

ORACLE

Deloitte.

Leadership in a  
boundaryless world –  
Unlocking gig/contingent  
workforce ecosystem

March 2023



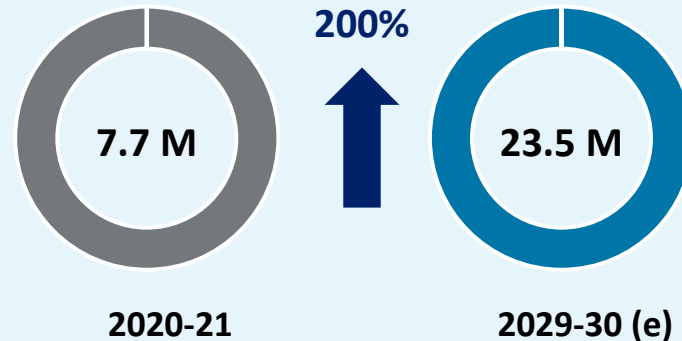
# GIG/CONTINGENT WORKFORCE ON THE RISE

According to Deloitte and MIT's 2022 report, "Orchestrating Workforce Ecosystems"...<sup>1</sup>

**93%** managers view **some external workers as part of their organization's workforce**

**74%** managers agree that effective management of **external contributors is critical to organizational success**

According to Niti Aayog report, June 2022 ...<sup>3</sup>



Workforce Demographics are Shifting in India

**10x** Increase in demand of gig workers

**3x** Increase in participation of gig workers

## Top reasons to pick Gig ...<sup>2</sup>

Gen Z

**47%** Job Location Flexibility

**29%** Specialized skill focus

**24%** Flexibility in working hours

Millennials

**57%** Job Location Flexibility

**27%** Flexibility in working hours

**16%** Specialized skill focus

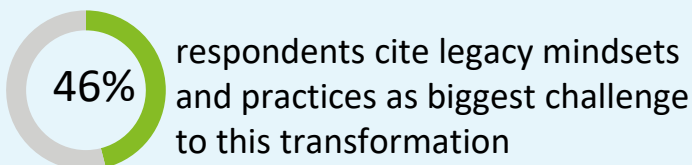
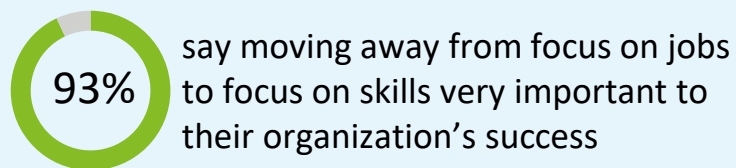
The participation of youth in the gig economy has increased **8-fold** between 2019 and 2022

Women's participation has increased from **18% to 36%** showing a remarkable growth of **2X**

