QUESS
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Pulse

FY25

India's Workforce Trends & Quess Corp's Role in Formalisation



About the Report

India's workforce is in the midst of a critical transformation, from largely informal, unregulated employment to a more formal, secure, and productive ecosystem. India has a workforce of ~570 million, and 80% of that workforce is in the informal sector. This report provides a dual-lens perspective offering a snapshot of India's formal employment landscape and highlighting how Quess is contributing to and aligning with this shift.

The report aims to present a credible, data-driven view of how Quess is enabling employment generation, workforce inclusion, and skills development at scale. By combining national labour data with insights from Quess' operations, it offers a grounded narrative of how large staffing firms can act as enablers of formalisation in sectors and regions traditionally dominated by informal work.

Formal employment is essential for ensuring workers receive protections like social security, healthcare, and regulated wages, key to improving job quality and economic dignity[1]. As India strives toward becoming a developed economy by 2047, formalisation also contributes to increased productivity, compliance, and fiscal health[1]. Government initiatives such as Udyam Assist and large-scale skilling programs further emphasize this transition[1].

India's demographic advantage, with a median age of 28, demands the rapid creation of quality jobs[1]. The Economic Survey 2024–25 calls for the generation of over 78 lakh non-farm jobs annually until 2030[1]. Meanwhile, EPFO payroll additions and improving labour force participation rates indicate growing momentum in formal employment, especially among youth[1]. Still, only about 16% of India's workforce is formal, highlighting the urgent need to expand access[2].

Quess is an active contributor to this shift. With a headcount of over 455,000 and presence across Tier 1, 2, and 3 cities, Quess brings formal opportunities to diverse geographies and industries, including BFSI, retail, telecom, and logistics. In FY25, it generated over 130,000 new UANs, directly adding to national social security coverage. Its statutory contributions, across PF, ESI, GST, and TDS, further reinforce its role in India's organized economy. Quess currently accounts for 0.4% of India's formal workforce, represents 7% of the country's flexi-staffing industry, and contributes 25% of the flexi-staffing headcount employed by members of the Indian Staffing Federation, an organization for companies involved in outsourcing workers in India.*

Through this report, Quess aims to document its contribution to the country's workforce evolution, not as an isolated achievement, but as part of a larger national movement toward inclusive, formal, and future-ready employment.

***Source & Calculation Note:**
Estimates are based on author computations using multiple public and internal data sources. India's formal workforce is estimated at 11 crores; with 4.55 lakh employees, Quess accounts for ~0.4%. Quess represents ~7% of the 6 million flexi-staffing industry and contributes ~25% of the 1.8 million flexi workforce employed by Indian Staffing Federation (ISF) members.

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About Quess Corp.

Established in 2007 and headquartered in Bengaluru, Quess has rapidly grown from a start-up into a trusted powerhouse in the global employment landscape. With a strong presence across 8 countries and a workforce of over 455,000 professionals, we serve more than 3,300 clients worldwide, spanning industries such as BFSI, Retail, Telecom, Manufacturing, Information Technology, GCCs and more.

Driven by a mission to build the workforce of tomorrow, Quess empowers businesses to boost productivity and scale efficiently through AI-powered platforms and deep domain expertise. Following the April 2025 demerger into three distinct entities — Quess Corp, Digitide, and Bluspring, — Quess Corp has emerged as a focused staffing and workforce management company. We deliver end-to-end, tech-enabled staffing and managed outsourcing solutions that are scalable and tailored to modern enterprise needs. Our offerings span general staffing, professional staffing, recruitment, GCC solutions, digital platforms, and international workforce solutions, with a growing footprint in the APAC region and the Middle East.

At the heart of Quess is a commitment to creating meaningful employment opportunities while ensuring social security, continuous skill development, and inclusive representation across our workforce. We actively support gig economy enablement, with over 75,000 gig workers onboarded to meet evolving demands across sectors. This dedication to ethical workforce mobility and future-focused hiring has made us one of the largest private-sector employers in the country.

Quess Corp, ranked #19 among India's Best Workplaces & has been certified a Great Place to Work for the sixth consecutive year in 2025. Staffing Industry Analysts (SIA) has recognised Quess Corp as India's No.1 staffing company in 2025 & 37th globally in 2024. Additionally, we became the first Indian firm to join the World Employment Confederation in 2025. In just 17 years, Quess has grown from a start-up to a trusted global workforce leader.



With a strong foundation in innovation and an unwavering commitment to ethical practices, Quess is now a focused, tech-powered talent infrastructure company, built to help enterprises hire, manage, and grow the workforce of tomorrow.

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Guruprasad Srinivasan
Executive Director and CEO,
Quess Corp.

From The Leadership Desk

India's workforce story is being redefined. As one of the world's fastest-growing economies, India is shifting from reactive to strategic hiring, accelerating the move from informal to formal employment. Driven by stabilizing inflation, early signs of industrial recovery, the Employment Linked Incentive (ELI) scheme, and a growing national consensus around employment generation, this shift is positioning the staffing industry as a central force in how India works, grows, and competes.

India continues to move towards formal employment and a structured ecosystem with statutory benefits and long-term career pathways. The steady rise in Employees' Provident Fund (EPF) net additions is a strong indicator, over 14 million in FY25 alone, underscoring growing participation in the formal economy. At Quess, we are proud to have contributed 1.4% of all UANs added nationally last year, ensuring over 455,000 employees have access to social security and structured employment. These efforts are especially meaningful in Tier 2 and Tier 3 markets, where employment is often fragmented and informal.

The government's approval of the Employment Linked Incentive (ELI) scheme marks a pivotal step in accelerating formal job creation at scale. By aligning with industry needs around stability, skilling, and growth, the scheme has the potential to generate over 3.5 crore jobs in just two years. For a committed workforce solution partner like Quess, it offers a meaningful opportunity to scale responsibly and contribute to high-quality employment outcomes across the country.

India's workforce continues to face a significant skill mismatch, with 52.4% of the working population having only primary education and 65.3% lacking formal vocational training[2]. At Quess, we bridge this gap by enabling individuals across educational backgrounds, as 31% of our workforce comes from below-12th grade education levels, through structured employment, on-the-job training, and clear career progression pathways. We're also proud to contribute to the momentum reflected in PLFS 2023–24, which reports female workforce participation at 41.7%[2]. Women remain consistently represented across all education levels within our workforce. However, with women comprising only 25% of new EPFO additions, we recognise the importance of continuing inclusive, targeted interventions to close this gap.

As India moves steadily away from agriculture, now with 58.3% of the workforce in non-agricultural sectors, our sectoral presence closely mirrors this shift. In FY25, we facilitated large-scale formal placements in Retail (103,000), BFSI (98,833), and EMPI (78,806), while adding over 12,000 employees in Telecom despite sectoral headwinds. These roles serve as vital bridges from informal to formal employment, ensuring access to payroll systems, statutory benefits, and long-term workforce stability.

At Quess, we are committed to building a digitally enabled, formal workforce ecosystem that advances both economic growth and individual aspiration. As the employment landscape evolves, our focus remains on driving formalisation, deepening inclusion, and delivering impact through future-ready solutions.

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Lohit Bhatia
President India & Global Operations,
Quess Corp.

From The Leadership Desk

At Quess Corp, our journey has always been defined by meaningful impact, on employment, productivity, and the formalisation of India's vast workforce. FY25 marked yet another milestone in this journey, as we strengthened our leadership as India's largest staffing and workforce solutions provider.

With over 455,000 active associates, a presence in 644+ locations across India and operations in 8 countries, we continue to scale responsibly and inclusively. Our long-term partnerships with 3,300+ clients, 35% of whom have been with us for over five years, reflect the trust and value we bring to the market. Since our IPO, we have facilitated over 2.5 million jobs, including 1 million+ first-time formal workers, with gross additions of approximately 45,000 new associates each month.

Quess accounts for 0.4% of the nation's formal workforce and represents 7% of India's flexi-staffing industry, contributing nearly 25% of the total headcount employed by Indian Staffing Federation members. We also support the evolving gig economy, having onboarded over 75,000 gig workers, ensuring that even flexible work arrangements adhere to formal structures, with access to social security and long-term employability.

Our workforce footprint spans the country, with 30% based in Tier 1 cities, 30% in Tier 2, and 40% in Tier 3 towns, ensuring inclusive and equitable employment opportunities across geographies. Regionally, the South and North lead in headcount, with Maharashtra, Uttar Pradesh, and Karnataka emerging as our top employment hubs. The average age of our workforce is 27 for men and 25 for women, with 97% educated beyond 10th standard and 35% holding graduate or postgraduate degrees. Our gender inclusion efforts are reflected in the presence of over 74,000 women on our rolls, and the creation of 30,000 new UANs for women employees in FY25 alone, particularly in high-growth states like Maharashtra and Karnataka.

At Quess, we continue to strengthen our commitment to building scalable, inclusive, and digitally enabled employment platforms. Our mobile-first solution, Hamara Jobs, is designed to bridge the gap between job seekers and recruiters, especially in Tier 2, Tier 3, and rural regions. As the first staffing company to join the Open Network for Digital Commerce (ONDC) as an Anchor Network Participant in the work opportunities domain, we are enabling discoverability of over 5 lakh verified jobs annually across sectors like logistics, retail, and field services. This platform addresses key challenges in India's blue and grey-collar job market, including fragmented access, poor skill-job matching, and long hiring cycles.

Together, these efforts reflect our unwavering commitment to formalisation, inclusion, and digital innovation. At Quess, we don't just create jobs, we build pathways to sustainable livelihoods.

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Executive Summary

India's labour market is undergoing a significant transformation, marked by growing formalisation, improved gender participation, and a widening pool of youth entering the workforce. This evolution is reshaping the employment landscape into a more structured, inclusive, and future-oriented system. Central to this journey is Quess, which plays a pivotal role in enabling equitable job access across geographies and sectors. By fostering skill development, promoting diverse hiring, and ensuring social security, Quess helps individuals transition from informal to formal work, contributing meaningfully to India's economic inclusion goals.

One of the most notable shifts in recent years has been the growth in formal employment. Net additions to EPFO subscriptions more than doubled, rising from 61 lakhs in FY19 to 131 lakh in FY24[1]. In alignment with this trend, Quess played a substantial role by facilitating the creation of 133,000 new Universal Account Numbers (UANs) in FY25, reflecting its position as a key contributor to India's formal employment expansion.

Youth integration into the labour force has also emerged as a prominent theme. With 61% of the net payroll additions to the EPFO between April and November 2024 comprising individuals below the age of 29, and nearly half of them in the 18-25 age group, the youthful demographic is actively shaping India's workforce[2]. Quess' contribution to onboarding younger talent is evident through its large share of new UANs, reflecting its alignment with the national emphasis on skilling and employing young Indians.

Gender inclusivity has similarly gained momentum. The Female Labour Force Participation Rate (FLFPR) reached 37% in 2022-23, signalling positive strides toward balanced workforce representation[2]. Quess has supported this shift by generating 30,000 new UANs for female workers in FY25. Its reach into Tier 2 and Tier 3 cities, areas where female workforce participation has historically been lower, demonstrates a commitment to bridging regional and gender disparities through employment.



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India's employment market is characterized by diverse tenures and workforce arrangements, particularly in the flexi staffing segment[4]. Temporary employment models remain crucial in bridging skills with opportunity, especially in dynamic or seasonal sectors[4]. Quess operates significantly in this space, offering structured, secure flexi employment options. With a tenure mix that spans from under three months to over three years, Quess reflects the varied durations of engagement typical in the formal flexi economy. Representing 7% of India's total flexi-staffing workforce (estimated at 62 lakh), and contributing 25% of the headcount employed by Indian Staffing Federation (ISF) members, Quess underscores its scale and credibility in this space.

The growing need for a skilled workforce is another critical focus area. Much of India's working population still has education levels at or below the secondary level. Though specific educational qualifications of Quess employees are not cited, the company's operational model depends on skill-job alignment, implying a strong involvement in informal skilling through placement and on-the-job training. In doing so, Quess supports the national mission of improving employability and skill levels.

Geographically, India's workforce is gradually shifting from agriculture to non-farm employment, particularly in the services sector, which accounted for nearly 55% of the country's Gross Value Added (GVA) in FY25[2]. Quess mirrors this transition with a headcount of over 455,000 as of March 2025, spread across key industries including Retail, BFSI, EMPI, and Telecom. Its distribution across city tiers, from metropolitan hubs to semi-urban and rural locations, highlights its role in democratising access to formal employment, especially in sectors driving India's economic engine.



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QUESS Global Network

Headquartered in Bengaluru, Karnataka, Quess is an Indian multinational with an extensive global presence and unmatched operational scale. Operating across more than 64 locations in India, Southeast Asia, North America, and the Middle East, Quess has emerged as a prominent force on the international stage.

452k+
India

2106+
United Arab Emirates

1079+
Singapore

597+
Philippines

930+
Malaysia

684+
Sri Lanka

47+
Vietnam



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Formalisation of Workforce

India's labour market is undergoing a structural shift, with a steady transition from informal to formal employment. This shift is redefining how work is organised and delivered, bringing more workers under structured payroll systems, compliance frameworks, and long-term social security coverage. With a workforce of approximately ~570 million, around 80% is still engaged in informal employment. However, multiple macro trends, including digitalisation, improved regulatory oversight, and growing workforce awareness, are accelerating formalisation efforts across the country.

A reliable indicator of this shift is the net addition of subscribers to the Employees' Provident Fund Organisation (EPFO), which reflects the number of individuals entering payroll-linked jobs with statutory benefits.

- Net new EPFO subscriber additions increased from 61 lakh in FY2019 to 131 lakh in FY2024[1].
- In FY2025 (up to March), the number rose further to 139.78 lakh, the highest on record[4].
- Over 5 years, EPFO additions have more than doubled, underscoring the strength of India's ongoing formalisation push.

Growth in EPFO Subscribers



This surge is being driven by the digitisation of payrolls, better employer compliance, government incentives for formal hiring, and growing worker demand for social protections like Provident Fund (PF) and Employee State Insurance (ESI) [1].

Youth-Led Formalisation

The demographic composition of EPFO additions indicates that younger workers are increasingly entering the formal economy earlier in their careers

- In FY2025, 61% of all new EPFO subscribers were under the age of 29[2].
- Nearly 50% belonged to the 18-25 age group, suggesting that formal employment is becoming a first step for many new workforce entrants[2].

This is a promising signal for long-term economic productivity, as formal employment not only ensures better wages and protections but also opens up access to skilling and career advancement.

