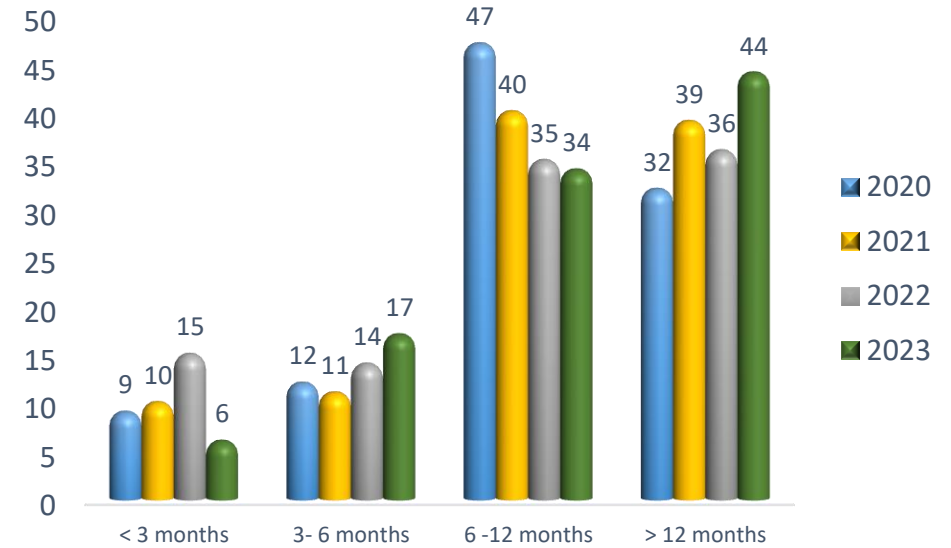
Average length of assignments for Flexi workers? (%)



Average Length of Assignments

- Staffing industry returns back to ~84% flexi projects/assignments that are more than 3 months, post slight dip last year.
- Short term projects of <3 months have reduced YoY.
- The signals show a return of confidence in employment across markets through staffing industry, with the return of increased projects that are >3 months; after a cautious market in the previous year.
- The organised flexi staffing industry tries to continually engage the flexi worker on their behalf.

Average length of contract for Flexi workers? (%)

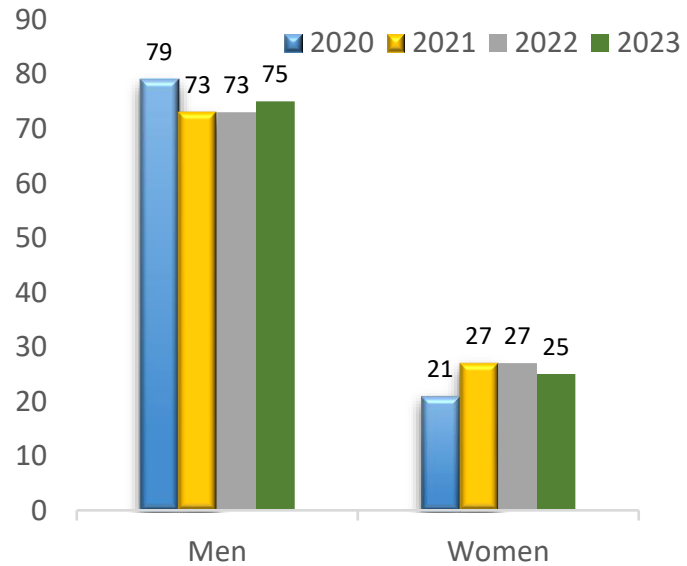


Average Length of Contract

- There is a steady increase with +8% YoY contract length where workers are gainfully employed for more than 12 months at +44%.
- The sustained ~34% contracts in the 6-12 month timeframe YoY means there was a steady opportunity for projects including seasonal demands.
- >75% of contracts are over 6 months of engagement between Flexi staffing orgn and flexi staff.
- There has been gradual shift towards slightly long term contracts, evidently showing confidence in employment cycles through increase in the projects duration towards 3 - 6 months at +3%, from < 3 months projects.

