



INDIAN STAFFING FEDERATION

Flexi Employment Social Impact Report

2024

Indian Staffing Federation Social Impact Report 2024

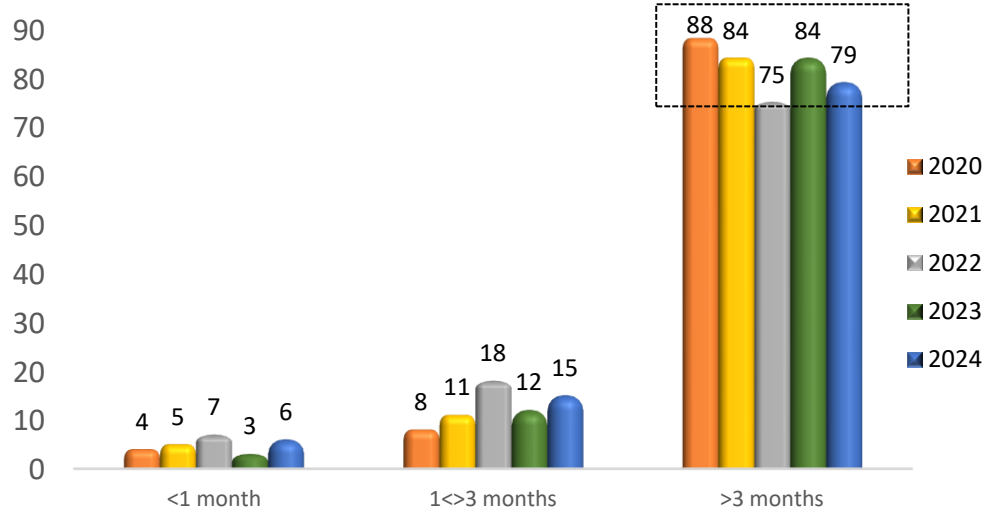
Indian Staffing Federation brings the Flexi Employment Social Impact Annual Report 2024 to share insights on the employment practices, that create 'a social difference' through the formal staffing companies that impacts the grassroots level.

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.

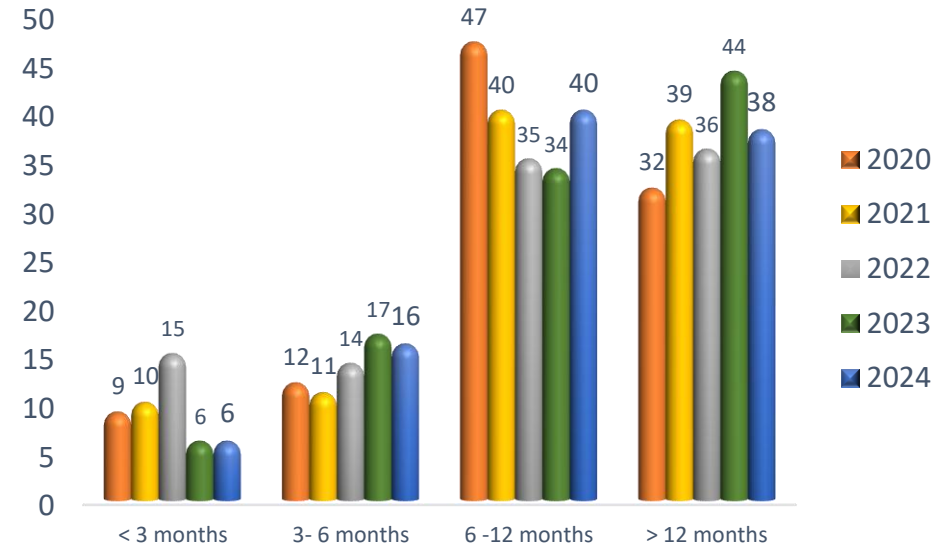
Average length of assignments for Flexi workers? (%)



Average Length of Assignments

- Staffing industry caters with **>75%** flexi projects or single engagement assignments that are **more than 3 months**. This signals a growing confidence in employment across markets through staffing industry with short-term engagement projects.
- Micro engagement term projects that are between 1-3 months are on slight rise from the impact of the geo political volatility in few sectors.