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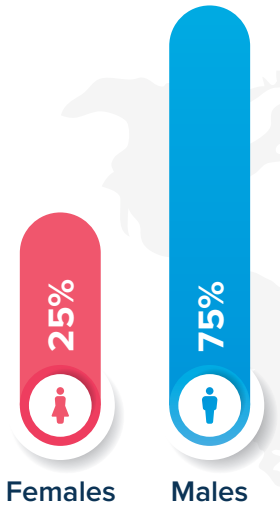
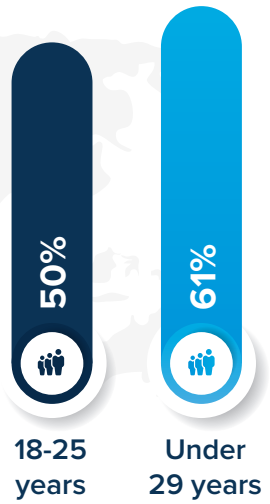
Gender Distribution in the Population



Age Distribution of Individuals

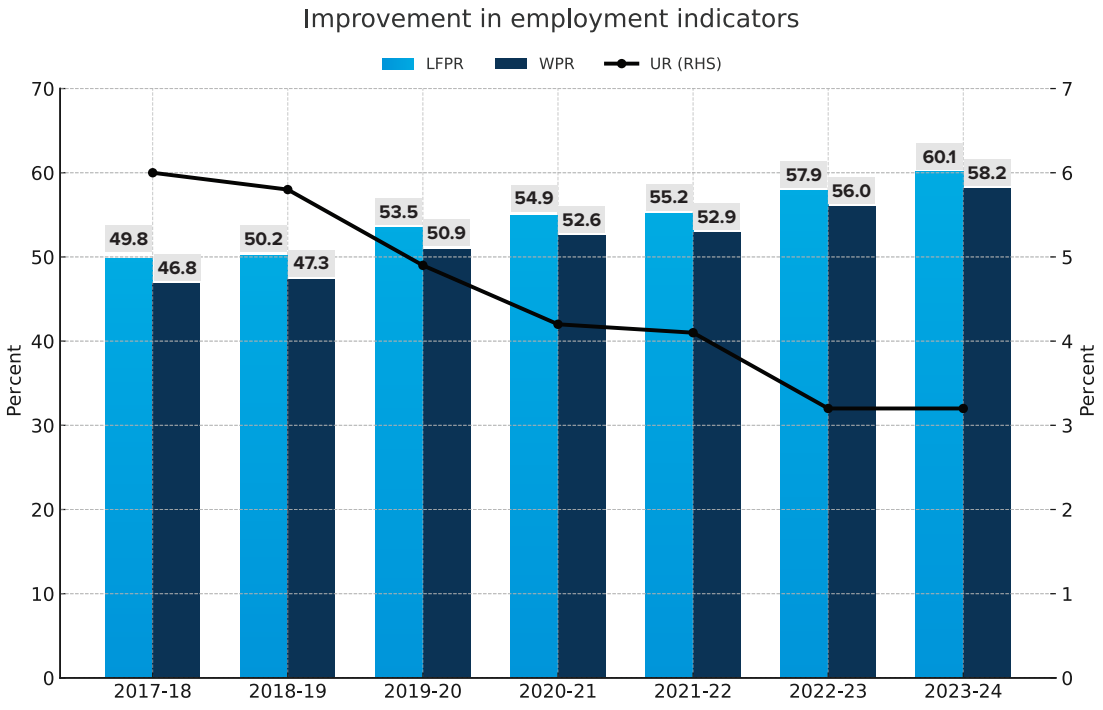


Gender Participation: A Mixed Picture

While overall female labour force participation has improved, translating that progress into formal employment remains a work in progress.

- The female Labour Force Participation Rate (LFPR) increased to 41.7% in 2023-24, as per labour force surveys[2].
- However, women accounted for only ~25% of new EPFO subscribers, an improvement over past years but still reflective of a gender gap in formal workforce participation[3].

Bridging this gap will require more inclusive hiring policies, flexible work formats, and stronger institutional support for women entering or returning to the workforce, particularly in urban and semi-urban markets.



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Sectoral Disparities in Formalisation

Formalisation progress remains uneven across industries. White-collar sectors, which have well-established compliance structures, have seen greater formalisation, while informal practices persist in blue-and grey-collar industries.

- Information Technology (IT) has the highest formal workforce share at 78.3%[4].
- In contrast, construction remains heavily informal, with only 19.1% of the workforce in formal roles[4].
- Other sectors like logistics and retail continue to operate with significant informal or semi-formal employment models[4].

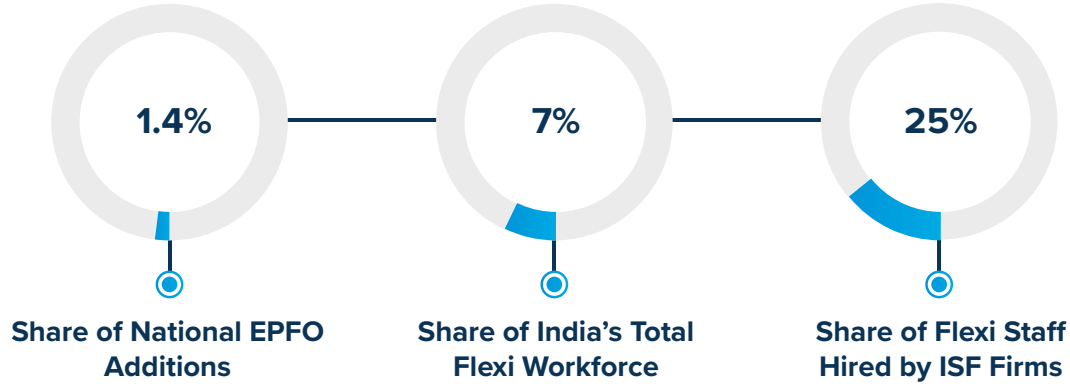
These gaps present a major opportunity for scalable staffing solutions and policy-led reforms, especially in labour-intensive sectors

Quess Corp's Role in Accelerating Formalisation

Amid this national shift, Quess Corp has emerged as a key enabler of workforce formalisation in India. As the country's largest private-sector employer in the flexi-staffing space, Quess has built systems that integrate large volumes of workers into the organised economy through compliant, payroll-backed, and benefit-linked employment models.

- As of March 2025, Quess employed over 455,000 individuals across India, all enrolled under statutory benefits like PF and ESI.
- In FY2025 alone, Quess generated 1.33 lakh new Universal Account Numbers (UANs), contributing nearly 1.4% of India's total net EPFO additions for the year.

Key Metrics of Flexi Workforce in FY25



A significant portion of these UANs represent first-time formal employees or workers transitioning from informal employment — a direct reflection of Quess' role in enabling economic formalisation at scale.

Geographic Reach and Workforce Distribution

Quess' workforce is widely distributed across urban and non-urban geographies, allowing formal job access in emerging markets as well as established urban centres.

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- 134,000 employees are based in Tier 1 cities, 138,000 in Tier 2, and 181,000 in Tier 3 locations.
- Key states with the highest concentration of Quess employees include Uttar Pradesh, Maharashtra, Karnataka, Madhya Pradesh, and Bihar.

This tiered and regional spread supports inclusive growth and aligns with the country's broader goal of decentralised formal employment creation.

Sectoral Strength and Job Types

Quess operates across high-employment verticals with a strong emphasis on formal onboarding, payroll management, and compliance-driven workforce deployment.

- In FY2025, Quess had 104,000 employees in Retail, 99,000 in BFSI, 79,000 in Electronics & Precision Manufacturing, and 76,000 in Telecom.
- The majority of these roles are frontline operational jobs — including Sales Promoters, Field Executives, Warehouse Associates, Service Engineers, and Assembly Operators — which often serve as entry points into formal work structures.

These roles, typically high-churn or transitional in nature, are made stable through Quess' structured processes and compliance coverage, allowing workers to access long-term protections and career pathways.

Industry Leadership in Flexi Staffing

- Quess accounts for 7% of India's total flexi workforce, and nearly 25% of flexi employees hired by Indian Staffing Federation (ISF) member firms.
- This leadership places Quess at the centre of India's evolving temporary staffing model — one that blends agility with legal and financial protections for workers.

Contributions to India's Social Security System

Quess' financial contributions directly reinforce the country's social security infrastructure.

- In FY2025, Quess remitted ₹1,405 crore toward PF and ₹209 crore toward ESI on behalf of its employees.
- These remittances ensure coverage for thousands of families, offering protection through health benefits, retirement savings, and financial security during contingencies.

India's formalisation journey is a long-term transformation powered by policy, technology, and operational execution. EPFO data clearly signals a growing base of workers, especially youth, entering the formal workforce with better security and opportunity. Companies like Quess Corp are not only beneficiaries of this trend but also central drivers, helping India move closer to a more structured, protected, and productive labour economy.

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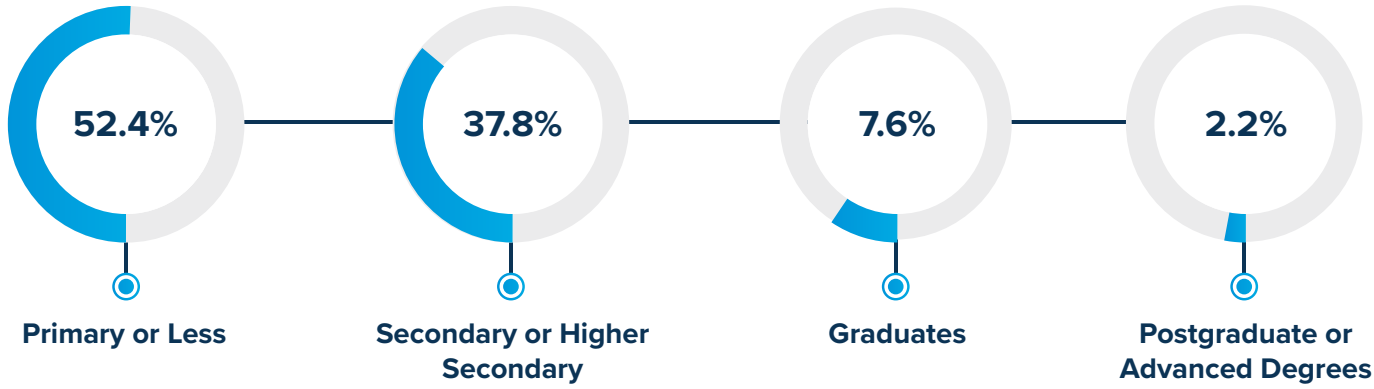
Education Qualification – Building Skilled Workforce

India's economic growth and competitiveness are deeply tied to the education and skill levels of its workforce. With one of the world's youngest populations, the country stands at a pivotal moment where investments in education, vocational training, and future-ready skills can unlock a powerful demographic dividend. However, challenges around access, quality, and relevance of education continue to shape employment outcomes.

A solid foundation in primary and secondary education, when paired with vocational and technical training, forms the bedrock of a productive and inclusive labour market. Yet, data from the Periodic Labour Force Survey (PLFS) 2023-24 reveals significant gaps in educational attainment:

Educational Attainment Levels in India



This uneven distribution has direct implications for employability. As outlined in the Economic Survey 2024-25:

- 88.2% of India's workforce is engaged in low or semi-skilled occupations, limiting upward mobility into high-value jobs[1].
- 38.2% of graduates are employed in roles not requiring a college degree, and 3.2% work in elementary or manual occupations, indicating a mismatch between qualifications and job roles[1].

One of the root causes is the limited reach of formal vocational training:

- As of 2023-24, 65.3% of India's working-age population (15-59 years) had no exposure to vocational training[1].

While national initiatives like Pradhan Mantri Kaushal Vikas Yojana (PMKVY), Skill India, and the National Education Policy (NEP) 2020 aim to address these gaps, execution remains uneven.

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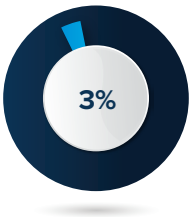
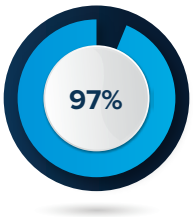
However, for these efforts to yield large-scale impact, a sharper focus on quality delivery, industry alignment, and systemic scalability is essential.

Quess Data – Education Levels of Employees

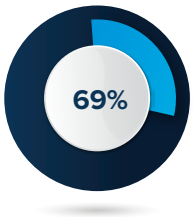
As a leading player in workforce solutions, Quess Corp aligns with national skilling and formalization goals by enabling access to structured employment across education levels. Operating across urban and semi-urban geographies, Quess connects individuals—especially those with basic to mid-level qualifications—to formal work opportunities.



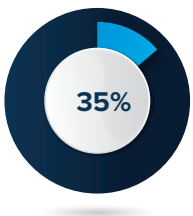
Below 10th Grade
M 88% | F 12%



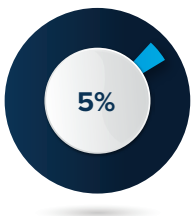
10th Grade & above
M 81% | F 19%



12th Grade & above
M 87% | F 13%



Graduate and above
M 84% | F 16%



Post Graduate
M 74% | F 26%

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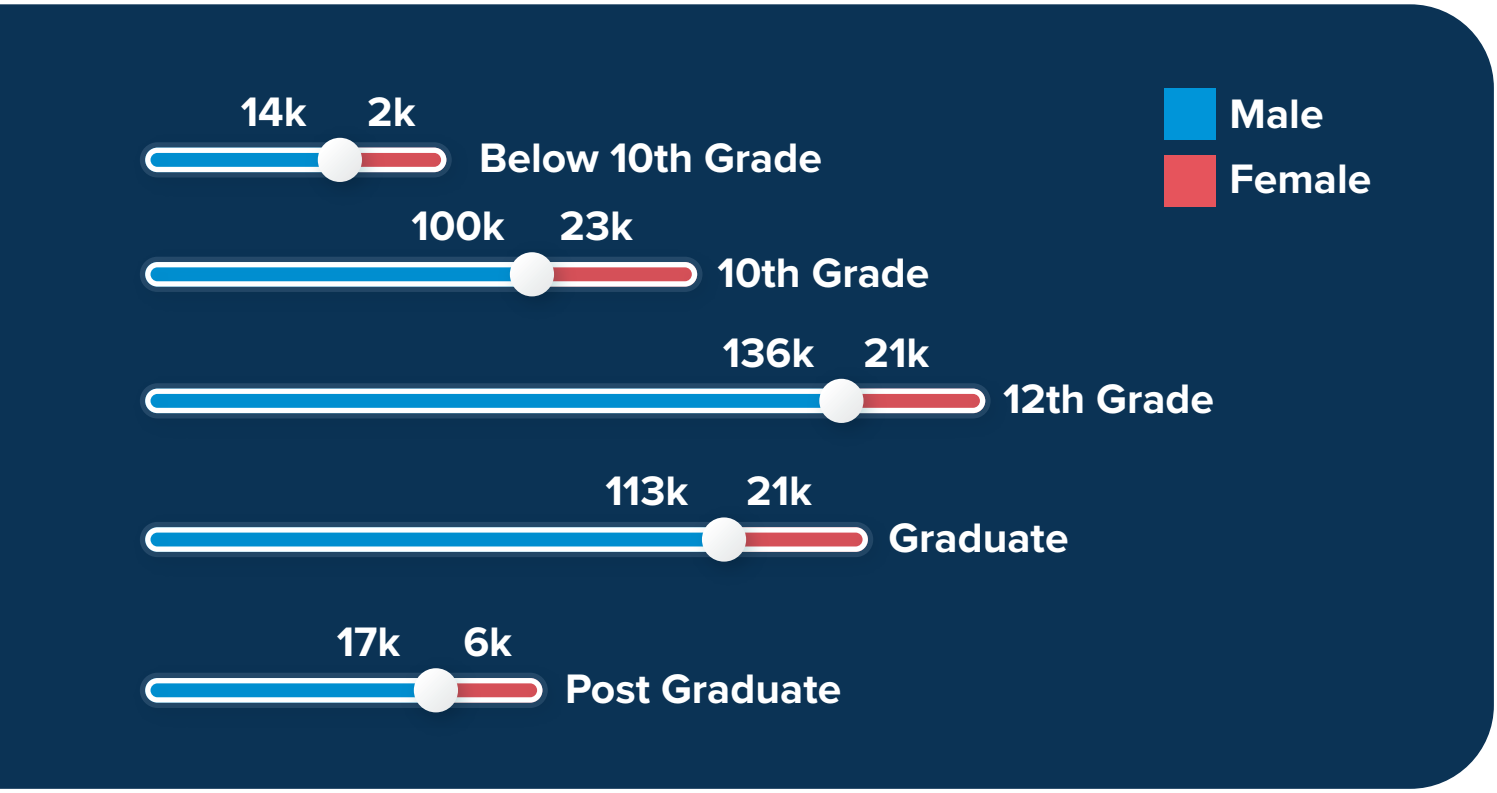
This educational spread reflects the national pyramid, highlighting Quess' inclusive hiring model that spans across schooling levels. Importantly, there is strong representation of women in the 12th pass, graduate, and postgraduate categories, an encouraging sign of growing gender participation in the formal workforce.



