Indian Economy and issues relating to Planning, Mobilization of Resources, Growth, Development and Employment.

Prelims and Mains focus: about the recommendations of the ISF; about labour reforms in India; about ISF

News: Indian Staffing Federation (ISF) has asked the government to make labour codes a reality and get them operational from April this year.

Present scenario

India currently had 44 Central, 387 State labour laws, 67 Central and 1,333 State labour filings and 674 Central and 26,484 State labour compliances.

Recommendations of ISF

- **Simplification, rationalisation, digitisation of labour laws** should be operational on an immediate basis to make them comprehensive, effective, easy to comply.

- To decongest cities and create more jobs across tier II and tier III cities, the government should ensure optimum utilisation of budgetary allocation towards infrastructure and development.

- Tier II and III cities and semiurban areas need to have clear and focussed development to help generate employment opportunities within them. This will put more money in the hands of people and consumption will improve.

- The government should focus on urbanisation, smart cities and infrastructural development on top priority to etch a comprehensive growth trajectory of the country.

- It is critical for the government to bring back positive sentiments in the domestic market, through necessary budgeting and policy initiatives, thereby unshackling the full potential of country’s high employment sectors such as telecom, ecommerce and automobiles.
About Indian Staffing Federation (ISF)

- The ISF is the **apex body representing the Staffing industry/Private Employment Services** that is authorised to discuss with government agencies and other trade bodies on behalf of the staffing industry/private employment services.

- The Staffing/private employment services is an enabler to provide social security and long term medical, and retirement benefits to temp/flexi-staff.

- The purpose of ISF is to **enhance long-term growth** and ensure its continued ability to make positive contributions to the economy as well as the society through the services of the Staffing Industry.

**Staffing Industry covers a meager 2% penetration of the possible employable size in India.**

- Of the 400m employable in India, about 10% are employed in the organised sector, and while about 250m are self-employed.
- This leaves almost 110m who are employed by the **temp/flexi-staffing** and the unorganised sector. ISF is working towards growing this market.
- To bring effect, the laws and regulations haven't taken Staffing industry/Private Employment Services into cognizance.
- ISF expects to interact with law making authorities to recognize Staffing industry/Private Employment Services and create adequate and appropriate laws to manage it.

**What is Flexi-staffing?**

- Flexible Staffing is an arrangement in an organization where the employees can be from temporary agencies, leased employees or contract workers.
- It is more commonly known as temporary staffing and predominantly focuses on the white collar industry.