

2025

Indian Staffing Federation Quarter 1 Report Flexi Staffing Industry

2024-25



Highlights

Indian Staffing Federation

Quarter 1 : Flexi Staffing
Employment Trend
Report: Q1 25 (April-June)

Staffing Industry Growth Rate



- Flexi Staffing Industry overall continued a double digit new employment growth trend at **18.5% YoY (Q1 24 vs Q1 25)**
- Overall the Flexi Staffing Industry witnessed a robust growth with a QoQ (Nett employment) **growth at 5.1% in Q124 -25.**
- **General Flexi Staffing industry** witnessed new employment growth at **19.1% YoY**, and had a robust new employment QoQ growth at **5.2% in Q1 2024-25 (QoQ)**
- **IT Flexi Staffing industry** after a long hiatus witnessed growth at **1.5% YoY**, whereas witnessed a positive QoQ growth at **0.7% in Q1 2024-25 (QoQ)**

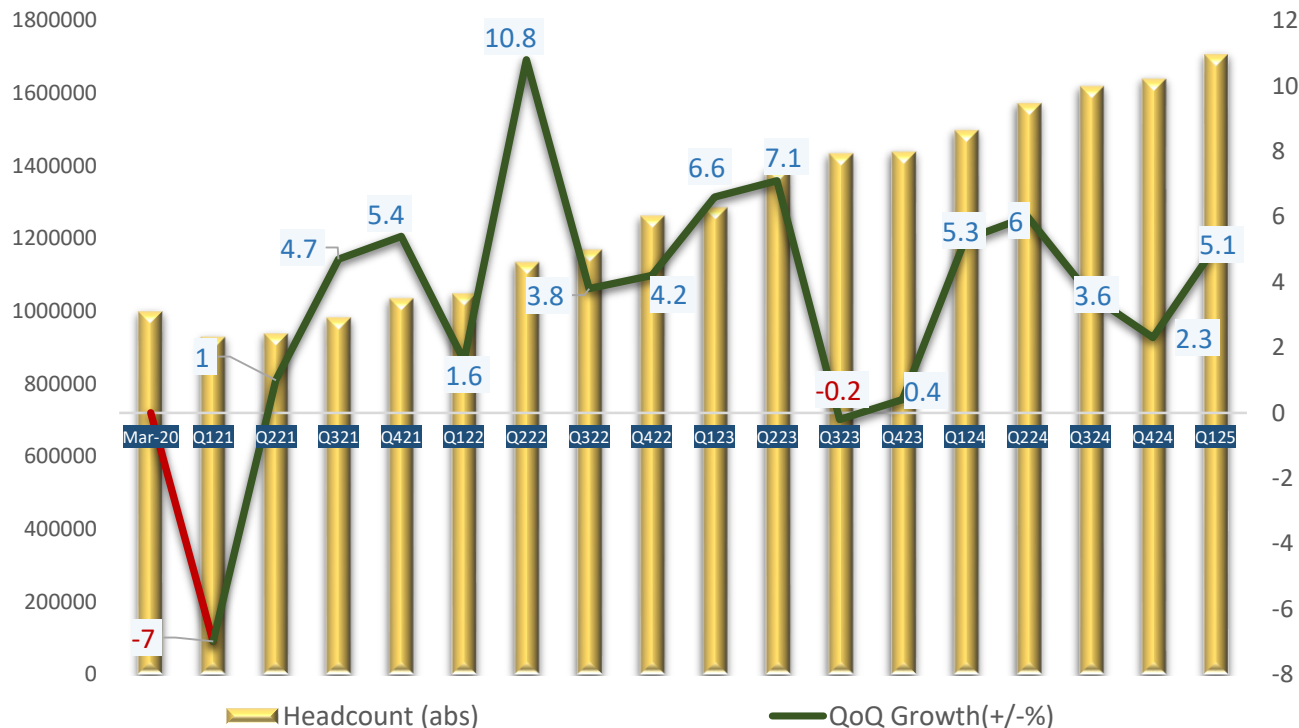
Flexi Employment Added



- Staffing members of ISF **added 2.22 lakhs new formal workforce in last 4 Qtrs (YoY).**
- The 125+ members of Indian Staffing Federation **employ 1.7 mn flexi workforce (June 2025)**
- **General Staffing Industry** nett new employment added was at **2.21 lakhs new formal workforce in 2024-25 (YoY)**
- **Employment demands** were primarily driven from sectors like FMCG, E-commerce, Manufacturing, Healthcare, Retail, Logistics, Banking, Energy etc.
- **IT Staffing Industry** witnessed a **growth** in new employment generation, as IT industry was focussed on right sizing, owing to sharp response from geopolitical scenario developing across the world in 2024-25

Staffing Industry Grew at 5.1% QoQ and significant 18.5% YoY (Q1 vs Q1)

Flexi Staffing Industry
New Employment Growth QoQ (Q1 24-25)



YoY: Overall Staffing industry grew at 18.5% YoY (Q1 vs Q1)

- The new employment demand continued to witness a robust double digit growth rate at **18.5% YoY**.
- ISF members represent **1.7 mn flexi workforce** at the end of Q1 24-25.
- Nett new employment generated with staffing Industry (represented by ISF members) in **the last 4 qtrs, was 2.22 lakhs** indicating continued new demand for flexi staffing.
- Good demand growth from across sectors, supported in new employment pick up in Q125. The most significant contributions were from Retail, Ecommerce, Logistics, Hospitality, Manufacturing sectors.
- General Staffing industry witnessed new employment growth at a new level with **19.1% YoY**, whereas IT Staffing industry came out of red with a positive growth at **1.4% YoY (Q1 vs Q1)**.