Operators, Quess provides individuals with entry points into formal employment. These jobs often require secondary education but come with on-the-job training and opportunities for upskilling and career advancement.

With its pan-India scale and diversified client base, Quess is uniquely positioned to build workforce capacity across segments, creating pathways not just for employment but also for long-term employability. In doing so, it is both reflective of and actively contributing to India's broader human capital transformation.

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Sectoral Overview – Industries Driving Formalisation, Adding Jobs

India's employment landscape is undergoing a transformative shift, marked by increasing formalisation and diversification across both traditional and emerging industries. This transition is not only essential for long-term economic growth but also for improving job quality, workforce inclusion, and income stability.

According to the Periodic Labour Force Survey (PLFS) 2023-24, India's structural shift is well underway:

- 41.7% of the country's workforce remains employed in agriculture, while a growing 58.3% is engaged in non-agricultural sectors such as manufacturing, construction, logistics, and services[1].

This migration from farm to non-farm employment underlines the importance of sectors that can absorb both rural and urban labour and support the country's formalisation agenda.

Sectors Creating Employment in India

A number of non-agricultural industries are emerging as leading job creators, offering low- to mid-skill opportunities with growing potential for formalisation:

- Construction (11.98%), manufacturing (11.44%), trade and retail (10.23%), and transport/logistics (4.28%) account for a large share of employment in India's non-agricultural workforce[2].
- The education sector employs approximately 15.29 million people, while infrastructure supports around 13.37 million jobs, driven by ongoing urbanisation and public investment[5].
- Logistics and transportation together account for 15.28 million and 9.53 million workers, respectively, highlighting the backend momentum of e-commerce and supply chain services[5].
- Post-pandemic recovery in food processing, apparel, electronics, and automotive manufacturing has led to increased hiring of assembly-line operators, machine technicians, and warehouse personnel[1].
- Many of these roles are witnessing rising female participation, supported by targeted recruitment, improved workplace standards, and government skilling schemes[1].

Services Sector Dynamics

A number of non-agricultural industries are emerging as leading job creators, offering low- to mid-skill opportunities with growing potential for formalisation:

- The IT sector employs 3.10 million, and healthcare supports 6.65 million workers nationwide[5].
- Retail and BFSI are leading fresh recruitment efforts, especially in Tier 2 and Tier 3 cities, where branch expansion and fintech adoption are creating new opportunities[5].

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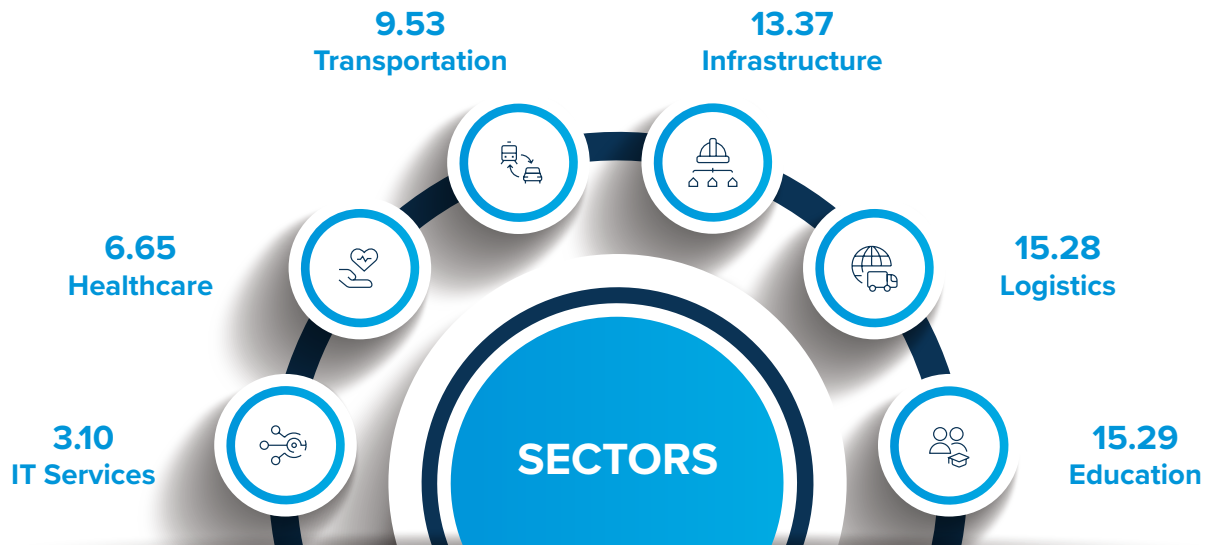

Distribution of Employment by Sector (in millions)

Formalisation Trends and Policy Impact

Government-backed efforts are playing a significant role in accelerating formal job creation:

- Between FY2019 and FY2024, net EPFO additions more than doubled, with workers aged 18-25 contributing nearly 50% of all new payroll entries[2].
- Platforms like Udyam Assist are formalising small business workers, especially in trade, logistics, and services[2].

Quess Corp Sectoral Data – Trends and Insights

As a leading workforce solutions provider, Quess Corp's sectoral footprint aligns closely with India's employment shifts, particularly in non-agricultural domains. The company has emerged as a key enabler of formalisation by placing skilled and semi-skilled workers in high-growth industries like retail, BFSI, logistics, telecom, manufacturing, and IT/ITES.

In FY25, Quess recorded the generation of 133,000 new UANs, a direct indicator of formal job placements. Of these:

- Retail led with 43,000 new UANs, reflecting aggressive expansion in physical and digital retail channels.
- BFSI followed closely with 31,000 UANs, driven by demand for field executives, tele-sales professionals, and customer service associates.
- EMPI (Electronics, Manufacturing, Process, and Industrial sectors) contributed 28,000 UANs, reflecting the growing demand in the manufacturing value chain.
- Logistics added 16,000 UANs, showing continued traction in warehousing and last-mile delivery roles.
- Telecom added 9,000 UANs, the only sector to show positive headcount growth in the last two quarters.

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Sector-Wise Workforce Size

As of March 2025, Retail continues to be Quess' largest sector by workforce size, employing 1,03,525 individuals and accounting for 23% of the total headcount. While the overall workforce grew to 4.52 lakh in March 2025, this increase was not evenly distributed across sectors. The gains were concentrated in a few key areas, while others saw notable reductions due to economic recalibrations, post-festive corrections, and client-led cost optimisation.

From a workforce size perspective, Retail continues to be Quess' largest sector with 103,525 employees, followed by BFSI at 98,833 and EMPI at 78,806. Telecom stood out as the only sector to record a net headcount gain (22,860 between Sep 2024 and Mar 2025), supported by accelerated digital connectivity initiatives and telecom infrastructure expansion.

That said, overall workforce numbers declined across most sectors during this period. A key reason for this drop was the recent de-merger of one of Quess' business units, which led to a structural redistribution of headcount. This was compounded by broader market factors such as economic recalibration, post-festive demand correction, and cost optimisation measures by clients.

Sectors like BFSI (-66,874) and EMPI (-22,548) saw significant contractions, BFSI was impacted by sectoral policy changes, while EMPI faced internal restructuring due to demergers and external volatility in demand-based hiring.

Sector Wise Headcount Growth (India only)

Sector	Mar-23	Mar-24	Mar-25	Var over Mar-24	% Share Mar-25
RETAIL	94,146	1,03,909	1,03,525	(384)	23%
BFSI	1,30,037	1,65,707	98,833	(66,874)	22%
EMPI	75,830	1,01,354	78,806	(22,548)	17%
TELECOM	44,644	52,801	75,661	22,860	17%
FMCD/FMCG	51,093	50,240	44,477	(5,763)	10%
OTHERS	1,09,388	86,813	51,408	(35,405)	11%
Grand Total	**5,05,138***	**5,60,824***	**4,52,710**	**(1,08,114)**	**100%**

Note*: The large diference in numbers between Mar-2025 and Mar-2024 is primarily due to the demerger of Quess Corp, which came into efect on 1st April 2025.

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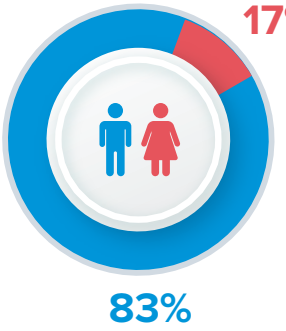
Retail

Top Skills Deployed:

Sales Associate
Field Executive
Customer Care Associate

104k Professionals

Associate – Cashier
Beauty Advisor
IT Helpdesk



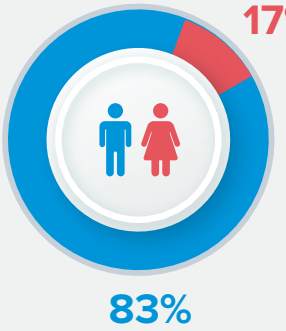
Banking, Financial Services and Insurance

Top Skills Deployed:

Relationship Officer
Associate
Executive

99k Professionals

Collection Officer
Loan Sales
Credit Card Sales



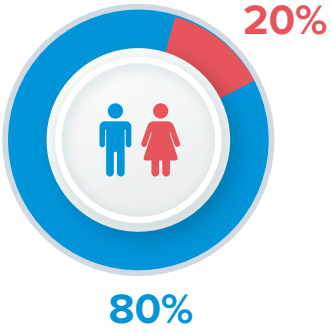
Engineering, Manufacturing, Process and Infrastructure

Top Skills Deployed:

Junior Technician
Electrical Engineering
Electronic Engineering

79k Professionals

CAD
Testing
Java



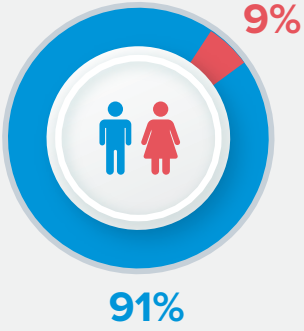
Telecommunications Industry

Top Skills Deployed:

Fibre Associate
Service Engineer
Operator

76k Professionals

Experience Consultant
Controlled Customer Equip.
Cell Range Expansion



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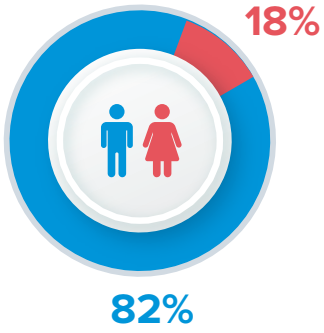
Fast Moving Consumer Goods & Durables

Top Skills Deployed:

Associate Packing
Field Sales
Promoters

44k Professionals

Category Management
Data Analytics
Testing



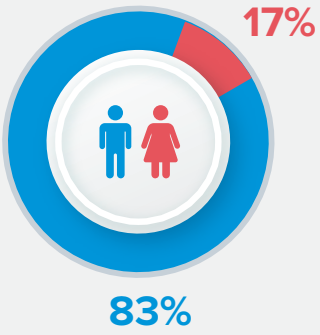
Logistics & E-Commerce Industry

Top Skills Deployed:

Helper
Warehouse Associate
Assembly Operator

17k Professionals

Loader Executive



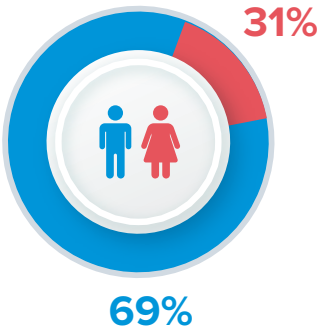
IT & ITeS Industry Top Skills Deployed:

Top Skills Deployed:

L1 and L2 Support
Cyber Security
ERP

15k Professionals

Java
Data Analytics
Cloud Infrastructure



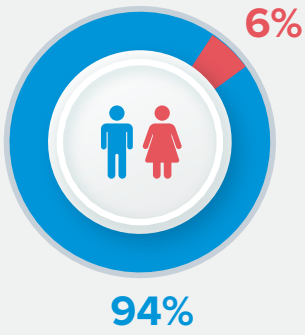
Agro Industry

Top Skills Deployed:

Field Sales Equipment
Operations
Data Entry

7k Professionals

IT Infrastructure
Market Research
Mechanical & Repairing



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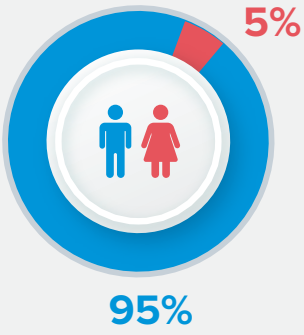
Public Sector Undertaking

Top Skills Deployed:

Rural Promoter
Construction
Electrical Engineering

7k
Professionals

Mechanical Engineering
IT
Administration



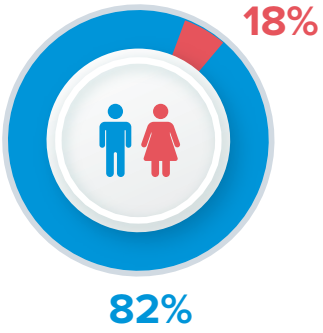
Healthcare and Hospitality Industry

Top Skills Deployed:

Nursing
Chefs
F&B Service

5k
Professionals

ERP
IT Infrastructure
Testing



Sectoral Salary Landscape

Salary data reinforces the correlation between sector maturity, skill intensity, and compensation:

- BFSI reported the highest average salary at ₹28.5k/month, with a relatively balanced gender pay scale.
- Retail offered an average of ₹23k/month, reflecting scale-driven hiring across metros and non-metros.
- Logistics roles averaged ₹20k/month, largely composed of delivery and operational staff.
- EMPI salaries stood at ₹22.9k/month, supporting factory-floor workers and line operators.
- IT/ITES showed interesting gender dynamics, female average salaries (₹25.5k) exceeded male salaries, driven by roles in support, moderation, and tech services.
- Telecom had the lowest average salary at ₹15.4k, but its growing employment share indicates that volume hiring in infrastructure services can still drive formalisation.



