



INDIAN STAFFING FEDERATION

# Flexi Employment Social Impact Report 2026

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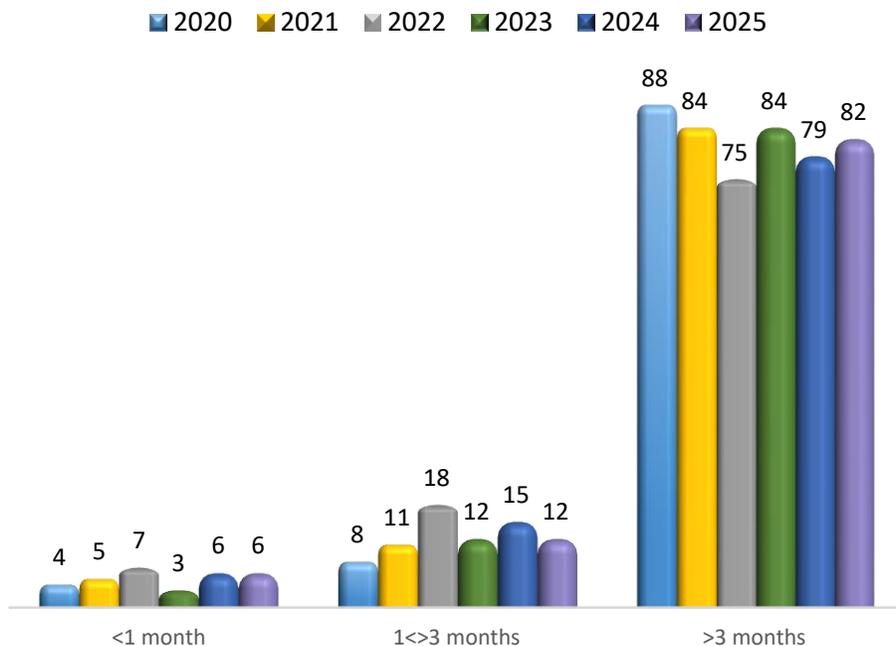
Indian Staffing Federation brings the Flexi Employment Social Impact Annual Report 2026 to share insights on the employment practices, that create 'a social difference' through the formal staffing companies that impacts the grassroots level.

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.

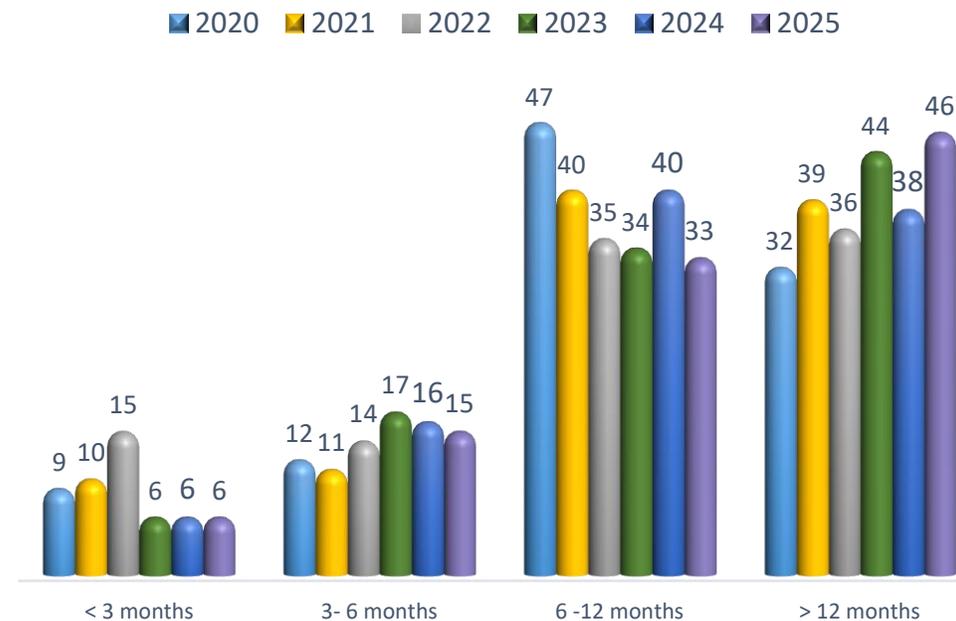
### Average length of assignments for Flexi workers? (%)



Average Length of Assignments

- Staffing industry consistently **over 80% continue** to work on single projects/assignments for **more than 3 months**
- The signals show confidence in employment across markets through staffing industry.