Women Participation in Flexi workforce at 25%; 51% Flexi workers are from age group 25-30 yrs

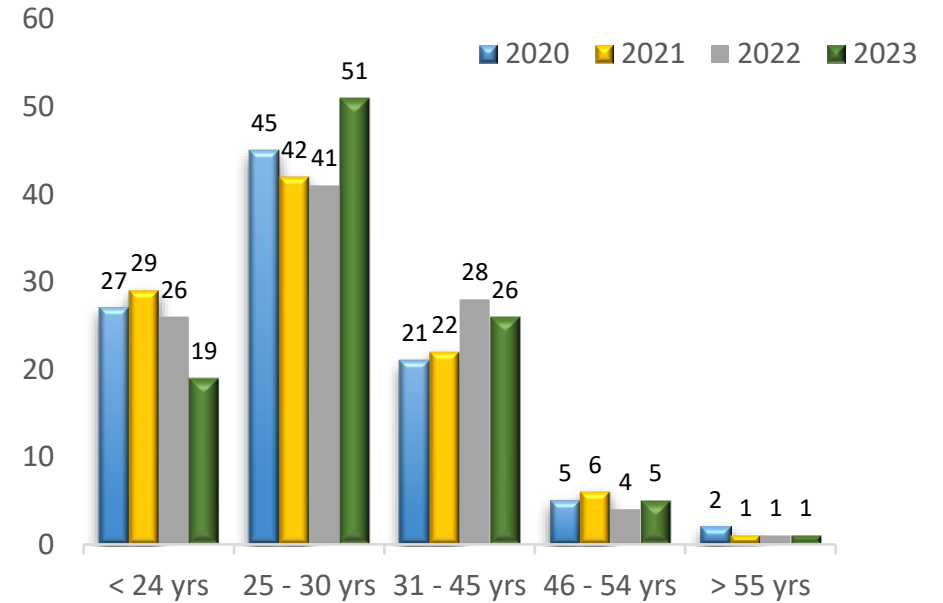
Gender distribution of flexi workers- %



Gender Distribution

- In flexi employment Women workforce participation dipped -2% post Covid flexibilities have been replaced, but still maintained a 25% participation in flexi workforce YoY.
- Over 75% flexi jobs are dominated by men.

Age distribution of flexi workers? (%)

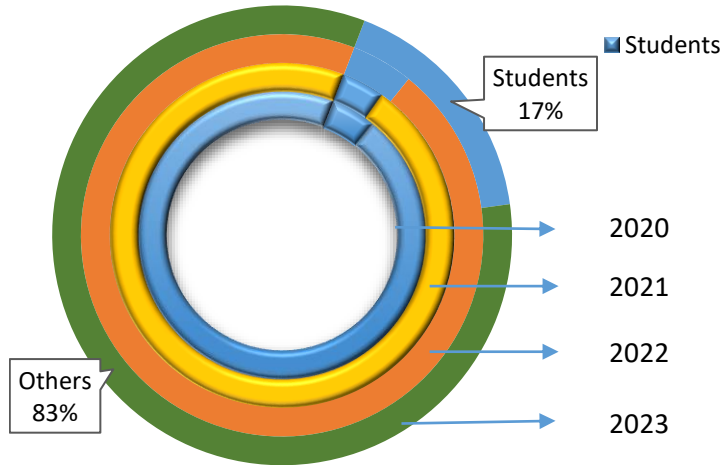


Age Distribution

- There was a significant +10% rise in Flexi workers in the age bracket of 25- 30 yrs, continued to be the highest participants with over 50% in the workforce.
- Interestingly, the majority participation in the flexi working population are shifting to 25-30 yrs of age from <24 years
- Almost 70% flexi workers are upto 30 yrs who participate in the workforce.

62% Flexi workers gainfully employed came with graduates & above (education) & 52% with Higher skills; Students constituted 17% in flexi workforce