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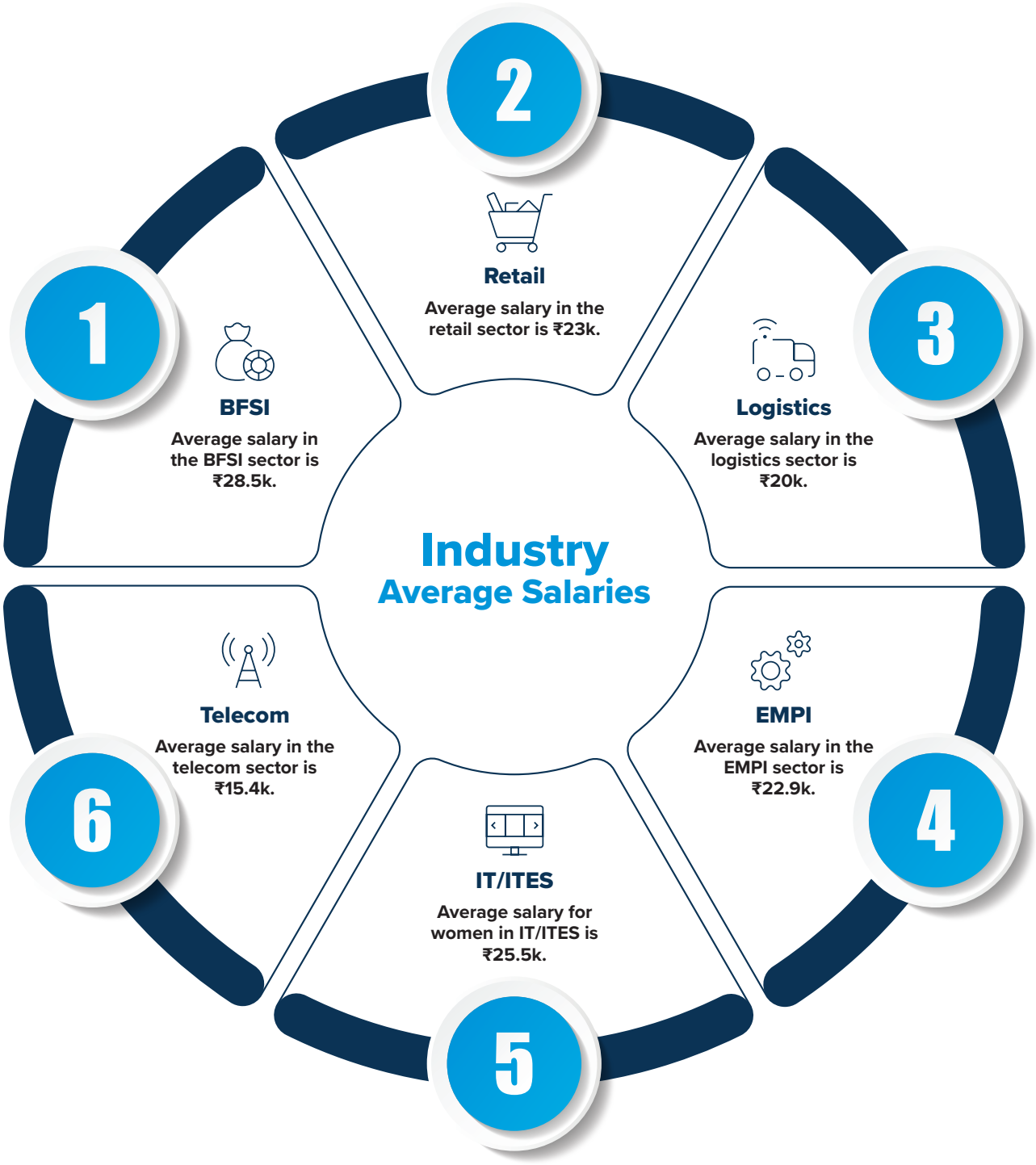

By integrating over a hundred thousand individuals into formal roles annually - across Tier 1, 2, and 3 cities, Quess is not only a reflection of national hiring trends but a key force in shaping them. The convergence of public policy, private sector agility, and workforce readiness will remain central to building a robust, inclusive employment ecosystem in the years ahead.

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Tenure of the Workforce

India's Job Tenure Landscape

India's employment ecosystem is evolving steadily, marked by a gradual reduction in churn, a rise in structured roles, and the broadening formalisation of work. These shifts are redefining workforce tenure across regions, industries, and employment types, offering both businesses and workers greater stability and continuity.

Insights from the Periodic Labour Force Survey (PLFS) 2023-24 point to an important rebalancing of employment types:

- Self-employment has increased from 52.2% in 2017-18 to 58.4% in 2023-24, reflecting rising entrepreneurial activity and flexible work models[1].
- Casual labour declined from 24.9% to 19.8%, indicating a drop in short-term, irregular jobs[1].
- Regular salaried employment now accounts for 21.7% of the workforce, with recent years showing signs of improved retention and structured engagement[2].

This structural shift is further validated by the Employees' Provident Fund Organisation (EPFO) data:

- Net new EPFO subscribers doubled from 61 lakh in FY19 to 131 lakh in FY24, underscoring the rise in formal job creation[1].
- Total EPFO membership grew to 32.7 crore by March 2024, up from 29.9 crore in the previous year[4].
- Youth are driving formalisation, 46% of new EPFO subscribers in FY25 were aged 18-25[4], and 61% were under 29 years old[2].

Even sectors known for high flexibility are seeing shifts in tenure trends. Industries such as IT, ITeS, logistics, BFSI, and manufacturing are now embedding continuity into flexible roles:

- The IT sector employs 0.55 million flexi staff, and ITeS employs 0.49 million, with ITeS showing the highest temporary staffing penetration at 23.7%[5].
- Despite being flexi-staffing-heavy, these sectors now offer upskilling, structured contracts, and role continuity to reduce churn[5].
- India's gig workforce stands at 11.2 million and is projected to grow to 23.5 crore by 2029-30, largely driven by scalable, tech-led platforms[5].

Together, these trends suggest that India's workforce tenure is stabilising, blending the agility of flexible roles with the security of formal employment models.

Quess Insights: Where Tenure Meets Terrain

The Quess Pulse Report FY25 offers a granular view of workforce tenure across states, sectors, and demographics, providing insight into how local conditions and business dynamics influence job longevity.

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Regional Tenure Patterns

- In high-growth states like Pondicherry (29%), Telangana (24%), and Karnataka (22%), a significant share of the workforce has tenures under 3 months, reflecting high hiring velocity in fast-scaling sectors like retail and logistics.
- In contrast, Delhi (21%) and West Bengal (19%) report the highest proportion of employees with tenures over 3 years, driven by stable employment in public enterprises, IT, and utilities.

Gendered Tenure Trends

- In high-growth states like Pondicherry (29%), Telangana (24%), and Karnataka (22%), a significant share of the workforce has tenures under 3 months, reflecting high hiring velocity in fast-scaling sectors like retail and logistics.
- In contrast, Delhi (21%) and West Bengal (19%) report the highest proportion of employees with tenures over 3 years, driven by stable employment in public enterprises, IT, and utilities.

Female workforce data reveals distinct patterns linked to flexibility and local employment conditions:

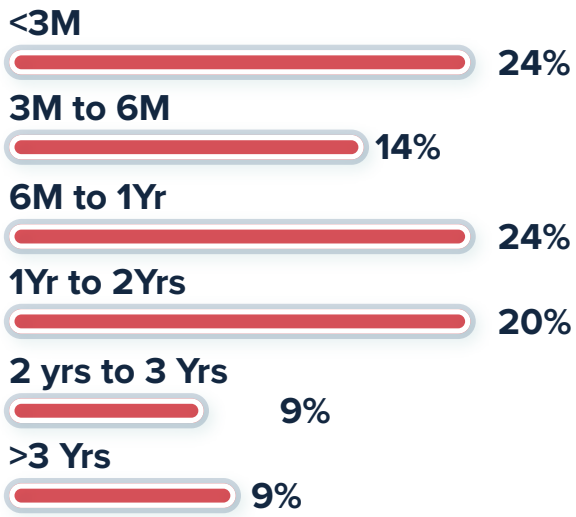
- In Telangana, 36% of women are in roles under 3 months, indicating high female participation in short-term, flexible jobs.
- States like Jharkhand (19%) and Manipur (17%) show a stronger presence of women in tenures exceeding 3 years, suggesting local progress in providing stable job environments for women.

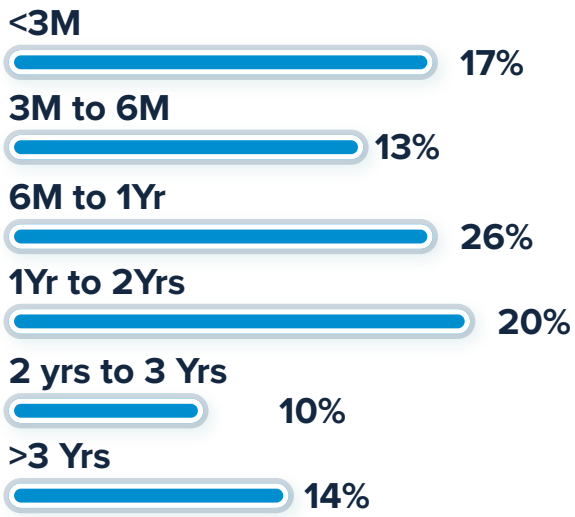


Female Employees



Overall Employees





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Sectoral Tenure Snapshot

Tenure trends also vary widely by industry, reflecting sector-specific work models and workforce practices:

- Retail sees 27% of employees exiting within 3 months, owing to seasonal demand and high attrition.
- FMCG/FMCD (42%) and Telecom (37%) report tenure concentration in the 6-12 month range, often aligned to campaign- or contract-based employment.
- Housekeeping/Hospitality/Other services (27%) and Public Enterprises (21%) have the highest share of employees staying beyond 3 years, reflecting operational continuity and embedded employment practices.
- IT/ITeS sectors show improved tenure resilience, only 10% of employees leave within 3 months, while 18% stay longer than 3 years, highlighting the impact of structured career paths and upskilling initiatives.



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Labour Demand and Supply States – Geographical Indication

India's Perspective: A Shifting Employment Geography

India's labour market continues to evolve, shaped by economic recovery, digital acceleration, and the ongoing push toward formalization. The employment geography reflects deep-rooted regional disparities alongside the rise of new workforce hubs, with underserved and semi-urban regions showing notable momentum.

As of FY24, the country's workforce stood at 557.39 million, with 84.7% (472.16 million) engaged in informal employment[5]. The formal sector accounts for 13.1% (73.10 million), and the flexi/temporary segment has grown to 6.8% (37.93 million), signalling structural shifts in employment formats across states [5].

Labour market metrics continue to improve:

- Unemployment (usual status, 15+) declined from 6% in 2017-18 to 3.2% in 2023-24, indicating broad-based improvement across both urban and rural regions[1].
- States like Arunachal Pradesh, Nagaland, Tripura, Odisha, and Rajasthan saw a 10+ percentage point increase in LFPR and WPR, reflecting successful policy interventions and localised skilling initiatives[2].
- Uttar Pradesh leads in workforce size with 83.41 million workers, followed by Maharashtra (51.92 million), West Bengal (43.18 million), and Bihar (40.26 million)[5].
- Southern and western states like Tamil Nadu (31.54 million), Karnataka (27.71 million), and Gujarat (31.86 million) continue to contribute significantly to employment, both in services and manufacturing[5].

The rise of flexible staffing is another indicator of changing employment dynamics:

- India's flexi workforce now stands at 6.26 million, with Delhi having the highest penetration (6.79%), largely driven by ITeS demand[5].
- Maharashtra (1.24 million) and Karnataka (0.87 million) lead in absolute numbers, fueled by sectors like Automotive, BFSI, IT, and Manufacturing.[5]
- Bihar, Odisha, and Andhra Pradesh, despite large informal labour pools, show low flexi staff penetration, pointing to potential for formal job creation[5].

From a sectoral standpoint:

- Karnataka and Maharashtra account for over 25% of India's service sector GSVA, reflecting high demand for skilled and semi-skilled talent[1].
- Tamil Nadu and Gujarat are manufacturing hubs with the highest concentration of factories, while Uttar Pradesh lags despite its large workforce[1].

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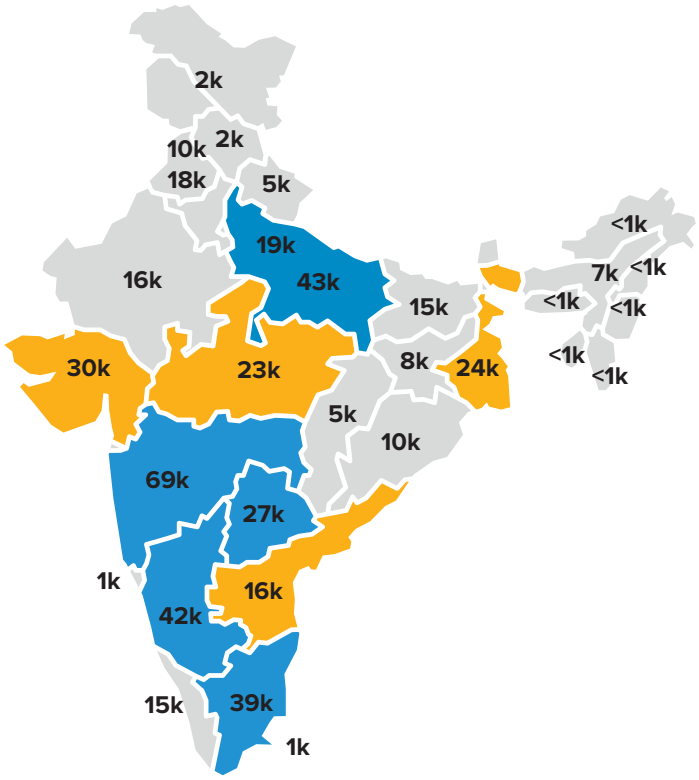
Quess Data – Geographical Profile: Where Supply Meets Demand

Mirroring national trends, Quess' geographic workforce distribution demonstrates an expansive and evolving footprint. With presence across metros and smaller towns alike, Quess reflects the decentralised shift in India's employment fabric.

- Maharashtra leads with 68,920 employees (15%), followed by Uttar Pradesh (42,986) and Karnataka (41,719), together contributing close to one-third of Quess' workforce.
- Tamil Nadu (39,012), Gujarat (29,893), and Telangana (27,113) are also key contributors.