Average length of contract for Flexi workers? (%)

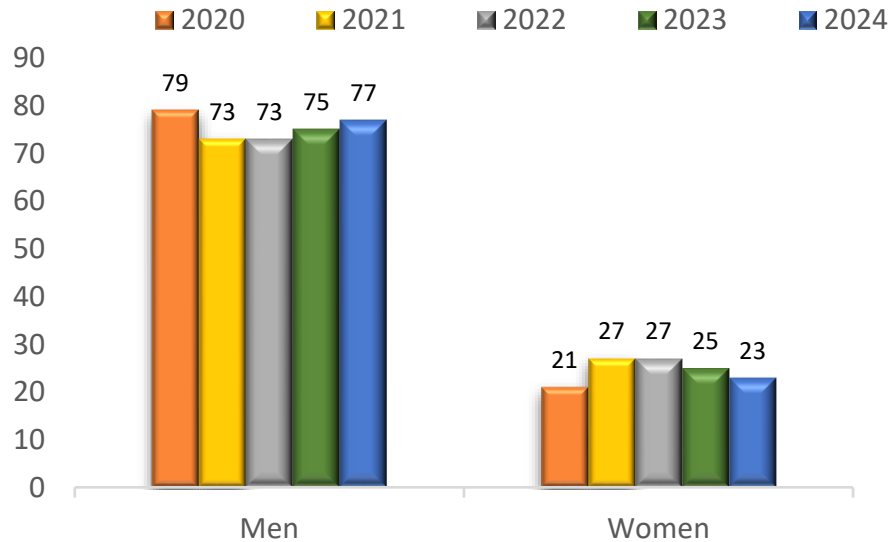


Average Length of Contract

- There is a continued positive high demand in the contract length where workers are gainfully employed **for more than 6 months at 78% across projects**.
- The **6-12 month contract timeframe witnessed a significant jump with ~40% contracts** in the YoY means there was a steady opportunity for projects including seasonal demands.
- There has been gradual shift towards slightly long term contracts, evidently showing confidence in employment cycles through increase in the projects duration.

Women Participation in Flexi workforce at 23%;
 >35% Flexi workforce are mostly Job Market entrants/freshers in the age group >24 yrs

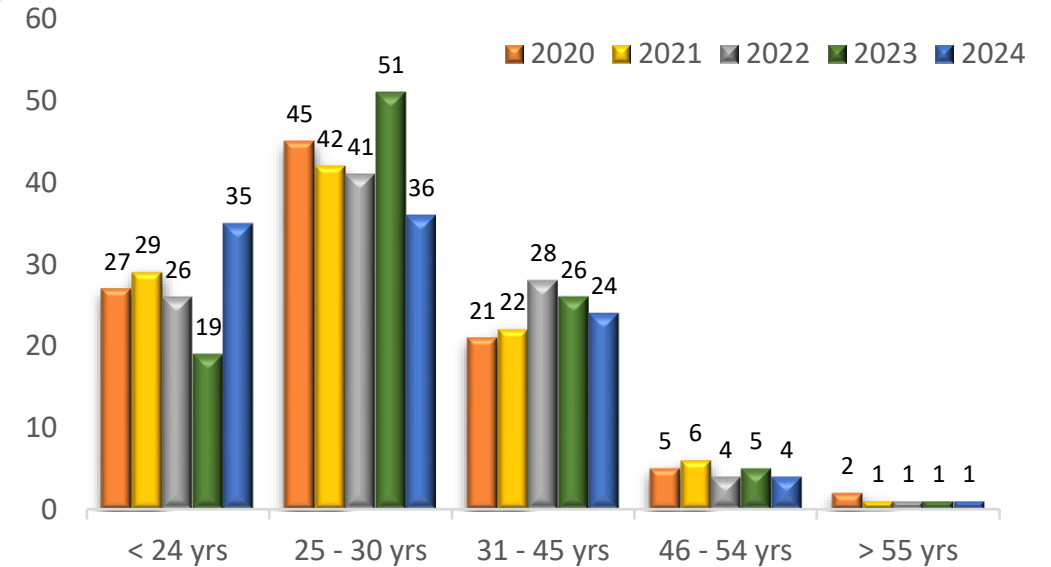
Gender distribution of flexi workers (%)



Gender Distribution

- In flexi employment Women workforce participation is maintained at a 23% participation in flexi/staffing workforce YoY.
- 77% flexi/staffing jobs are ground/field force thus preferred by men.

