

# WHAT'S INSIDE

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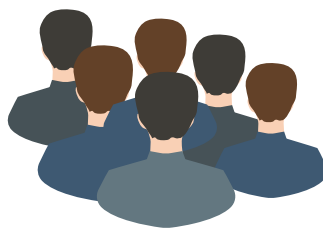
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# 1.82 lakhs+

Employees / Trainees across the country

## Annual report



Aligning to the company philosophy of 'Putting India to work', the cover design portrays elements and infographics of working culture across diverse sectors.



# PUTTING INDIA TO WORK

OUR STORY CONTINUES

We have always believed that a nation can only be as great as its people. When the people are learned, the nation is learned. When the people are productive, the nation is productive. And when the people are driven, the nation is driven. Hence, we have focused on India's development, by focusing on the people who will be instrumental in that development. Our staffing solutions have helped companies find the right people who can truly make a difference to their performance and results. And it has helped individuals find the right platforms to soar in their careers. By putting India to work, diligently and consistently, we have created value for our company, our stakeholders, our clients, and most importantly, our nation!



[www.teamleasegroup.com/annual-reports](http://www.teamleasegroup.com/annual-reports)

# WE ARE TEAMLEASE

Incorporated in 2002, TeamLease Services Limited (hereinafter referred as TeamLease) is the market leader in the staffing solutions industry in India. We are one of the largest players in the organized sector for flexi staffing industry in India.

At TeamLease, we have always worked in the direction of our mission, 'Putting India to work'. We have also focused on our vision which constitutes of the 3Es, Employment, Employability and Ease of Doing Business (EODB). We aim to grow while providing our customers with the best experience across all our businesses.



## 2250+

Number of clients as on 31 March 2018

## 17 lakhs+

Candidates offered jobs till date

## 182000+

Employees / Trainees




## 12

Offices across India

### • Cities

Ahmedabad	Kochi
Bangalore	Kolkata
Chennai	Lucknow
Delhi	Mumbai
Gurugram	Pune
Hyderabad	Vadodara

 Skills university

## What we offer

We help our customers in finding the right people that suit their business requirements. Our service offerings include temporary staffing, recruitment, payroll processing, education, apprenticeship training and regulatory consulting of labour law compliance. With our recent acquisitions of IT & Telecom staffing companies, we have expanded into specialized staffing solutions.

Aligning with the recent government initiatives, we have also partnered with the Government of Gujarat to establish the first vocational university at Vadodara, namely TeamLease Skills University (TLSU). We believe with this we have positioned ourselves uniquely as an integrated staffing solutions company, present across the value chain.



## Employment

According to a recent study by Indian Staffing Federation, more than 90% of India's workforce works in the informal sectors without proper benefits.

Generating employment and eradicating poverty was the vision with which our company was founded. Flexi-staffing is a solution that has helped generate employment for over a million people and we at TeamLease continue to pursue this as a key business objective.

### The real problem

Our country's unemployment rate is 6.03%. However, here are some key issues affecting employment:

- The problem lies with most jobs in the country not paying enough to sustain living
- We have only 50 cities with more than a million people compared to China's 350
- More than 50% of our labor force work in agriculture generating only 17-18% of the country's GDP
- More than 90% of our labor force works informally

### The solution

Flexi-staffing is an employment enabler, helping generate employment in accordance with changing dynamics. We find the right employees for the right employers, providing employment they are best suited for.

- With core staffing, specialized staffing and HR services (like recruitment, regulatory consulting and payroll processing), TeamLease is the largest organized staffing solution company in India
- We have our associates employees/trainees placed across multiple sectors, including retail, manufacturing and telecom among others
- With formalization of employment, our pan India presence has helped generate employment for more than 1.70 million people since our inception in 2002



### Industry wise demand for temporary staffing in India (%)



Manufacturing	30%
FMCG and Retail	25%
BFSI	13%
Logistics and telecom	11%
IT/ITES	10%
Others	11%

## Employability

At TeamLease we have hired a candidate every 5-minutes for the last five years. While we rejoiced at this fact, what put us in spot of bother was that we hired only 5% of the people who came to us for a job.

If we put this in perspective, it primarily highlights the major challenge that our country currently faces – employability. With changing technologies and business functioning, the world demands newer and newer skills as an essential aspect to employability.

We addressed the journey from 'unemployment to employment' by emphasising on employability. One, it helped us meet our clients' needs with placement of right candidate for right job; two, specialized training lead to right skill development for candidates, advancing their employability quotient, thereby leading to employment.

Our 'Labour Report' published and distributed annually has brought focus on issues that need serious attention.