Top 5 States

- Maharashtra
- Uttar Pradesh
- Karnataka
- Tamil Nadu
- Gujarat

Top 5 Challengers*

- Telangana
- West Bengal
- Madhya Pradesh
- Delhi
- Haryana

The workforce is well-distributed across major regions:

- North: 145,000
- South: 141,000
- West: 100,000
- East: 67,000

Notably, labour supply is no longer limited to metros:

- Tier 3 cities contribute the largest share of the Quess workforce at 181,000 (40%), followed by Tier 2 and Tier 1 cities at 30% each, highlighting the growing formal employment participation from smaller towns.

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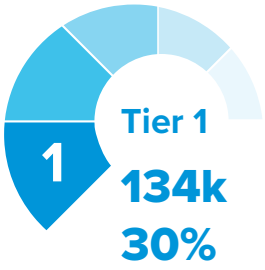
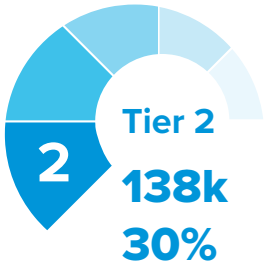
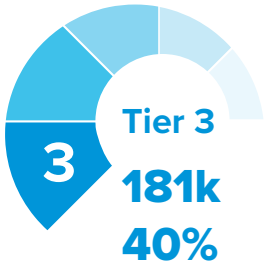


Ahmedabad, Bengaluru, Chennai, Delhi, Hyderabad, Kolkata, Mumbai, Pune



*Refer Annexure for list of cities



*Refer Annexure for list of cities

Female workforce representation is highest in Maharashtra and Karnataka (12,000 each), followed closely by Tamil Nadu (11,000). This mirrors national trends where urban and southern states tend to show higher female participation in formal employment.

The headcount growth trends between March 2023 and March 2025 offer another lens into evolving labour dynamics. Notably, Uttar Pradesh added nearly 4,600 workers, and states in the Northeast such as Manipur, Meghalaya, and Tripura have seen robust percentage growth, albeit from smaller bases. For instance, Manipur's headcount more than doubled, reflecting expanding demand in previously underpenetrated markets.

Quess' workforce distribution reflects larger national employment trends, with data offering granular insights into shifting labour demand and supply across states. A notable decline in overall headcounts can be attributed in part to the recent de-merger of Quess Corp, which led to significant structural realignment. This, coupled with ongoing market adjustments and a cautious hiring environment, has influenced regional workforce numbers.

Despite these changes, several states continue to anchor Quess' talent base. Maharashtra leads with 68,920 employees (15% share), followed by Uttar Pradesh (42,986) and Karnataka (41,719), each contributing 9–15% of the total headcount. Tamil Nadu (39,012), Gujarat (29,893), and Telangana (27,113) also remain key pillars in the company's pan-India presence.

In summary, Quess' geographic footprint both mirrors and informs broader national labour trends. The interplay of demand from industrial and service sectors, supply emerging from urban and rural corridors, and rising participation from Tier 2/3 cities shapes the current labour map of India. By operating at this intersection, Quess not only reflects India's labour reality, it actively helps shape its future.

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Q1FY26 Workforce Snapshot: Navigating Growth at Scale

The first quarter of FY26 marked a steady and strategic start for Quess Corp's workforce operations, reaffirming our leadership in staffing services across India and global markets. With a total headcount of 462,000 associates, Quess continues to be India's largest private sector employer and the leading provider of integrated workforce solutions.

Financial Snapshot

₹3651Cr
⬆ 2% YoY Revenue

₹70Cr
⬆ 10% YoY EBITDA

₹51Cr
⬆ 4% YoY PAT

Headcount Overview

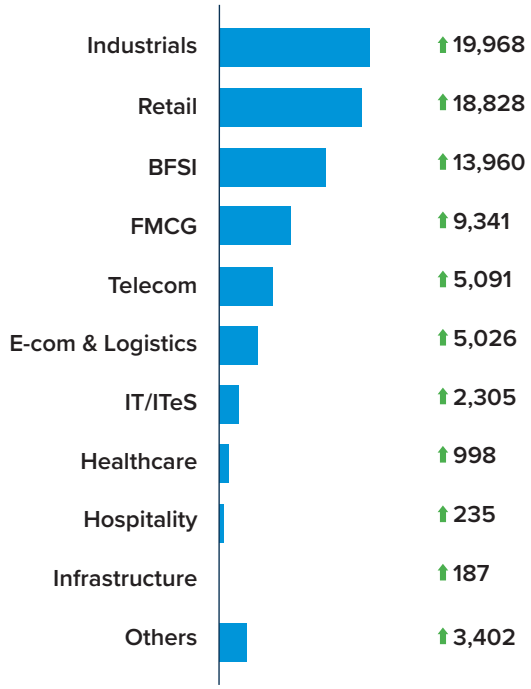
Total Headcount
461,531
Associates

General Staffing
449,112
Associates (97.3% of total)

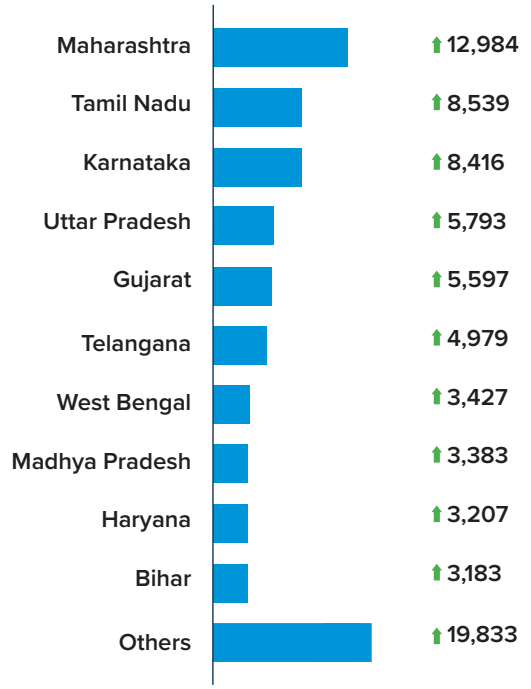
Professional Staffing
6,652
Associates, with 73% in GCC-related roles

Overseas Staffing
5,599
Associates, up 18% YoY

Sector-wise Gross addition: ~ (79k)



Leading State-wise Gross addition: ~ (79k)



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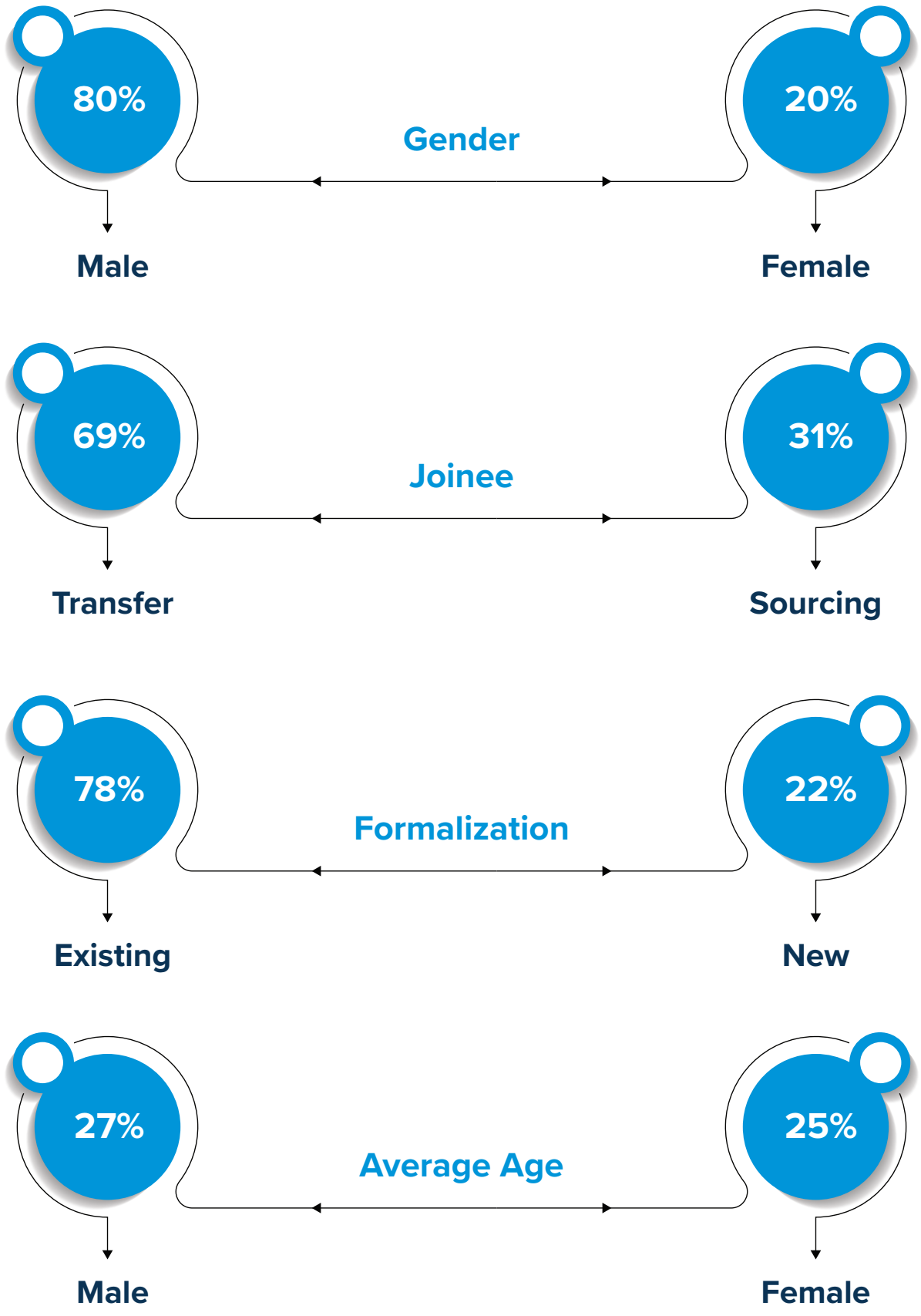
Operational Metrics



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Jasprit Bumrah Champions the #FindYourWings Movement by Quess

Quess Corp has launched its latest brand campaign, #FindYourWings, with none other than cricket star Jasprit Bumrah leading the charge. Known for his precision, resilience, and meteoric rise in the cricketing world, Bumrah perfectly embodies the spirit of the campaign, a tribute to those who chase their dreams with grit and determination.

The film, conceptualized by Famous Innovations and produced by Little Giants Films, traces Bumrah's journey from humble beginnings to the world stage. It's more than a story of cricket, it's a reflection of what Quess stands for: unlocking potential, creating opportunity, and powering personal transformation.

For 17 years, Quess has helped over 455,000 individuals across industries like Manufacturing, IT, BFSI, Retail, and Telecom take flight in their careers. Through this campaign, the brand reinforces its promise to fuel aspirations and build futures, just as Bumrah turned his dreams into milestones.



JOBSPOT by QUESS

One Year of Transforming Blue-Collar Recruitment

Empowering Aspirations, Bridging Opportunities

It has been a remarkable year since Quess Corp launched Jobspot by Quess, our pioneering network of recruitment hubs designed to streamline and uplift blue-collar hiring across India. In just twelve months, Jobspot has delivered on its promise, matching skilled jobseekers with employers; across critical sectors such as automobiles, textiles, electronics, and machinery.

Reflecting our commitment to drive broader impact, we are proud to announce the expansion of Jobspot to resource-heavy locations such as Patna, Bihar. This region is bustling with talent and opportunities. In addition to Patna, we have established hubs in Narasapura (Karnataka), Hosur (Tamil Nadu), Chakan (Maharashtra), Renigunta (Andhra Pradesh), and recently launched Indore (Madhya Pradesh). We also have upcoming locations in Ranchi, Noida, Raipur, and Sriperumbudur. With these expansions, Jobspot is poised to become a bridge between aspirations and meaningful work for thousands more.

Over the years, Jobspot has proudly facilitated over 44,000 successful manufacturing placements in 2023, 67,000 in 2024, and 80,000+ in 2025, with a strong focus on gender inclusion and the empowerment of women jobseekers. As we continue to grow, we remain deeply grateful for the trust placed in us and inspired by the individual journeys we help shape. Here's to another year of building brighter futures, one job, one life at a time.



Recognized for Driving Inclusion

At Quess, diversity, equity, and inclusion are more than just words, they are central to how we build and strengthen our workforce.

We are proud to share that Quess has been honoured with the Award for Excellence in DEI Commitment (Pan India category) at the prestigious CII-EFI National Conference on Industrial Relations. This award reflects our continuous efforts to create a workplace where everyone, regardless of gender, ability, or background, can thrive.

Our DEI journey includes focused hiring across diverse groups, specially-abled professionals, women, veterans, and individuals from underrepresented communities, ensuring they have the support and opportunities to succeed.

We were also proud to see our leaders actively shaping the national conversation on inclusion. Lohit Bhatia, President-India & Global Operations, moderated a session on Digital Labour Platforms, and Sunitha Karthikeyan, Senior Vice President and Head of HR, contributed to a panel on Inclusivity and Diversity at Work.

This recognition reaffirms our commitment to building a workforce that reflects the world we live in, diverse, inclusive, and empowered.



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Empowerment & Execution

At Quess, we believe in transforming large-scale workforce challenges into opportunities that empower individuals and uplift communities.

When a leading player in the infrastructure and construction sector required the rapid mobilization of over 1,500 skilled civil construction workers for a greenfield airport project, and needed them deployed within just two weeks, we stepped in as a trusted partner.

Through grassroots sourcing across remote villages, collaboration with local leaders, and participation in regional job fairs, we fast-tracked deployment by mobilizing 1,800+ masons, carpenters, bar benders, shuttering workers, and other skilled civil laborers, all within 10 days.

We ensured seamless onboarding through digital tools, maintained 100% statutory compliance, and prioritized worker welfare by creating safe and efficient working conditions. Our worker-first policies, from timely payments to fair treatment, helped reduce attrition and build long-term trust.

The result? Sustained on-ground strength, zero payroll delays, and output that exceeded expectations.
At Quess, we don't just deploy manpower, we deliver impact. For us, infrastructure isn't just about building structures, it's about building futures.