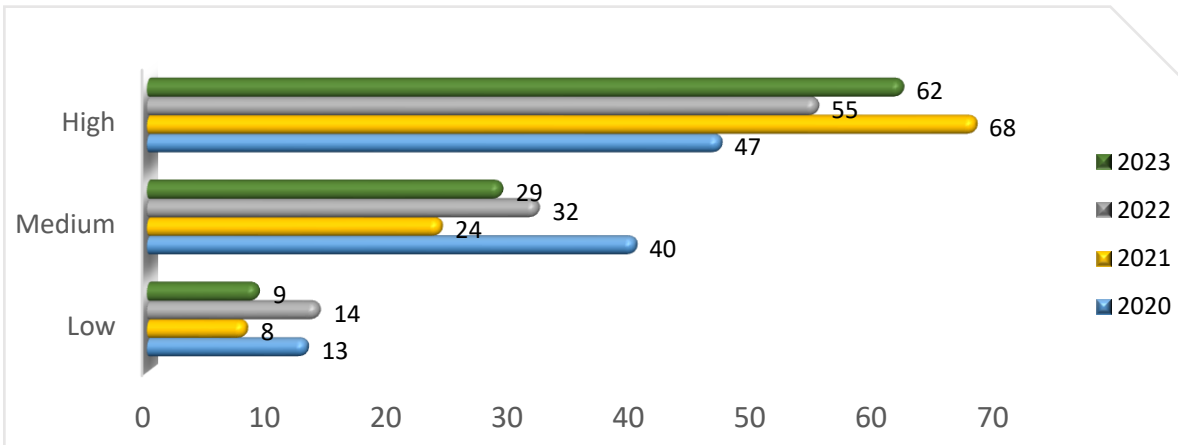
Share of students among all Flexi Workers? (%)



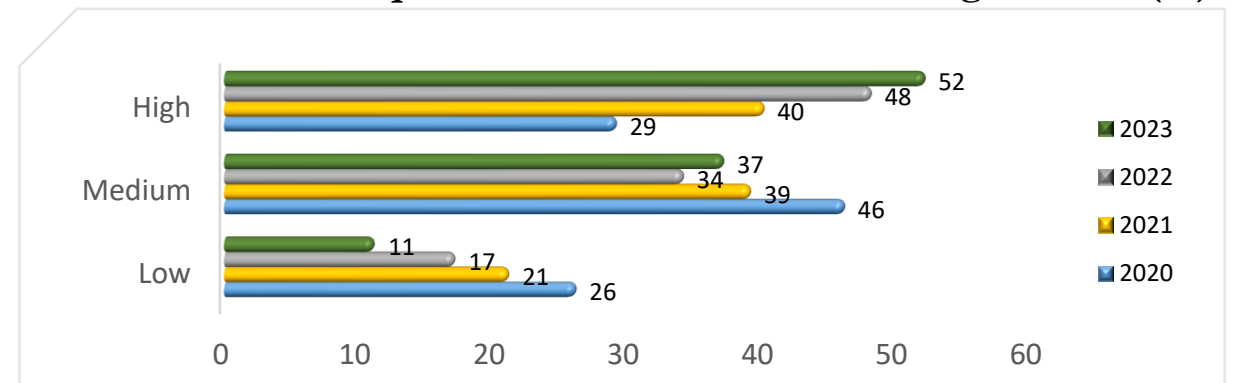
Requirement for entry level Flexi jobs: Education and skills

- Students joining through formal staffing companies witnessed a significant rise from an average of 4-5 % YoY to 17% in 2023
- Students may choose temporary jobs since they need to be flexible with their time. While some young people choose to work in the evenings and on weekends, others may not want to or be unable to commit to a long-term career.
- Initial level of education & Skills of employed flexi workers
 - High level of education that cover Graduates and above, were more in demand at 62% among the the flexi workforce. This could also be signifying the jobs with more technical skills as markets opened with new skills in 2022-23.
 - The flexi workers with medium education level were slightly lower in demand from previous year at 29%. Medium level education will be secondary education and low education will be represented through below secondary education.
- In 2023 about 52% flexi workers employed were high skills, which is +4% higher than previous years
- Flexi workers with medium continued to gainfully employed at 37% with a rise at +3%

Initial level of education of Flexi workers? (%)