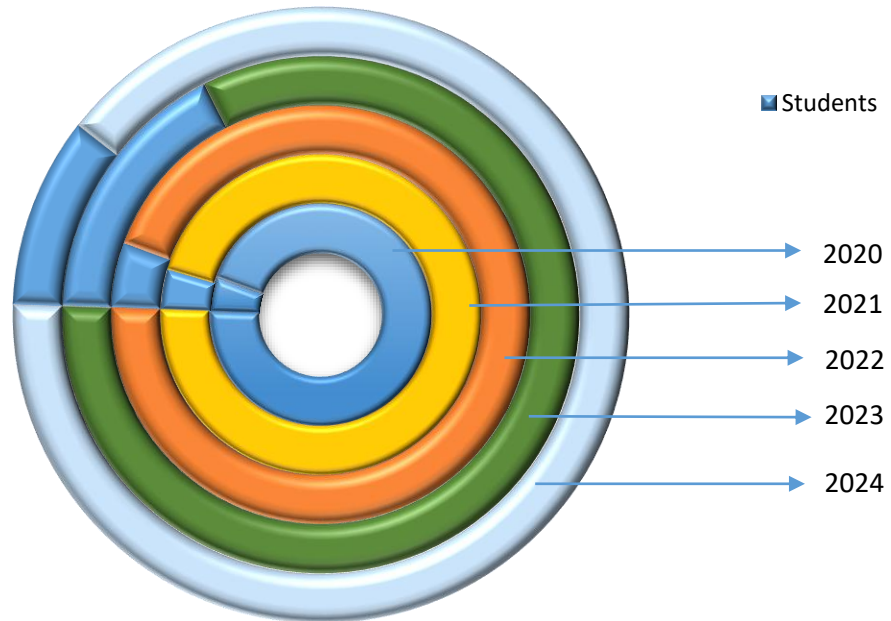
Age distribution of flexi workers (%)



Age Distribution

- There was a **significant +83% jump** in the age > 24 yrs with **35%**, who are mostly job market entrants/freshers as flexi workers. This signifies the awareness of formal employment and impact creation through staffing industry.
- Interestingly, 71% participation in the flexi working population are in the age range of < 24 Yrs - 35 years

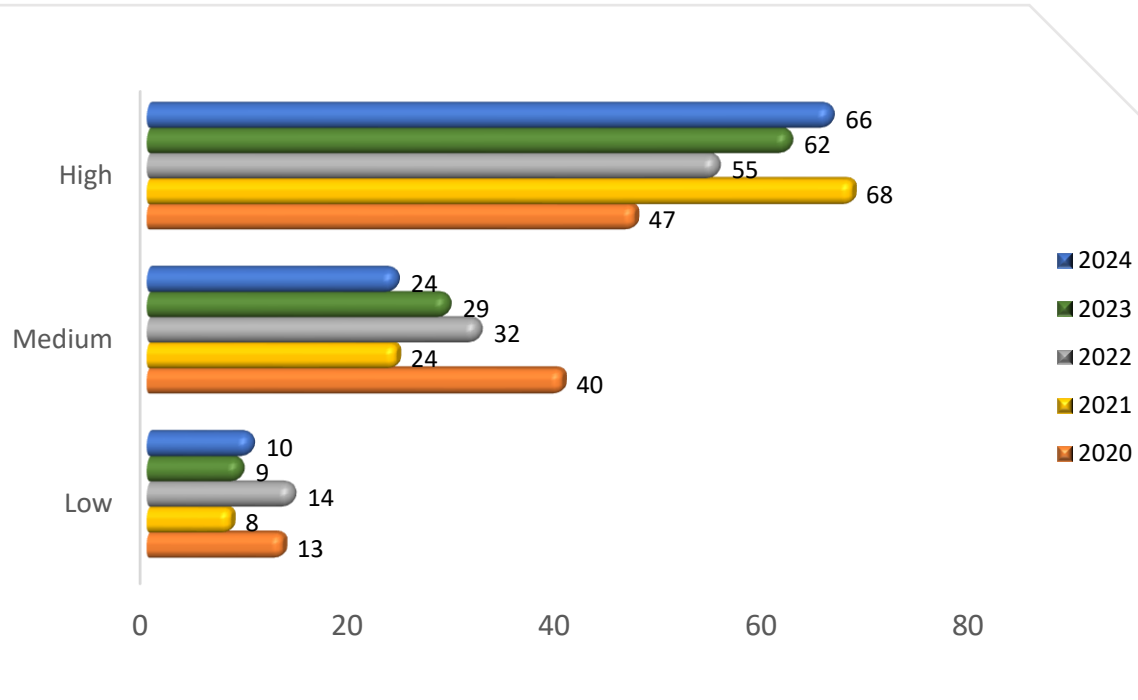
Share of students among all Flexi Workers (%)