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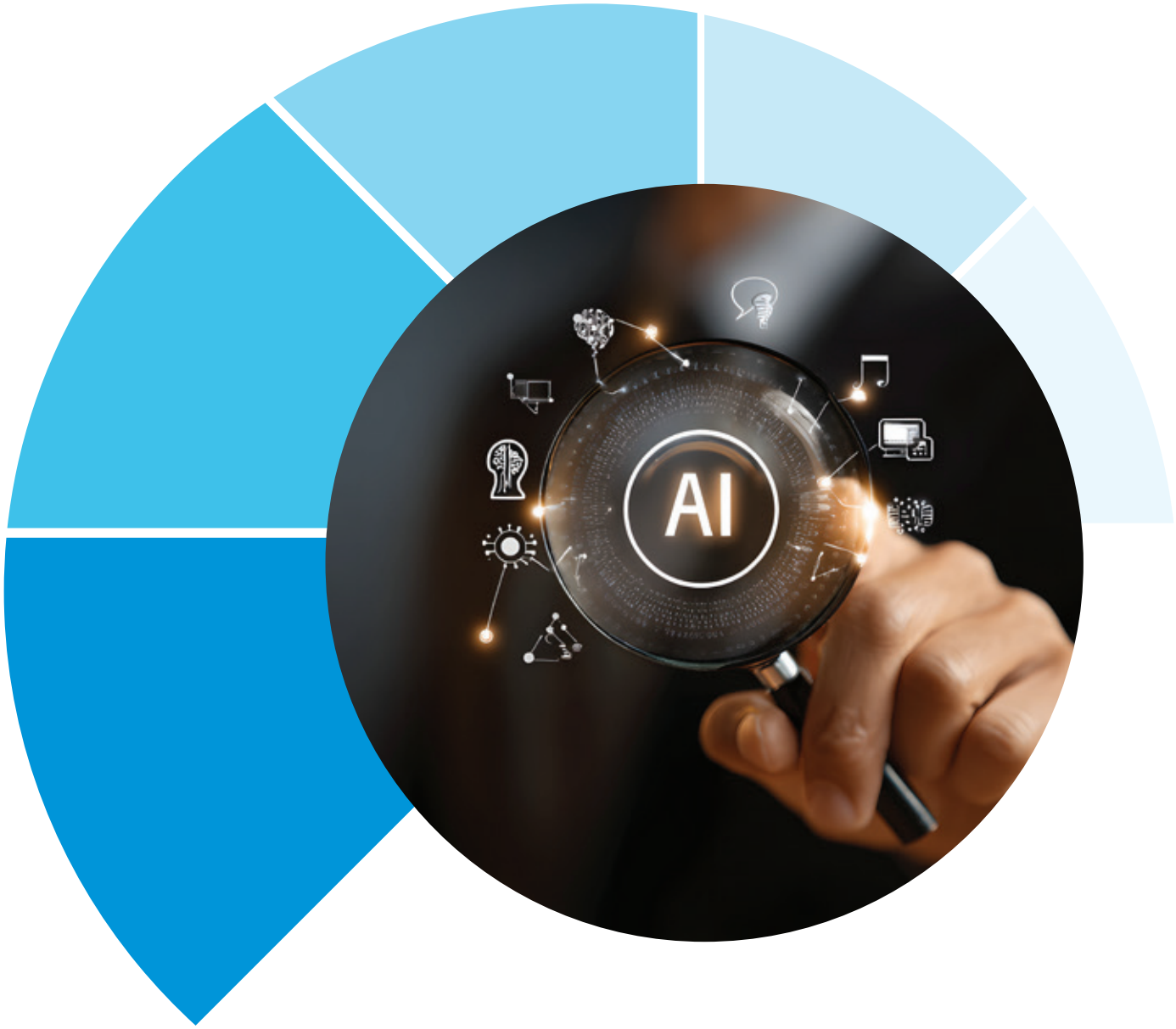
Iris: Transforming Recruitment with Intelligent Automation

As part of our commitment to smarter hiring, the Professional Staffing business has launched Iris — an AI-powered talent engagement platform. Acting as a recruiter co-pilot, Iris supports the entire hiring lifecycle, from outreach and screening to interview scheduling and post-offer engagement. By automating repetitive tasks, it enhances recruiter efficiency and enables more meaningful candidate interactions. Now being adopted across the vertical, IRIS is already accelerating hiring timelines, ensuring consistency, and elevating the candidate experience. This marks a strategic step toward embedding AI-driven innovation into our core staffing practices.



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ORIGINT
POWERED BY QUESS

A full-stack solution for Global Capability Centers (GCCs) for India and APAC

Origint, powered by Quess, is a fully integrated platform enabling global enterprises to build and scale Global Capability Centers across India and the Asia-Pacific region. Anchored on the three pillars of Workforce, Workplace, and Workload, Origint combines strategic advisory with seamless execution to simplify and accelerate GCC setup and operations. We manage the entire talent lifecycle through flexible hiring models, oversee legal entity setup, location strategy, real estate and infrastructure, and deliver managed solutions spanning operations, technology, branding, and go-to-market strategy.

With over 350 GCC Clients currently active in the region, Origint serves as a single partner for organizations seeking speed, scale, and operational excellence. By integrating every stage of the GCC lifecycle into one platform, we help enterprises unlock value, reduce complexity, and position their centers as strategic growth engines in the global economy.

What sets Origint apart is its zero-handoff ownership model, where a single accountable team supports clients from feasibility and setup to operational maturity. This eliminates fragmentation and ensures clear KPIs, faster turnaround, and aligned outcomes across every stage. Backed by 17+ years of cross-industry delivery and the infrastructure muscle of Quess Corp, India's largest workforce solutions provider - Origint brings unmatched depth to advisory, execution, and managed services for growth-stage companies and global leaders alike.

Origint's unique GCC-as-a-Service model is underpinned by a proven four-phase fast-track framework: Discover, Design, Execute, and Scale. This enables businesses to transition from concept to full-fledged operation with speed and precision. From regulatory compliance and real estate procurement to workforce ramp-up and automation, Origint acts as a one-stop partner for enterprises looking to build future-ready GCCs that are efficient, secure, inclusive, and sustainable.

Case Study

One such example is a leading American health tech company focused on transforming the fitness industry through innovative wearable technology, which partnered with Quess to establish a cutting-edge tech centre in Hyderabad, India. With a strong focus on AI/ML and health tech, the client required end-to-end support, including office space selection and talent acquisition across levels and partnerships. Quess conducted a comprehensive site recce and on-ground site review, finalized an optimally priced office lease including commercial negotiations and site design, and rapidly initiated hiring for critical roles in AI/ML, backend, frontend, and test automation. Within just one month, a prime office space was secured, recruitment was underway, and a Centre of Excellence (COE) and on-site PMO were being set up to drive long-term success.

Economic Distribution

Beyond creating positive change for individuals and communities, Quess plays a pivotal role in driving economic growth and advancing the formalization of jobs across India. As a leading provider of staffing and workforce solutions, our efforts contribute to shaping a more structured and productive labor market. By connecting people to formal employment opportunities, we support the development of a resilient workforce equipped for the evolving demands of today's economy.

Economic Distribution

In FY2025 alone, over 133,000 people, 23% of them women, have moved into formal jobs through Quess's services. Each transition is marked by the issuance of Unique Account Numbers (UANs), a key step in integrating professionals into the organized employment sector. This progress reflects a growing momentum toward greater workforce inclusion and the broadening of career possibilities across regions and communities. By opening doors to stable and recognized employment, Quess is helping to shape the future of work in India, where opportunity and growth go hand in hand.

133K

NEW UAN ADDED

Scan to know more with our "State of Women in the Blue-Grey Collar Workforce 2025 Report"

Exchequer Contribution

4,136 Cr+

- **2,399 Cr+** GST
- **123 Cr+** TDS
- **1,405 Cr+** PF
- **209 Cr+** ESI

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Awards & Accolades



Ranked **1st**
In SIA's top **100** largest Indian staffing firms in **2025**



Ranked **19th** and
Certified a Great Place to Work in **2025** for the **6th** consecutive year



Ranked **37th**
In SIA's top **100** largest global staffing firms in **2025**



Ranked **2nd** amongst India's largest employers and **3rd** amongst largest women employers by Burgundy Private Hurun India **500, 2024**



India's **Top 10** Best Workplaces in Health and Wellness **2024**



Ranked **129**
In the Fortune India 500 list in **2024**



Ranked **125**
in the ET500 list in **2024**



Certified Leadership Factory of India in **2024-2026**



Excellence in DEI Commitment (PAN India Category) at the CII-EFI National Conference on Industrial Relations **2024**

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Sustainability @Quess

Quess is dedicated to generating value for all stakeholders, operating under the principle, "What benefits society benefits Quess." Our commitment to enhancing client productivity through streamlined and efficient business processes aligns seamlessly with our Environmental, Social, and Governance (ESG) priorities. These priorities are built on four foundational pillars, which are integral to our business strategy. This focused approach enables us to achieve our sustainability objectives and support the United Nations' Sustainable Development Goals (SDGs). With well-defined goals and measurable indicators, we consistently monitor and evaluate our progress in each key area.



The People Company

- Diverse workforce: 74k+ Women Employees (50.9% Core & 16. 6% Associates).
- Health & Wellness: Top 10 Best work places in Health and Wellness by GPTW
- #19 Great Place to Work® re-certified and accredited for inclusive practices 2023-24.



Responsible Citizen

- Community education: 75 Schools covered under school enhancement programs impacting 17k+ students
- Education Kit: Provided 1k+ School Bags & 72k+ Notebooks
- 13k+ undergone Life Skill Education
- 7k+ Students Trained on Computer Skills
- 99 Students Given Scholarship



Environmentally Conscious

- Environment Initiative: 3.5k+ Kgs of E-waste responsibly disposed
- Cumulative 500 Trees Planted



Trusted Institution

- Safety Incident Management: HamaraHR App & UHD (Unified Help Desk) for associates
- Quality and Information Security: Quess Corp is ISO 37001: 2016; ISO 27001: 2013, and ISO 9001: 2015 certified
- Data Privacy and Cyber Security: Cyber Security Council with C-suit level oversight
- Robust Code of Conduct: Data Privacy/ Cyber-security/ Antibribery /Conflicts of Interest-– NIL complaints filed in FY25

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Annexure



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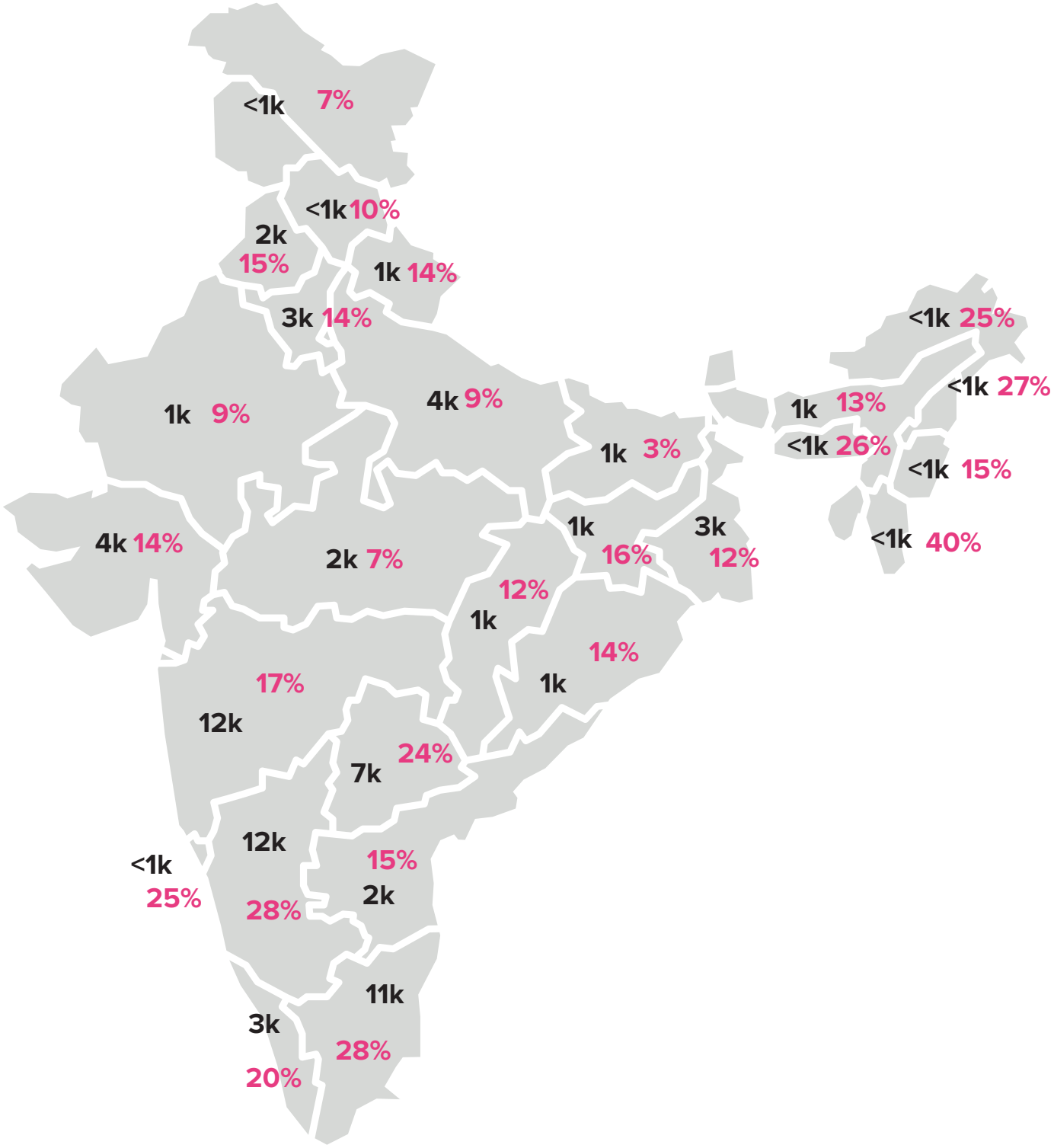
Women at Quess



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Age Profile | Overall

STATE	18-21	21-25	25-30	30-35	35-40	>40	Total
MAHARASHTRA	10%	27%	27%	19%	10%	8%	100%
UTTAR PRADESH	5%	21%	31%	22%	12%	9%	100%
KARNATAKA	10%	29%	29%	17%	9%	6%	100%
TAMILNADU	8%	32%	29%	17%	8%	6%	100%
GUJARAT	15%	29%	25%	16%	8%	7%	100%
TELANGANA	10%	27%	29%	18%	9%	6%	100%
WEST BENGAL	3%	17%	29%	24%	13%	14%	100%
MADHYA PRADESH	4%	19%	31%	24%	13%	10%	100%
DELHI	4%	19%	32%	23%	12%	10%	100%
HARYANA	5%	22%	31%	22%	11%	9%	100%
ANDHRA PRADESH	7%	25%	31%	21%	10%	7%	100%
RAJASTHAN	7%	23%	33%	21%	9%	7%	100%
KERALA	4%	23%	32%	20%	12%	9%	100%
BIHAR	5%	21%	36%	22%	9%	6%	100%
PUNJAB	7%	23%	29%	22%	11%	8%	100%
ORISSA	4%	19%	34%	21%	10%	12%	100%
JHARKHAND	10%	29%	25%	18%	10%	8%	100%
ASSAM	2%	19%	36%	24%	11%	8%	100%
UTTARAKHAND	15%	33%	26%	16%	7%	4%	100%
CHHATTISGARH	4%	22%	35%	23%	9%	7%	100%
JAMMU AND KASHMIR	5%	20%	32%	23%	13%	7%	100%
HIMACHAL PRADESH	5%	22%	25%	22%	13%	13%	100%
CHANDIGARH	4%	20%	30%	23%	13%	11%	100%
PONDICHERRY	7%	29%	27%	21%	9%	8%	100%
GOA	18%	29%	28%	14%	5%	6%	100%
TRIPURA	1%	18%	34%	27%	13%	7%	100%
MEGHALAYA	0%	14%	39%	28%	12%	6%	100%
MANIPUR	1%	11%	30%	34%	14%	10%	100%
NAGALAND	1%	16%	34%	24%	19%	6%	100%
ARUNACHAL PRADESH	3%	17%	32%	31%	12%	5%	100%
MIZORAM	1%	18%	40%	23%	11%	7%	100%
ANDAMAN AND NICOBAR	2%	37%	24%	10%	10%	18%	100%
LADAKH	0%	8%	15%	38%	31%	8%	100%
TOTAL	**8%**	**25%**	**30%**	**20%**	**10%**	**8%**	**100%**

