



INDIAN STAFFING FEDERATION

STAFFING INDIA'S GROWTH · SINCE 2011

What one company can't achieve alone, we achieve *together*.

A MEMBERSHIP INVITATION FROM INDIA'S APEX BODY FOR THE ORGANISED
STAFFING INDUSTRY

138

MEMBER COMPANIES

1.91 Mn

FORMAL FLEXI WORKFORCE

15

YEARS AS THE INDUSTRY'S VOICE

THE MOMENT

India's staffing industry is moving. Fast.

Formal flexi employment is now one of India's most powerful engines of job creation — and the rules of the game are being rewritten in real time.

1.91 Mn

formal flexi workforce in India
at the close of FY26

7.9%

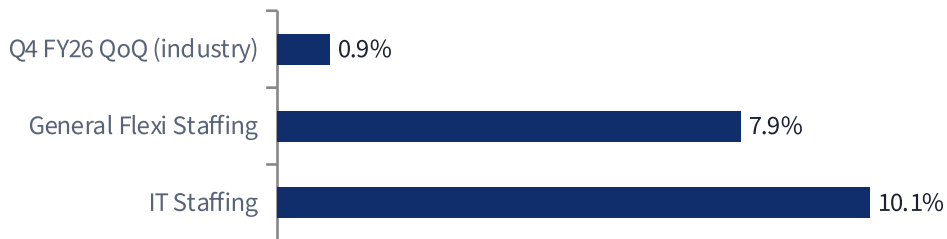
net headcount growth in
general flexi staffing, FY26

18–22 Lakh

EPFO net payroll additions
every month

57–61%

of new EPFO subscribers are
aged 18–25 — a youth-led wave



73%

of new staffing mandates in FY26 came from
GCCs — demand is institutionalising.

WHO WE ARE

The apex body of India's staffing industry

Since 2011, the Indian Staffing Federation has been the single, credible voice of the staffing and flexi-staffing industry — trusted by government, quoted by national media, and built by its members.



Government interface

Standing engagement across the Ministries of Labour & Employment, Skill Development and Finance — from Labour Code rules to GST representations.



National narrative

ISF research, reports and leadership commentary anchor how India's media, policymakers and clients understand flexi staffing.



Member-first platform

138 member companies — from national leaders to fast-growing regional firms — setting standards and growing together.

ONE FEDERATION

One voice for an industry employing **1.91 million** formal flexi workers — and shaping the careers of millions more entering formal work each year.

Est. 2011 · New Delhi

THE ISF JOURNEY • 2011–2019

Creating acknowledgement for formal staffing

8 members, one voice

Eight pioneering firms found ISF — organised staffing gets its apex body

2011

World stage

Hosts the World Employment Conference — 35+ countries; government visibility and dignity for formal players

2016

Reform agenda set

Single 5-year licence and bank guarantees over deposits move from idea to discussion; GST begins formalising the market

2018

2012–15

Making the case

Unions, corporates and workers all wary of contract staffing; ISF builds the why-staffing-matters narrative · 32 members

2017

110 members & allies

ISF allies with CII, NASSCOM, FICCI & ASSOCHAM to carry the formal-staffing narrative through their advocacy

2019

Formal recognition

Ministry of Labour brings ISF into formal tripartite dialogue — staffing enters every government conversation

GOVERNMENT

Silent on staffing — despite ~50% of its own workforce on contract

TRADE UNIONS

Saw contracting as a threat to permanent jobs

CORPORATES

Wouldn't openly adopt formal contract staffing

THE WORKFORCE

Wary of contract jobs without security

ISF's biggest battle: turning policymaker silence into favourable staffing policy. **By 2019, every critic was at the table.**

THE ISF JOURNEY · 2020-2026

From vendor to partner: recognition to financial returns

₹1,000+ cr court shield

Labour Codes announced; single licence to cut ~40% admin overhead; Delhi HC win vs EPFO on UAN — still saving members ₹1,000+ crore in penalties

2020

Data of record

Government bodies begin citing ISF reports as the staffing industry's reference data

2022

MoF & Corporate India

Ministry of Finance seats ISF in pre-budget dialogue; CEA cites ISF data; Wipro MoU honours formal, ethical employers