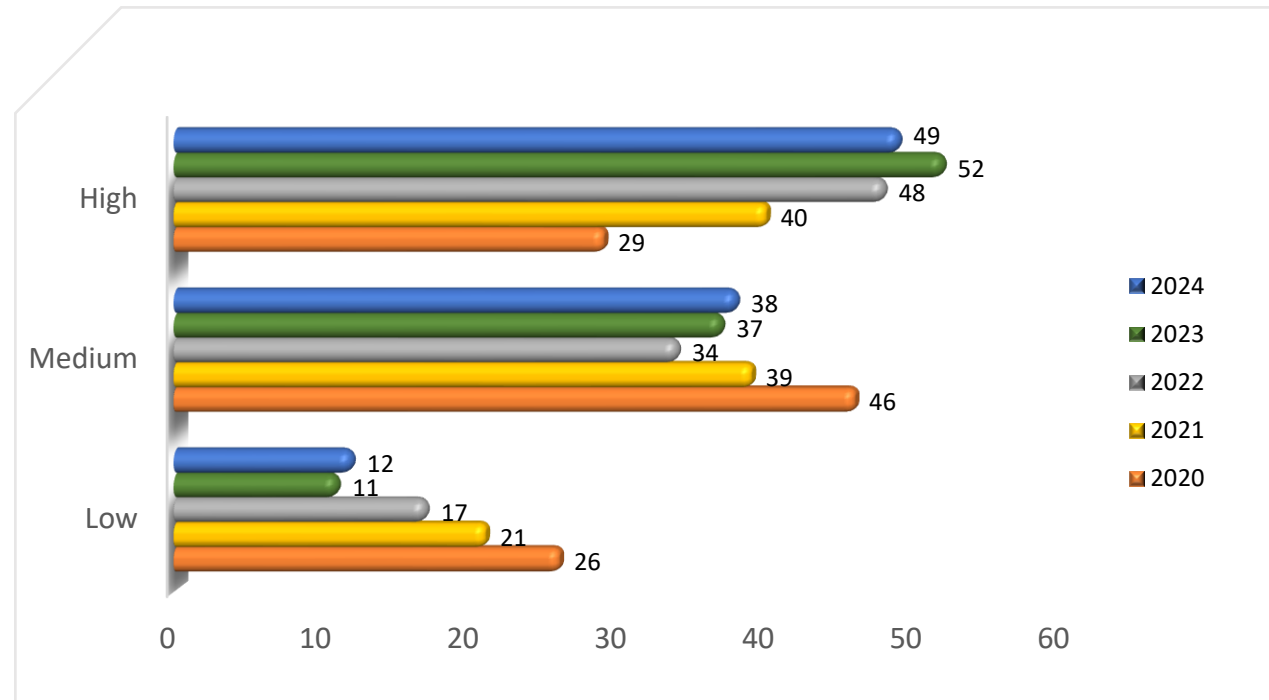
- Students joining through formal staffing companies witnessed a significant 10% YoY participation in the workforce in 2024
- Students may choose temporary jobs since they need to be flexible with their time. While some young people choose to work in the evenings and on weekends, others may not want to or be unable to commit to a long-term career.