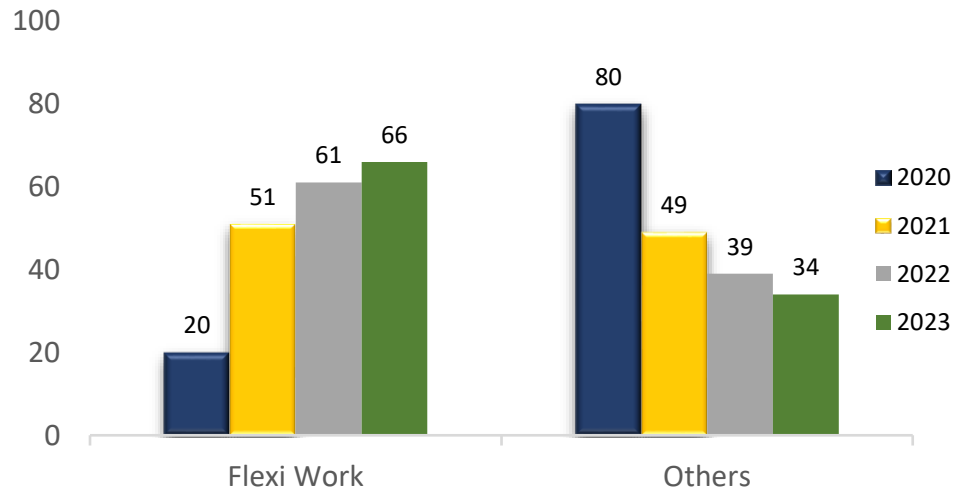


Level of skills required to execute flexi work assignments? (%)

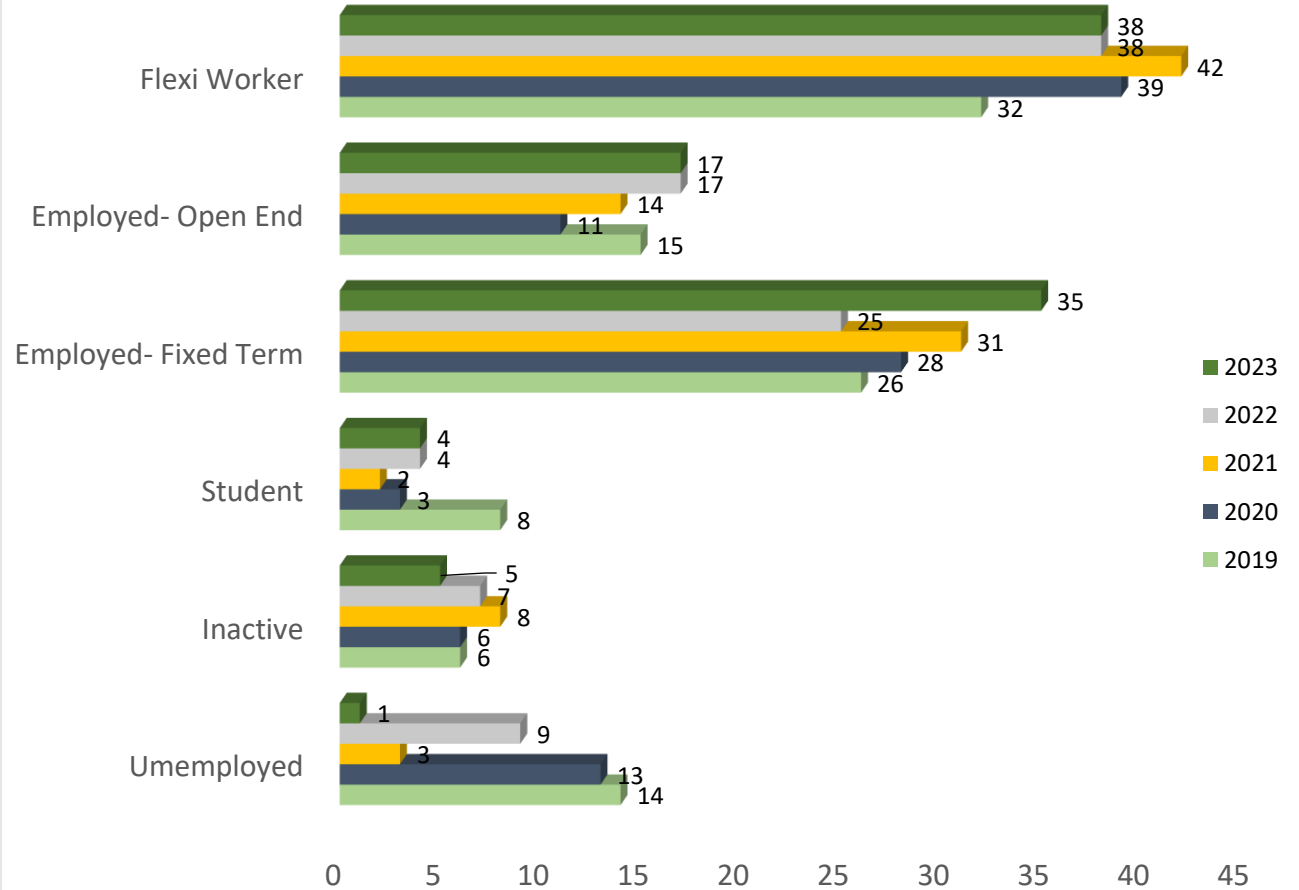


+5% growth in flexi work compared to other formats of employment

Share of flexi work in the last 12 months? (%)