2024

2021

COVID proves it

Formal staffing's social security shields workers — government, corporates and workforce acknowledge: staffing is good

2023

Skilling engine

Skill Ministry names staffing the skilling-to-employment engine; ₹5 crore NSDC project — ₹5,000 per first-time placement

2025-26

₹500+ cr in member gains

ELI incentives live; single licence rolled out; TDS at 2% — initiatives worth ₹500+ crore to members; 138 members · 1.91 Mn workforce

GOOD FOR CORPORATES

Compliant, scalable workforce on demand — a strategic partner, not a vendor

GOOD FOR GOVERNMENT

Formalisation at scale — EPF, ESIC and taxable jobs replacing informal work

GOOD FOR THE WORKFORCE

Formal pay, social security and first careers for a young India

And good for members' books: ₹1,000+ crore EPFO court shield · ₹500+ crore initiative gains · 40% overhead cut · ELI incentives

THE COST OF STANDING ALONE

Every major decision shaping your business is being made in a room. The only question is whether you're in it.

OUTSIDE THE FEDERATION



You read about Labour Code rules after they're notified



You absorb 18% GST as a cost of doing business



You discover government schemes when competitors win them



You benchmark with last year's public data

INSIDE THE FEDERATION



You're consulted while the rules are still being drafted



Your case for 5% GST is argued at the highest level



You're briefed on ELI / PM-VBRY pipelines early



You read the industry's freshest data — every month

WHAT'S IN IT FOR YOU

The protection dividend



Penalties you never pay

Labour Code penalties run from ₹50,000 to several lakh per offence — with repeat-default provisions that escalate sharply. ISF's advisories and gazette tracking keep members compliant before inspectors arrive.



From CLRA maze to one licence

Decades of work-order-wise CLRA licences — state by state, contract by contract — are giving way to a single pan-India, five-year contractor licence under the OSH Code. A reform ISF championed for its members.



Transition knowledge, included

What consultants bill in lakhs for Labour Code transition — four-Code impact advisories, wage-definition analysis, state rule tracking, minimum wage maps — arrives in your inbox as part of membership.



Collective buying power

Member-rate terms with the tools every staffing firm pays for — job portals, verification, HR-tech — savings only a federation of 138 can negotiate.

One avoided penalty or one won tender repays your membership — *many times over.*

MEMBER VALUE • 01

Where your next client is in the room

For growing and MSME staffing firms, the hardest door to open is the client's. ISF events open it — CHROs, CXOs and corporate decision-makers from across industries come to engage the staffing industry on one platform.

60

events on the 2026–27 calendar — every one a room where corporate buyers meet ISF members first.

Be on the shortlist.



Conferences built for client discovery

Industry leaders join ISF platforms to solve their staffing agenda — and corporate decisions move toward the members they meet there.



Get noticed by your customer

The ISF member label sets you apart in the room — buyers see a federation-vetted industry leader, not one more vendor in the inbox.



Partnerships at federation scale

Co-bid, subcontract and ally with 138 member firms — the route for MSME members onto large, multi-state mandates.

*Corporate decisions move toward the room where the industry's leaders gather. **Be in that room — wearing the member label.***

MEMBER VALUE • 02

A seat at the policy table

The four Labour Codes came into force on 21 November 2025. The Social Security Central Rules were gazetted on 8 May 2026. State rules are being framed right now — and ISF is in the conversation.



Direct ministry engagement

Standing representation to the Ministry of Labour & Employment on staffing-critical provisions — licensing, contract labour, social security for flexi workers.



Four-Code member advisories

Detailed, plain-language advisories on the Wage, IR, Social Security and OSH Codes — updated as every implementation development lands.



State-rule tracking

Gazette notifications across the Centre and states monitored, decoded and delivered — so members act before deadlines, not after penalties.

The hard truth: *Non-members will comply with rules they never got to shape.*

MEMBER VALUE • 03

Fighting the industry's biggest cost battle

18%

GST today on manpower & staffing services



5%

ISF's formal representation to the
Ministry of Labour & Employment and
GST forums

WHY IT MATTERS

GST at 18% inflates the cost of formal hiring and pushes work into the informal economy. ISF's case: tax formalisation less, and formal jobs grow more.