66% Flexi workers gainfully employed came with graduates & above (education) & 49% with Higher skills

Initial level of education of Flexi workers (%)



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



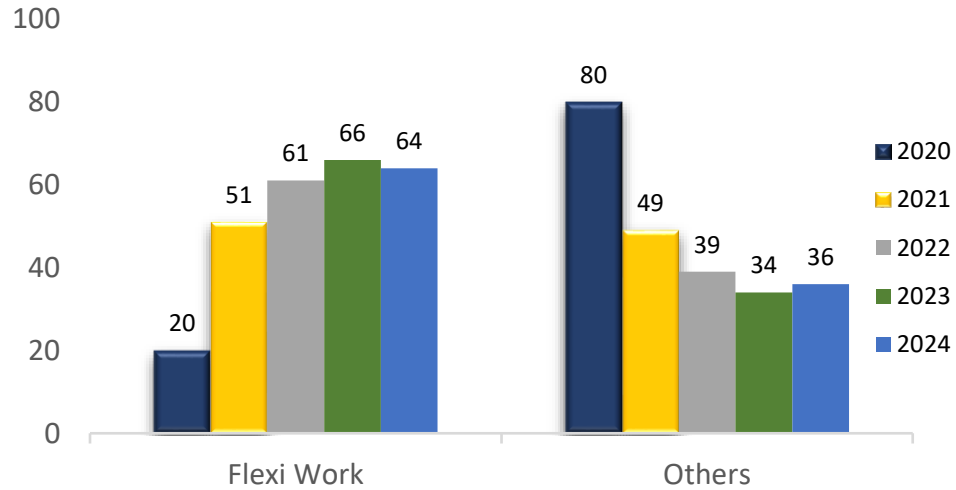
Requirement for entry level Flexi jobs: Education and skills