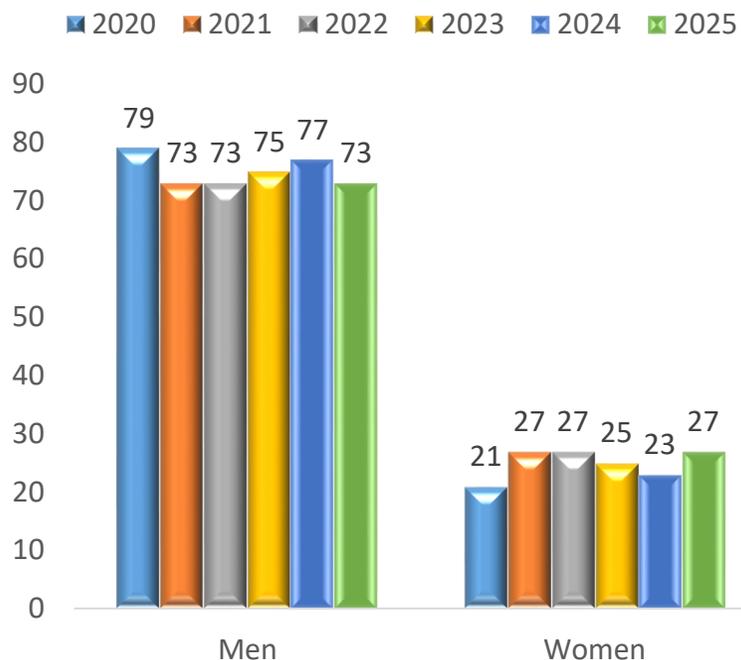
### Average length of contract for Flexi workers? (%)



Average Length of Contract

- Staffing Industry **retains > 47% average term of a Contract length with flexi workforce**, where workers are gainfully employed for more than 12 months.
- **Over 79%** contract length terms between staffing company and the flexi employees are more than 6 months, which increases the potential of the workforce to move with industrial cyclical demands allowing them to upskill on the job along with ensuring minimum wage and social security.

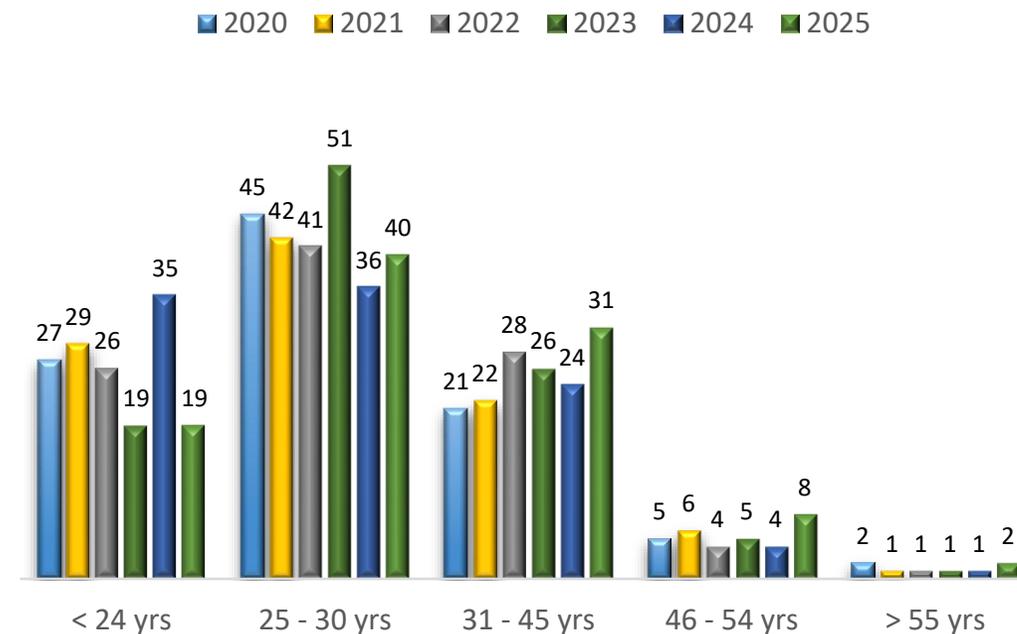
### Gender distribution of flexi workers (%)



#### Gender Distribution

- Women workforce participation in flexi staffing industry is at 27%, with slight rise from prev year at +4% ; while male workforce participation rate continues to dominate at 73%

### Age distribution of flexi workers (%)



#### Age Distribution

- Flexi workforce continues to be represented highest by the 25- 30 years age group with workforce participation at 40% ;
- The age groups 25- 45 yrs contribute ~71% of the flexi workforce population.

# Benefits to Policymakers Across States, Including ILO Guidance on Private Employment Agencies

Policymakers benefit from the staffing industry through formalized employment (7.3 million contract workers in 2025), reduced unemployment, and better labor market efficiency.

It supports state-level dynamics, with 80% of flexi workforce in 12 states, contributing to balanced growth and GST revenues.

ILO guidance under Convention 181 emphasizes licensing PrEAs for fair competition, worker protection, and collaboration with PES, which India can adopt to enhance oversight and reduce informal hiring.

Benefits include

- lower structural unemployment,
- digital tools for transparency, and
- alignment with fair recruitment principles, fostering inclusive policies across states.



## 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 130+ staffing companies as its members. Further details [www.isf.org.in](http://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 115 staffing members across the country for data collection in a span of 30 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.

## Contact

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