One company writing to the GST Council is a letter. **138 companies behind one apex body is a movement.**

MEMBER VALUE • 04

First in line for government programmes

India is funding formal job creation at unprecedented scale. ISF positions its members where the schemes, the states and the budgets are.



ELI / PM-VBRY

Employment-Linked Incentive scheme briefings and readiness support — so members capture incentives for the formal jobs they already create.



State partnerships

Structured engagement models with state governments on employment acceleration, safe migration and placement programmes.



Skilling ecosystem

A living map of state skilling and employment schemes — rated for staffing relevance, with an ISF action plan for member participation.

27

state skilling & employment schemes already mapped and rated by ISF for member action.

Members see it first.

MEMBER VALUE • 05

Sharper recruiters. Stronger firm.

Your recruiters are your product. ISF gives member teams the training, playbooks and trend intelligence that only national-scale firms could otherwise afford.



Recruiter training & masterclasses

Structured programmes for recruiters and account teams — sourcing, assessment, compliance, client management — at member rates.



Best-practice playbooks

Contracts, payroll, onboarding and worker-welfare practices distilled from the industry's best operators — adopt what already works.



Trends before they're obvious

AI in hiring, skills in demand, sector demand shifts — tracked monthly through Skills Watch, ISF research and conference content.

Recognition included: ISF platforms celebrate member excellence — credentials your sales team can put to work.

MEMBER VALUE • 06

A trust mark that wins business

In a market crowded with informal operators, ISF membership signals one thing to clients and government alike: this company plays by the rules — and helped write the best of them.



Code of conduct

Membership means committing to ethical, compliant staffing — a differentiator clients increasingly demand in RFPs.



Preferred in RFPs

Clients increasingly look for federation membership in vendor due diligence — ISF membership answers the question before it's asked.



Compliance support

Expert guidance on Labour Code transition, registrations and audits — so growth never outruns governance.

“ISF member” on your credentials slide is the cheapest brand equity you will ever acquire.

MEMBER VALUE • 07

Beyond headlines: member-grade intelligence



Flexi Staffing Employment Trends

The quarterly report the media quotes — anchored in EPFO payroll data and PLFS findings. Your market, measured.



Monthly Contract Staffing Digest

Live tenders with closing dates, an end-client demand map across 8 sectors, active hirers and a skills watch — every month, in your inbox.



Compliance intelligence

Gazette notification reports across Centre and states, minimum wage tracking across 32 states, and Labour Code impact analysis.



A platform for your voice

Member perspectives carried into national media narratives, conference stages and policy submissions.

*The headline is public. The tender table, demand map and state-rule decode behind it are not. **Members get the depth.***

THE MEMBER YEAR

What twelve months inside ISF looks like

EVERY MONTH

Contract Staffing Digest · tender pipeline · demand map · skills watch · gazette tracker

EVERY QUARTER

Flexi Staffing Employment Trends report · regional forums · policy consultation rounds

EVERY YEAR

National conference · leadership summits · annual policy agenda set with members

EVERY DAY

A federation answering for your industry — in ministries, in media, in the market

All of it for less than the cost of one mid-level hire — and none of it available to non-members.

WHY NOW

The window is open. It will not stay open.



Labour Code rules are being written now

State rules and clarifications are landing month by month. The shaping happens in 2026 — not after.



Scheme money is being allocated now

ELI / PM-VBRY and state employment budgets are committing funds today. Early movers set the terms.



The market is consolidating now

Formalisation rewards credible, compliant players. The trust mark matters most while the shake-out happens.

*Every quarter outside is a quarter of decisions made about you — **without you.***



INDIAN STAFFING FEDERATION

Join the table. Shape the industry.

1

Reach out

One conversation with the ISF secretariat to map your fit and goals.

2

Sign on

Simple onboarding, code-of-conduct commitment, membership confirmed.

3

Plug in

Digest, reports, forums, policy rounds — live from your first month.



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www.indianstaffingfederation.org

What one company can't achieve alone, we achieve together.

THE INDUSTRY'S MESSAGE

Staffing is Good.

Formal jobs. Social security. Careers for a young India. Every new member makes that case stronger — in ministries, in boardrooms, in the market.



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