Initial level of education & Skills of employed flexi workers

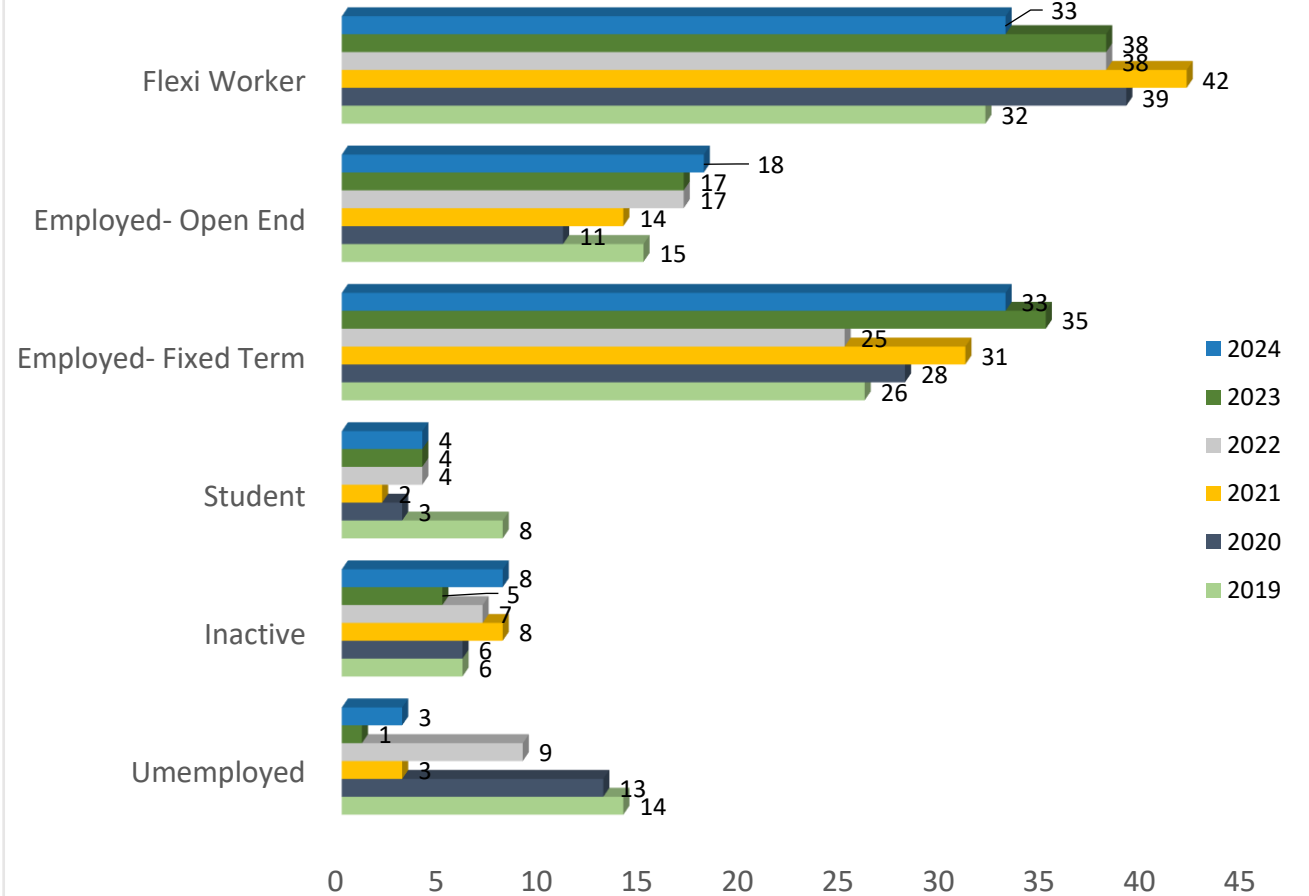
- Education
 - Graduates and above, were more in demand at 66% among the flexi workforce. This could also be signifying the jobs with more technical skills as markets opened with new skills in 2024.
 - The flexi workers with medium education level were slightly lower in demand from previous year at 24%. Medium level education will be secondary education and low education will be represented through below secondary education.
- SKILLS
 - In 2024 about 49% flexi workers employed were high skills
 - Flexi workers with medium continued to gainfully employed at 38%

Flexi work compared to other formats of employment

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



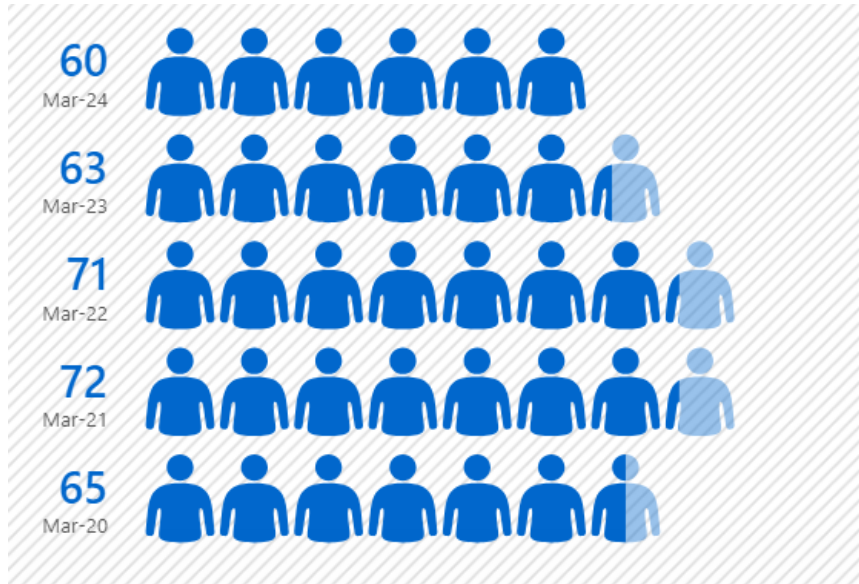
Labour market situation for workers before and 12 months after working as flexi staff (%)



Flexi Industry Growth Labour Market situation change in 12 months

- Flexi staffing witnessed a -2% YoY growth among other formats of employment. This implies the changing demand in the new formats of employment.
- Interestingly, unemployment and inactive rate is maintained lower for the flexi workers, that are associated with formal staffing companies.
- Employment market saw 33% flexi workers continuing in flexi job YoY and the same outlook continued .