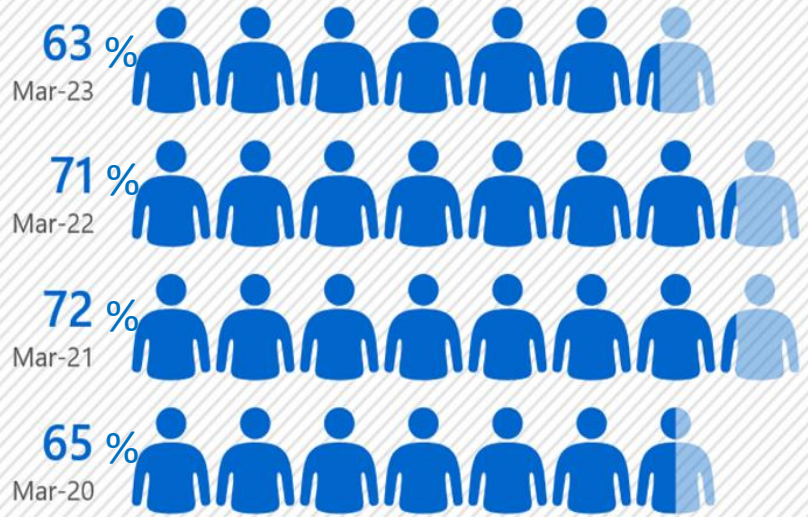
Labour market situation for workers before and 12 months after working as flexi staff? %



Flexi Industry Growth Labour Market situation change in 12 months

- Flexi staffing witnessed a +5% YoY growth among other formats of employment. This implies the growing demand in the Flexi employment formats over preference for others.
- Interestingly, unemployment and inactive rate has both come down significantly for the flexi workers that are associated with formal staffing companies.
- Employment market saw 38% flexi workers continuing in flexi job YoY and the same outlook continued .

80% flexi workforce satisfied with their employment situation; 63% will prefer to continue as flexi employee



Source: Indian Staffing Federation: Annual Flexi Employment Growth Report 2023

~63%

Flexi workforce **'prefer'** to continue as flexi worker with Formal Staffing companies

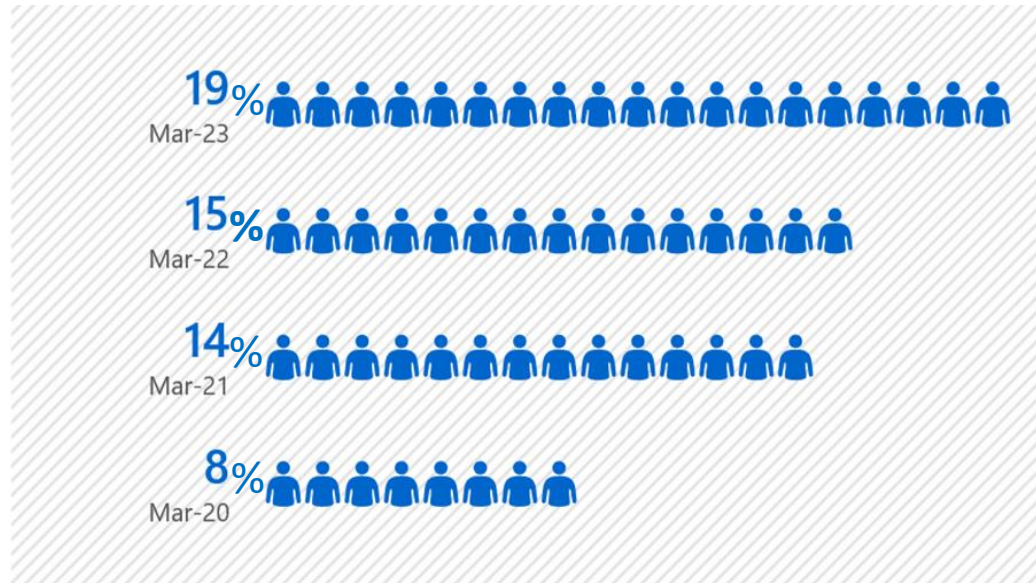
>80%

Flexi workforce employed with Formal Staffing companies show that they are satisfied with their employment situation YoY