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Age Profile | Women

STATE	18-21	21-25	25-30	30-35	35-40	>40	Total
MAHARASHTRA	12%	35%	28%	14%	7%	5%	100%
KARNATAKA	17%	38%	26%	11%	5%	3%	100%
TAMILNADU	11%	42%	25%	11%	7%	5%	100%
TELANGANA	18%	38%	22%	12%	6%	4%	100%
GUJARAT	20%	41%	22%	9%	4%	3%	100%
UTTAR PRADESH	9%	36%	31%	14%	7%	3%	100%
KERALA	4%	22%	30%	19%	13%	12%	100%
WEST BENGAL	3%	24%	33%	21%	10%	9%	100%
DELHI	5%	28%	35%	19%	8%	5%	100%
ANDHRA PRADESH	11%	33%	29%	17%	7%	3%	100%
HARYANA	8%	29%	34%	16%	7%	6%	100%
MADHYA PRADESH	5%	30%	35%	17%	8%	6%	100%
PUNJAB	9%	28%	30%	18%	8%	7%	100%
RAJASTHAN	16%	38%	29%	10%	4%	2%	100%
JHARKHAND	16%	34%	19%	13%	9%	9%	100%
ORISSA	4%	31%	39%	17%	5%	4%	100%
ASSAM	2%	27%	39%	21%	7%	5%	100%
UTTARAKHAND	21%	41%	25%	7%	4%	2%	100%
CHHATTISGARH	5%	39%	34%	15%	5%	2%	100%
BIHAR	7%	38%	32%	14%	7%	2%	100%
PONDICHERRY	6%	26%	23%	17%	14%	14%	100%
CHANDIGARH	7%	31%	31%	16%	8%	6%	100%
GOA	15%	29%	34%	13%	4%	5%	100%
HIMACHAL PRADESH	8%	38%	30%	15%	5%	5%	100%
JAMMU AND KASHMIR	5%	33%	35%	13%	10%	5%	100%
MEGHALAYA	1%	13%	39%	31%	14%	2%	100%
MIZORAM	0%	16%	37%	30%	15%	3%	100%
NAGALAND	1%	26%	35%	15%	20%	3%	100%
SIKKIM	7%	26%	41%	15%	9%	2%	100%
ARUNACHAL PRADESH	4%	32%	29%	30%	3%	3%	100%
TRIPURA	0%	15%	33%	33%	15%	3%	100%
MANIPUR	2%	9%	34%	38%	11%	6%	100%
ANDAMAN AND NICOBAR	0%	63%	38%	0%	0%	0%	100%
Total	**12%**	**35%**	**28%**	**14%**	**7%**	**5%**	**100%**

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Tenure Profile | Overall

STATE	<3M	3-6M	6M-1Y	1-2Y	2-3Y	>3Y	Total
MAHARASHTRA	19%	12%	20%	24%	10%	15%	100%
UTTAR PRADESH	19%	11%	26%	19%	9%	18%	100%
KARNATAKA	22%	14%	24%	18%	8%	13%	100%
TAMILNADU	21%	16%	24%	20%	9%	10%	100%
GUJARAT	18%	13%	22%	21%	12%	14%	100%
TELANGANA	24%	14%	20%	19%	10%	13%	100%
WEST BENGAL	16%	11%	27%	18%	10%	19%	100%
MADHYA PRADESH	15%	10%	45%	16%	7%	7%	100%
DELHI	13%	9%	32%	15%	10%	21%	100%
HARYANA	18%	11%	32%	15%	9%	13%	100%
ANDHRA PRADESH	16%	15%	26%	22%	9%	11%	100%
RAJASTHAN	16%	14%	30%	18%	9%	13%	100%
KERALA	16%	12%	24%	25%	10%	12%	100%
BIHAR	14%	14%	30%	18%	10%	14%	100%
PUNJAB	15%	11%	36%	17%	11%	10%	100%
ORISSA	14%	11%	27%	22%	13%	14%	100%
JHARKHAND	14%	10%	23%	32%	9%	12%	100%
ASSAM	13%	14%	30%	21%	10%	13%	100%
UTTARAKHAND	15%	14%	32%	25%	6%	8%	100%
CHHATTISGARH	18%	14%	23%	23%	10%	12%	100%
JAMMU AND KASHMIR	13%	10%	37%	18%	15%	7%	100%
HIMACHAL PRADESH	21%	9%	24%	16%	12%	17%	100%
CHANDIGARH	17%	9%	24%	16%	15%	19%	100%
PONDICHERRY	29%	16%	18%	17%	11%	8%	100%
GOA	23%	18%	19%	19%	7%	14%	100%
TRIPURA	11%	14%	25%	29%	10%	11%	100%
MEGHALAYA	10%	8%	36%	25%	10%	11%	100%
MANIPUR	7%	5%	26%	28%	15%	19%	100%
NAGALAND	16%	8%	28%	27%	13%	8%	100%
ARUNACHAL PRADESH	19%	10%	23%	24%	16%	8%	100%
MIZORAM	8%	6%	31%	31%	12%	11%	100%
ANDAMAN AND NICOBAR	11%	8%	50%	8%	10%	13%	100%
LADAKH	23%	0%	8%	23%	46%	0%	100%
Total	**18%**	**13%**	**26%**	**20%**	**10%**	**14%**	**100%**

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Tenure Profile | Women

STATE	<3M	3-6M	6M-1Y	1-2Y	2-3Y	>3Y	Total
MAHARASHTRA	20%	12%	21%	25%	11%	12%	100%
KARNATAKA	29%	16%	27%	14%	6%	8%	100%
TAMILNADU	21%	19%	25%	20%	8%	6%	100%
TELANGANA	36%	15%	17%	15%	8%	8%	100%
GUJARAT	21%	14%	22%	22%	11%	10%	100%
UTTAR PRADESH	27%	13%	23%	21%	7%	9%	100%
KERALA	19%	14%	23%	23%	8%	13%	100%
WEST BENGAL	20%	13%	25%	18%	9%	16%	100%
DELHI	19%	11%	29%	19%	10%	13%	100%
ANDHRA PRADESH	22%	14%	23%	23%	11%	7%	100%
HARYANA	24%	14%	26%	19%	10%	8%	100%
MADHYA PRADESH	19%	13%	40%	16%	7%	5%	100%
PUNJAB	19%	15%	34%	16%	9%	8%	100%
RAJASTHAN	21%	18%	26%	19%	7%	8%	100%
JHARKHAND	14%	9%	12%	39%	8%	19%	100%
ORISSA	17%	11%	21%	28%	13%	10%	100%
ASSAM	18%	13%	25%	22%	10%	12%	100%
UTTARAKHAND	18%	12%	20%	39%	5%	7%	100%
CHHATTISGARH	30%	14%	18%	16%	10%	12%	100%
BIHAR	23%	15%	23%	19%	9%	11%	100%
PONDICHERRY	33%	14%	15%	18%	17%	2%	100%
CHANDIGARH	23%	11%	26%	17%	12%	11%	100%
GOA	16%	18%	21%	25%	11%	10%	100%
HIMACHAL PRADESH	47%	14%	11%	19%	5%	5%	100%
JAMMU AND KASHMIR	18%	13%	33%	19%	9%	8%	100%
MEGHALAYA	16%	6%	23%	36%	8%	11%	100%
MIZORAM	11%	8%	8%	41%	17%	15%	100%
NAGALAND	25%	13%	22%	17%	15%	8%	100%
SIKKIM	28%	15%	16%	20%	14%	6%	100%
ARUNACHAL PRADESH	17%	14%	11%	42%	12%	5%	100%
TRIPURA	9%	6%	8%	39%	20%	17%	100%
MANIPUR	25%	13%	25%	0%	38%	0%	100%
ANDAMAN AND NICOBAR	33%	0%	0%	0%	67%	0%	100%
Total	**23%**	**14%**	**24%**	**20%**	**9%**	**9%**	**100%**

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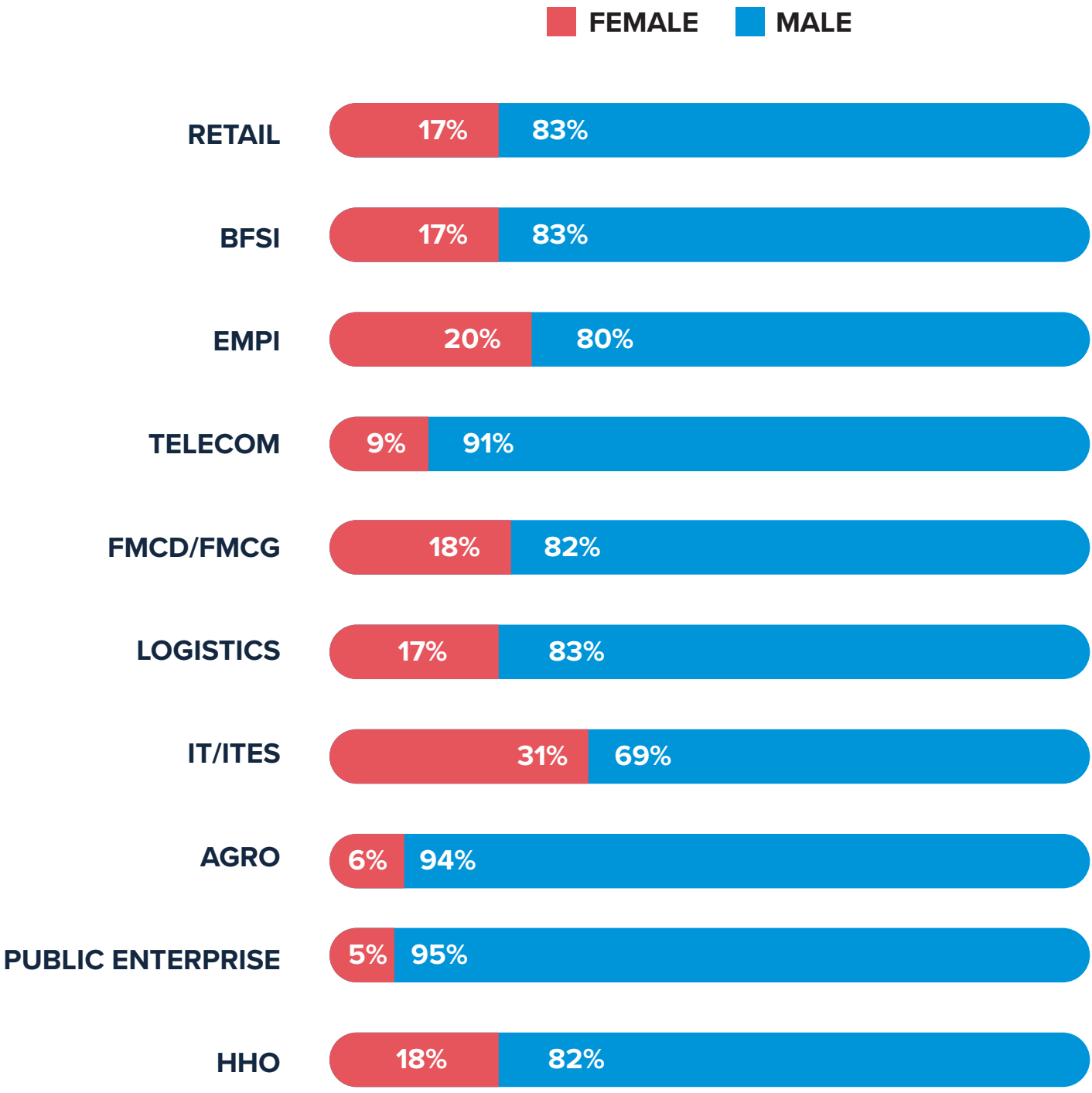
Sectoral Overview | Gender



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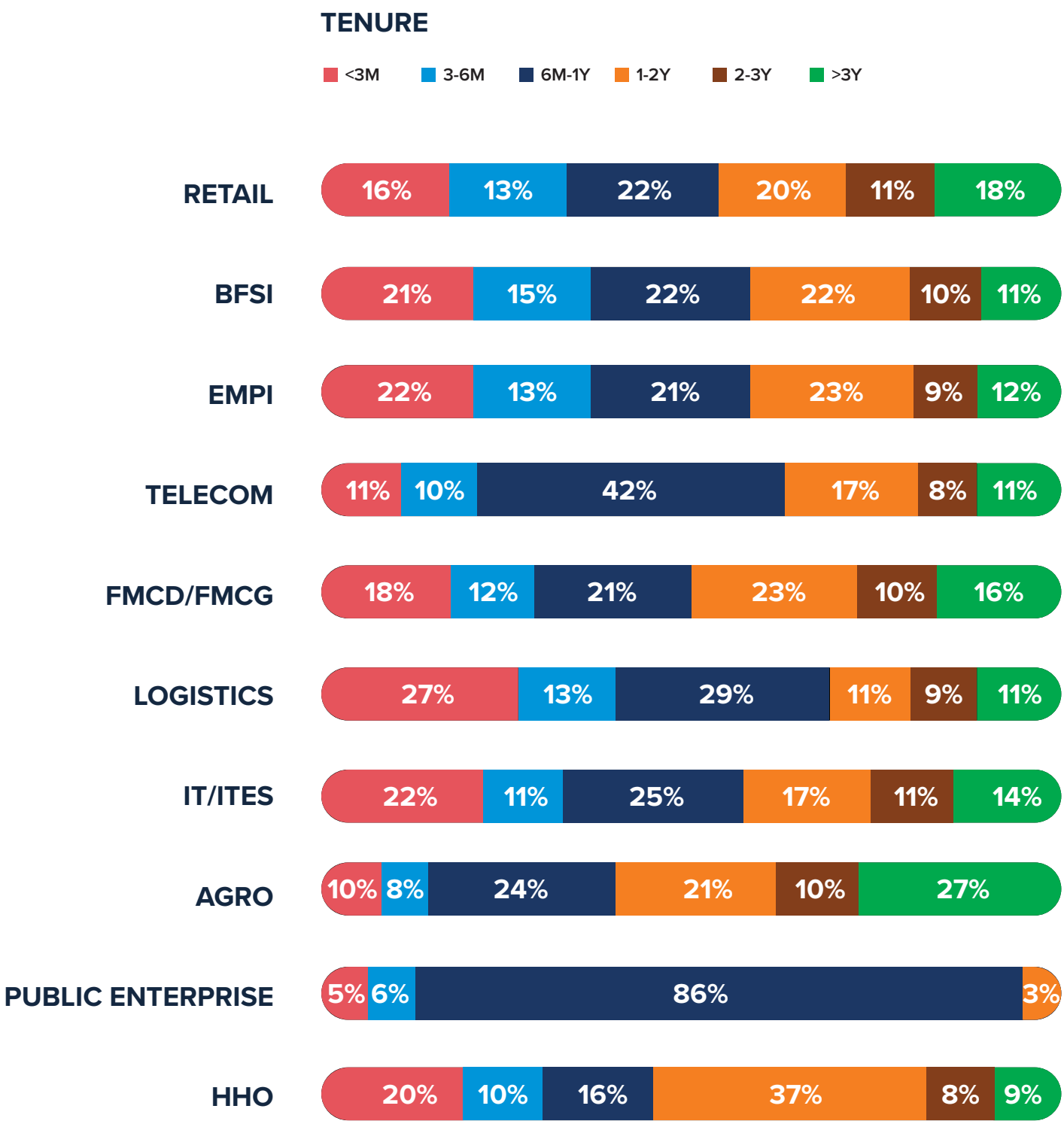
Sectoral Overview | Tenure