78% flexi workforce satisfied with their employment situation; 60% will prefer to continue as flexi employee



Source: Indian Staffing Federation: Annual Flexi Employment Growth Report 2024

~60%

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

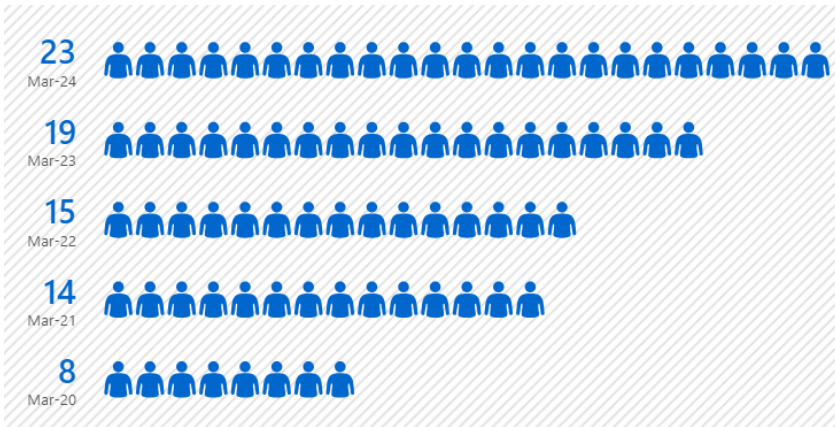
>78%

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 2024

23% flexi workforce transitioned to a permanent employment in 2023-24;
46% flexi workforce were trained/upskilled to meet employment demands



Source: Indian Staffing Federation: Flexi Employment Social Impact Report 2024

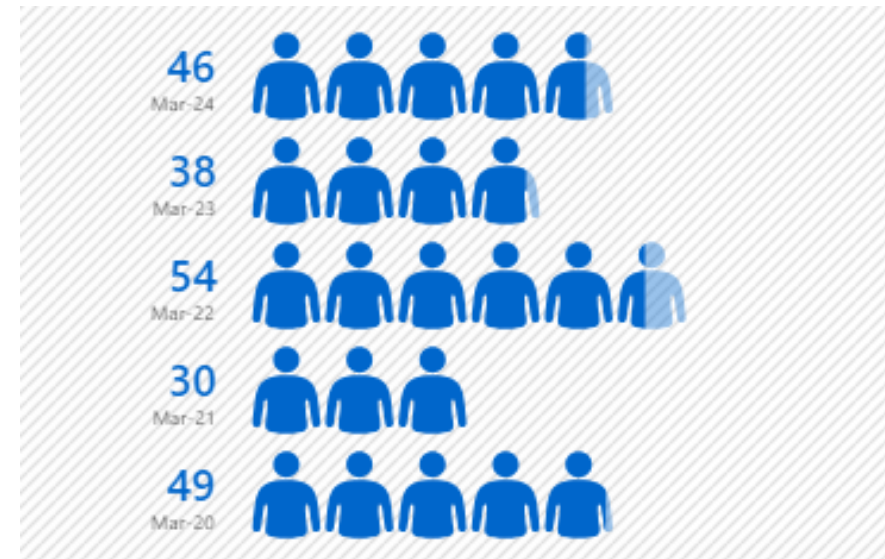
~23%

Flexi workforce gets absorbed as Permanent employee with acquired experience YoY (2023-24).

Flexi work becomes their 'first stepping stone to permanent jobs

>46%

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



Source: Indian Staffing Federation: Flexi Employment Social Impact Report 2024

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

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.

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