Q125: QoQ Overall Staffing industry grew at 5.1%

- Overall Staffing Industry jumped to a growth at **5.1% QoQ (Q125)** aided mostly by general staffing across sectors.
- New **~68K** Flexi staffing employment growth was added **through ISF members** in Q1 25 (QoQ).
- General Flexi Staffing industry witnessed new employment **growth rate at 5.2% Q1 2024-25 (QoQ)**.
- IT Staffing witnessed growth at **0.7% at Q125 (QoQ)**. Markets are gradually warming up and opening with new employment opportunities.

>> ISF Members added **2.22 lakhs** New Formal Flexi Workforce in last four qtrs.

>> Staffing industry had a robust New Employment (Flexi) growth at **18.5% YoY (Q1 24-25 vs Q1 23-24)**

>> ISF Members represent **1.70 mn** Formal Flexi Workforce Q124

>> Overall staffing industry witnessed a growth at **5.1%** in Q125 with **~68K** new flexi employment created QoQ.

REFERENCE: YoY is the headcount growth between Q124 vs Q125

REFERENCE: Q125: Apr-Jun 25

Flexi Industry Employment Growth Break Up

QoQ: 2024-25

(General & IT Staffing)

General Flexi Staffing caters to all sectors except IT & ITeS

IT Flexi Staffing caters to IT & ITeS only

General Staffing Industry grew at 19.1% YoY (2024-25) & 5.2% Q1 24-25 (QoQ) (Q1 vs Q1)

>> General Staffing Industry maintained new employment growth at **19.1% YoY 24-25**. The employment demands witnessed a resilient rise and the staffing continued double digit growth for YoY (Q124 vs Q125).



>> General Staffing Industry always witnesses a sharp growth in Q1 and Q2 while slightly normalising towards Q4 23-24 owing to market practices. The new employment growth came back at **5.2% in Q124-25**, as demands in flexi staffing returned back to positive.



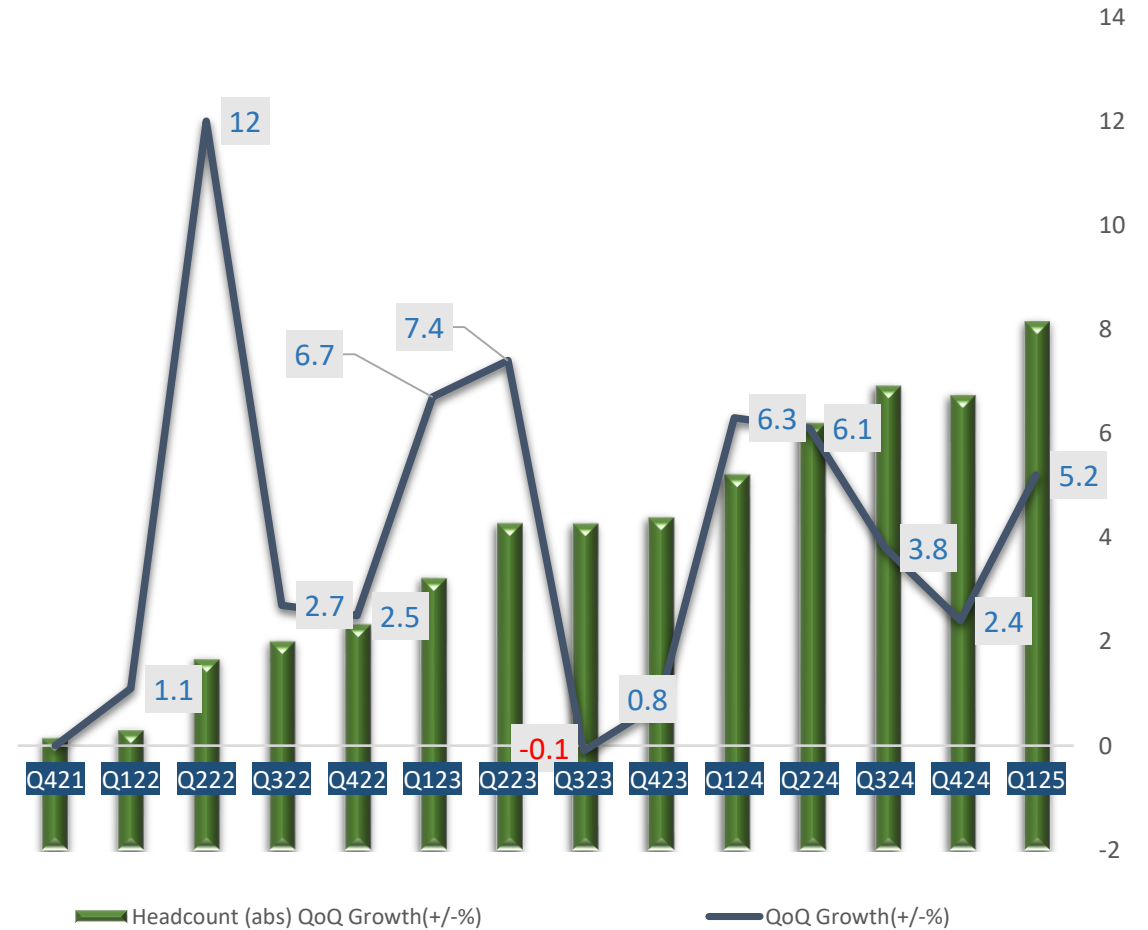
>> ISF members added **2.21 lakhs new employment** across General staffing industry in last 4 Quarters.