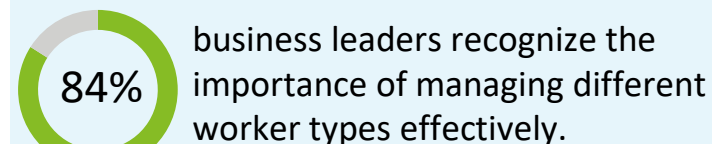
# READINESSSS GAP

## Organisation Readiness

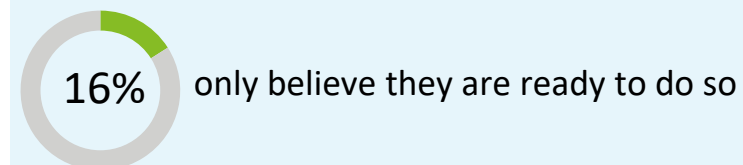
### FOCUS ON SKILLS



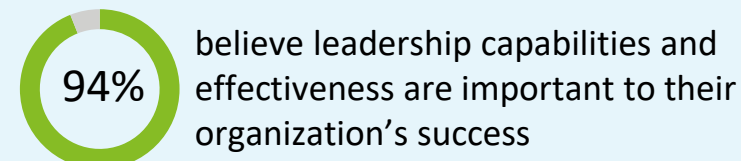
### MANAGE WORKFORCE TYPE



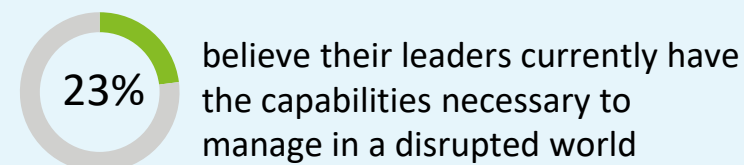
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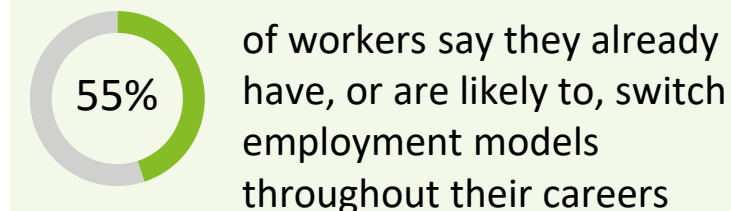
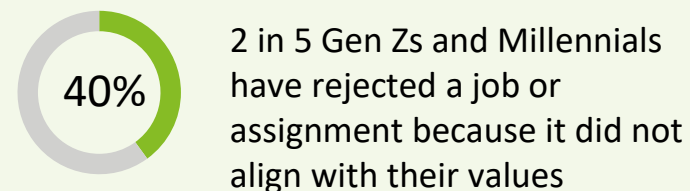
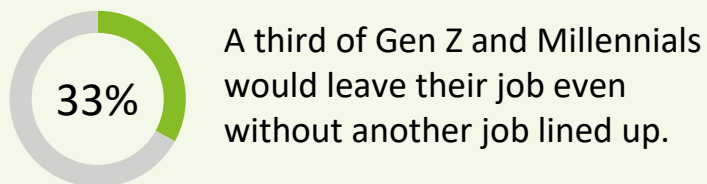
## Leadership Gap



HOWEVER



The rise in worker agency is being driven by ongoing talent shortages, a rising social consciousness, technological advances



# UNLOCKING THE WORKFORCE ECOSYSTEM

Removing traditional employment distinctions unlocks access to a true workforce ecosystem—and with it, critical skills and worker potential

## 1. Adopt a workforce ecosystem mindset

- Treating all types of workers as highly valuable and integral to your business
- Integrating all workers (Fulltime, parttime, contingent) into your organisation culture
- Every single person who contributes to your organisation should reflect its core values

## 3. Create an open workforce platform

- Adopt an open approach to talent that unlock full potential of every type of worker
- Develop strategies and plans to recognize and embrace value of all types of workers
- Ecosystem platforms need to be integrated with business strategies to flexibly adapt to changing work and customer needs

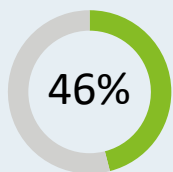
## 2. Take a skill-based approach

- Focus on work that needs to be done - and skills required to do it – rather than job type or job titles
- Adopt a skills-based model centered around skills, capabilities and interests.
- A skills-based approach allows workers to be deployed across those boundaries based on their skills

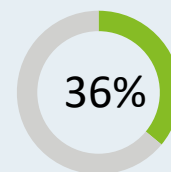
## 4. Pivot from Directing to Orchestrating

- Prepare leaders and managers to operate in a new workforce ecosystem policies
- Shifting from command-and-control approach to cross functional alignment and integration
- New relationships may require fundamental changes in management practices, technology, and leadership, which all underpin an organization's ability to successfully orchestrate workforce ecosystems

### Two drivers to optimize workforce ecosystem



Believe this approach will give Ability to meet current demand



Respondents believe it provides Agility needed for the future

Although the potential for disruption is real, so is the opportunity for an extraordinary reimagination of what the work, workforce, and workplace can be.

Are you ready to embrace the possibilities?

To learn more, read Deloitte's 2023 Global Human Capital Trends report online at: [www.deloitte.com/hctrends](https://www.deloitte.com/hctrends)





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