Source: Indian Staffing Federation: Annual Flexi Employment Growth Report 2023

19% flexi workforce transitioned to a permanent employment in 2022-23;
38% flexi workforce were trained/upskilled to meet employment demands



Source: Indian Staffing Federation: Flexi Employment Social Impact Report 2023

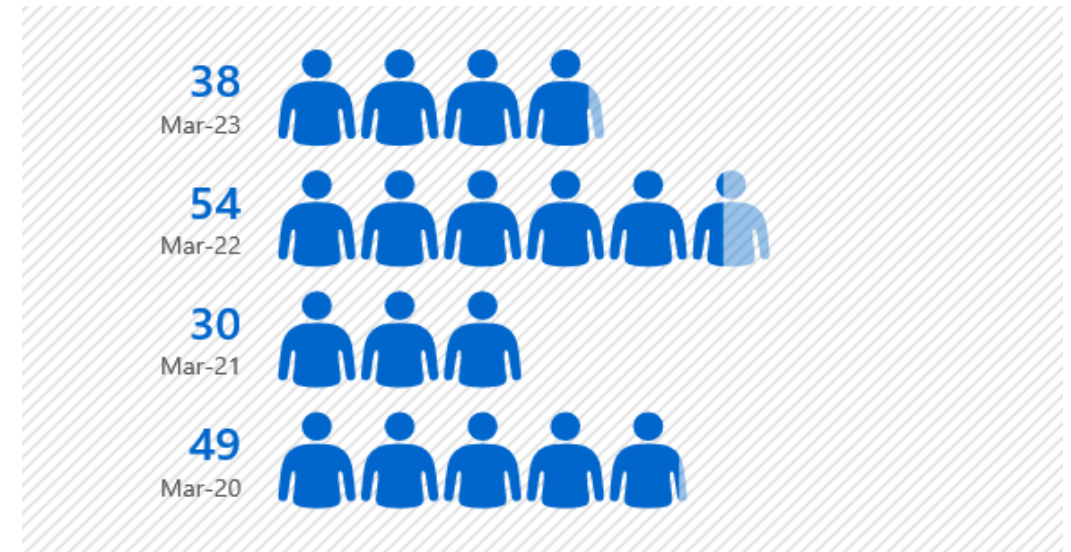
~19%

Flexi workforce gets absorbed as Permanent employee with acquired experience YoY (2022-23).

Flexi work becomes their 'first stepping stone to permanent jobs

>38%

Flexi workforce received training/upskilling while employed with a formal staffing company



Source: Indian Staffing Federation: Flexi Employment Social Impact Report 2023

Disclaimer

The research is a property of Indian Staffing Federation (ISF), apex body of the Flexi staffing Industry in India.

The research report has been produced with no biases towards any person/company/industry, however, has not been conducted in controlled environment with the respondents. The respondents were free to reply basis their experience to the defined and close ended questions, executed and collected via a survey. The report published is for the consumption - partners, media, federation members and respondents only. This may not be used in any part for commercial purposes without prior consent from ISF. Anyone using the report for reproduction, will need to seek consent from ISF and attribute the credits accordingly.

About Indian Staffing Federation

Indian Staffing Federation (ISF) was formed with one common goal - Staffing India's Growth. 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 is 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. ISF represents close to about 100 staffing companies as its members. Further details www.isf.org.in

About the Research

Indian Staffing Federation (ISF) conducts its quarterly research, to explore the growth of flexi staffing employment through organised staffing companies. Through a survey based research ISF has tried to understand the employment generated in the quarters and gathered a sentiment of the next quarter, to come up with annual report. The survey also covered various dimensions of employment factors impacting across top 15 sectors.

Methodology

The research is based on primary email sent to over 100 staffing members across the country for data collection in a span of 60 days, every Qtr. The research was completed with online input collection from staffing operations/leaders within their company. The data has been closely evaluated to avoid any misrepresentation and avoid manual biases.

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