>> General Staffing Industry was primarily driven by demands from FMCG, E-commerce, Manufacturing, Healthcare, Retail, Logistics, Banking, Energy etc.



5.2 % Q1 24-25 (QoQ)

General Staffing Industry Employment Growth Trend QoQ (Q125)



REFERENCE: Q125 Apr – Jun 24



IT Staffing Industry New Employment Trend Q1 25 grew at 0.7% (QoQ): & 1.4% (YoY) (Q1 vs Q1)

>>

IT Staffing Industry post a long gap witnessed a positive growth at 1.4 % YoY, and 0.7% QoQ in Q1 2024-25.



>>

IT staffing industry witnessed a positive Q2 24-25 and then again dipped in Q3 and Q4 . The new demands across GCC and few services sectors have witnessed in gradual growth in Q1 25.

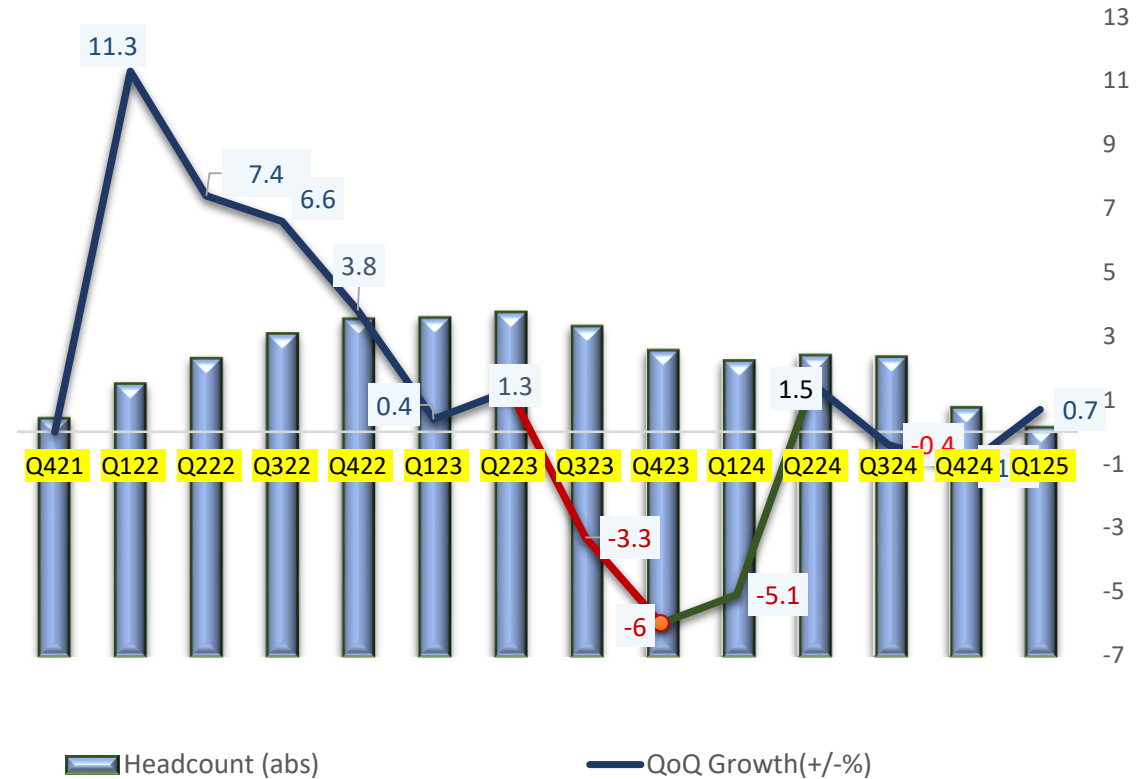
>>

IT Staffing Industry witnessed demands from digital adoption from sectors that will continue growing slowly from government projects in Infra, and emerging industries. Within IT sector GCCS are the driving factor of new employment growth.



1.4 % YoY (Q1 24 vs Q1 25)

IT Staffing Industry
Employment Growth Trend QoQ (Q125)



REFERENCE: Q125: Apr – Jun 24



2025

Indian Staffing Federation
Quarter 1 Report
Flexi Staffing Industry

2024-25