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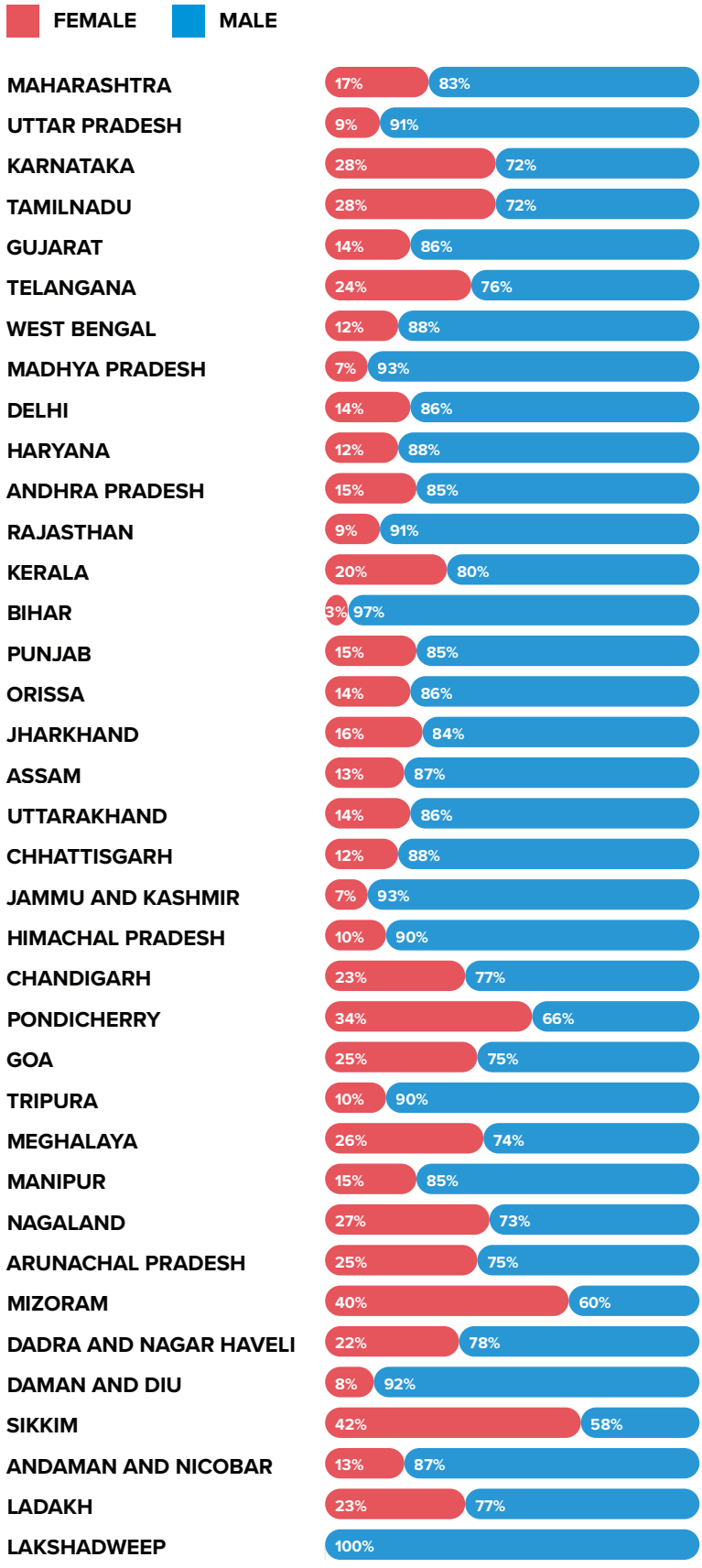
States HC | Overall

STATE	HC	% Share
MAHARASHTRA	69k	15%
UTTAR PRADESH	43k	9%
KARNATAKA	42k	9%
TAMILNADU	39k	9%
GUJARAT	30k	7%
TELANGANA	27k	6%
WEST BENGAL	24k	5%
MADHYA PRADESH	23k	5%
DELHI	19k	4%
HARYANA	18k	4%
ANDHRA PRADESH	16k	4%
RAJASTHAN	16k	4%
KERALA	15k	3%
BIHAR	15k	3%
PUNJAB	10k	2%
ORISSA	10k	2%
JHARKHAND	8k	2%
ASSAM	7k	1%
UTTARAKHAND	5k	1%
CHHATTISGARH	5k	1%
JAMMU AND KASHMIR	2k	0%
HIMACHAL PRADESH	2k	0%
CHANDIGARH	2k	0%
PONDICHERRY	1k	0%
GOA	1k	0%
TRIPURA	1k	0%
MEGHALAYA	<1k	0%
MANIPUR	<1k	0%
NAGALAND	<1k	0%
ARUNACHAL PRADESH	<1k	0%
MIZORAM	<1k	0%
ANDAMAN AND NIC	<1k	0%
LADAKH	<1k	0%
LAKSHADWEEP	<1k	0%
Grand Total		100%



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State Wise Profile

STATE	Mar-23	Mar-24	Mar-25	% Share Mar-25
MAHARASHTRA	81,923	92,665	68,920	15%
UTTAR PRADESH	38,381	46,339	42,986	9%
KARNATAKA	62,266	65,641	41,719	9%
TAMILNADU	42,247	47,985	39,068	9%
GUJARAT	28,877	34,153	29,544	7%
TELANGANA	39,779	40,177	27,113	6%
WEST BENGAL	26,385	27,395	24,334	5%
MADHYA PRADESH	24,476	25,736	23,169	5%
DELHI	22,668	23,126	19,319	4%
HARYANA	19,540	19,206	17,847	4%
RAJASTHAN	16,006	18,099	16,122	4%
ANDHRA PRADESH	16,806	19,386	16,192	4%
BIHAR	12,771	15,613	14,953	3%
KERALA	14,523	17,722	15,417	3%
PUNJAB	12,013	12,876	10,433	2%
ORISSA	13,654	16,474	9,617	2%
JHARKHAND	7,727	10,417	8,466	2%
ASSAM	5,451	6,447	6,726	1%
UTTARAKHAND	3,383	3,895	4,644	1%
CHHATTISGARH	4,975	5,499	4,637	1%
JAMMU AND KASHMIR	1,862	1,998	2,180	0%
HIMACHAL PRADESH	1,588	1,602	1,791	0%
CHANDIGARH	2,244	2,312	1,780	0%
PONDICHERRY	1,038	980	1,298	0%
GOA	1,692	1,803	1,096	0%
TRIPURA	467	605	647	0%
MEGHALAYA	275	388	483	0%
MANIPUR	306	395	730	0%
NAGALAND	250	307	388	0%
ARUNACHAL PRADESH	194	445	322	0%
DAMAN AND DIU	219	222	481	0%
SIKKIM	189	246	211	0%
ANDAMAN AND NICOBAR	424	59	62	0%
LADAKH	8	13	15	0%
GRAND TOTAL	**5,05,137**	**5,60,823**	**4,52,710**	**100%**

Note* - Note: The large difference in numbers between Mar-2025 and Mar-2024 is primarily due to the demerger of Quess Corp, which came into effect on 1st April 2025.

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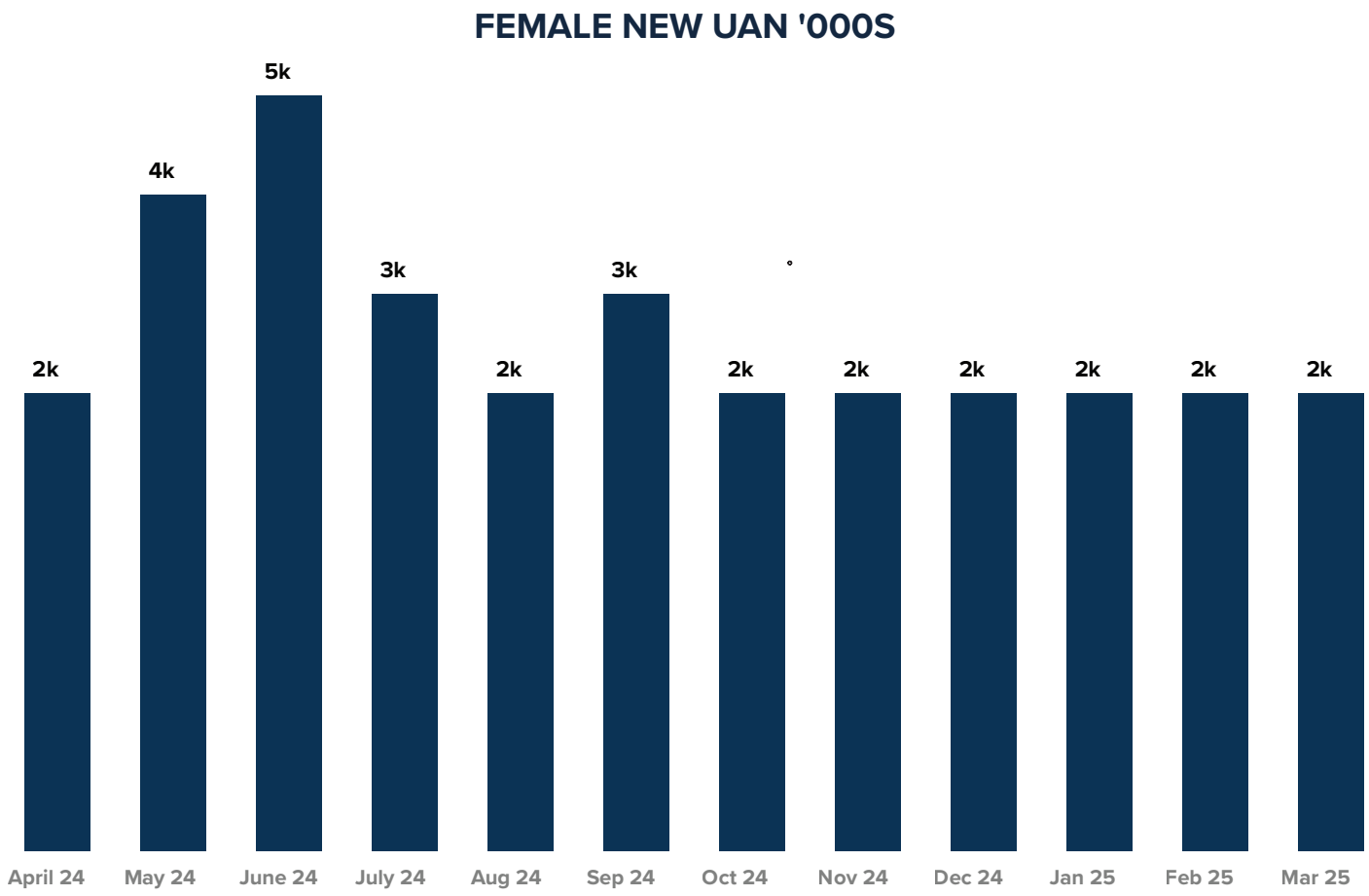
UAN Generated

Row Labels	April 24	May 24	June 24	July 24	Aug 24	Sep 24	Oct 24	Oct 24	Nov 24	Dec 24	Jan 25	Feb 25	Mar 25	Total
FEMALE	2k	4k	5k	3k	2k	3k	2k	2k	2k	2k	2k	2k	1k	30k
MALE	12k	19k	19k	8k	8k	10k	6k	6k	5k	5k	5k	4k	2k	103k
Total	15k	23k	25k	11k	10k	13k	8k	8k	6k	7k	7k	6k	3k	133k



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Glossary

- **Blue Collar** - A blue-collar worker is a working-class person who performs manual labour. Blue-collar work may involve skilled or unskilled labour.
- **EPFO** - Employees Provident Fund Organisation.
- **ESIC** - Employee State Insurance Corporation.
- **Formal economy** - The part of an economy of which the government is fully aware and that is regulated by government authorities, particularly in the areas of contract and company law, taxation, and labour law.
- **Formal employees** - Formally employed workers with an appointment letter and contract.
- **Income Tax Act** - An act to levy, administrate, collect & recover Income-tax in India.
- **Informal Sector**: This segment of the economy is characterized by employment that is largely informal and unregulated
- **Informal employees** - Respondents describing their current employment status as casual long-term or short-term work without a contract, security, or benefits.
- **Unorganized sector** - Sector characterized by small and scattered units, which are largely outside the control of the government
- **Demographic Advantage / Demographic Dividend**: This refers to India's young population, with a median age of 28, which creates a demand for the rapid creation of quality jobs and presents an opportunity for economic growth by leveraging this youth bulge.
- **EMPI**: An acronym that stands for Electronics, Manufacturing, Process, and Industrial sectors. These sectors are part of the manufacturing value chain and contribute significantly to formal job placements
- **Flexi-staffing / Flexi workforce**: This refers to temporary employment models that are crucial for matching skills with opportunities, particularly in dynamic or seasonal sectors.
- **Gross Value Added (GVA)**: A measure of the contribution of a sector to the economy
- **Indian Staffing Federation (ISF)**: An organization for companies involved in outsourcing workers in India.
- **Labour Force Participation Rate (LFPR)**: This is a metric indicating the proportion of the working-age population that is either employed or actively seeking employment.
- **Periodic Labour Force Survey (PLFS)**: A national survey conducted by the Government of India, Ministry of Statistics and Programme Implementation, which provides key insights into India's labour market, including educational profiles of the working-age population and employment trends across sectors
- **Universal Account Number (UAN)**: A unique number assigned to every employee contributing to the Employees' Provident Fund (EPF), reflecting their entry into payroll-based employment that provides access to social security benefits like Provident Fund and Employee State Insurance.
- **Worker Population Ratio (WPR)**: This is an employment metric that indicates the proportion of the population that is employed. It has shown consistent improvement, particularly in underserved and semi-urban regions of India

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