### What India needs...



#### Non-farm employment

More than 50% of our labor force work in agriculture generating only 17-18% of the country's GDP

#### Rural employment

More than 1 lakh villages out of 6 lakhs villages in India have less than 200 people. We need job creation in Tier-II and Tier-III cities

#### Organised employment

There are more than 90% of Indians working in unorganized sector

#### Higher employment income

More than 50% of population is engaged in low income self-employment. There is an urgent need to create jobs with high-sustainable income

#### Higher literacy

The increasing rate of drop-outs at school level moving into unorganised labour needs to be checked

### ...And how is TeamLease addressing these issues



#### Public Policy

In 2007 we were invited to be part of the Planning Commission to put forward our views on employment generation

#### Skill Development

TeamLease is actively involved at both the Central and State governments in matters relating to skill development

#### Indian Staffing Federation

We were the founding members of ISF in 2011 with organized staffing solutions gaining pace and recognition

#### Skills University

Gujarat State Assembly became the first state in the country to pass a bill recognizing vocational skill development as a key issue to be addressed for generating employment and thereby TLSU was established

#### NETAP

We always believed that Apprenticeship/on the job training was the answer to boost skill development at the ground level. 'Learning by doing and earning while learning' is the first step to skill development and resolves many employability issues.

#### PPP

Have worked in Public Private Partnership to manage employment exchanges for state governments

## Ease of Doing Business

According to the World Bank, India was among the 10 economies that improved the most in areas measured by doing business. The Ease of Doing Business ranking of India improved from 130 in 2017 to 100 in 2018.



### Payroll Processing

TeamLease has a well-established and robust payroll processing system that is a result of some of the best software tools, expert knowhow, IT infrastructure and a competent payroll team. We introduced our Payroll Outsourcing service in response to the needs of our customers. It has been designed to manage payroll of on-roll employees of our customers.

**We provide following services under payroll processing.**

- Salary and benefits structuring
- Payroll process
- IT Computation
- Pay registers



### Digital Workforce Solutions

Emergence of new technologies such as AI, big data, analytics and robotics has promoted the use of intelligent technologies, automation tools, design thinking, digital learning and assessment solutions to get and organisation's workforce ready for the future.

**Following are the benefits of Digital Workforce Solutions.**

- Easily manage and control employee costs, business cyclicity, productivity and compliance requirements.
- Sourcing to Exit including the compliance.
- Deploy human capital in most efficient manner and increase productivity.



### Regulatory Compliances

We are one of the largest and most compliant HR Service Providers. This helps us to be in a unique position to address the requirements of our clients in terms of domain of regulatory and labour law compliances.

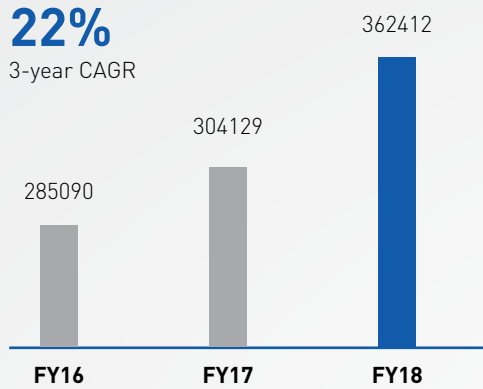
**We provide the following regulatory compliance services to our clients:**

- Consulting and Advisory Services
- Audit and assessment Services
- Maintenance Services
- Liaison Services

# 2017-18: A YEAR OF GROWTH

## Revenue from Operations

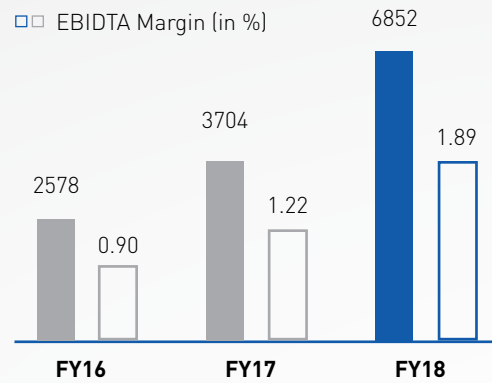
₹ in lakhs



## EBIDTA & EBIDTA Margin

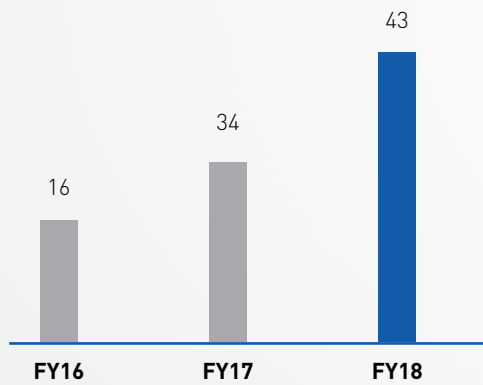
■ EBIDTA (₹ in lakhs)

□ EBIDTA Margin (in %)



## EPS

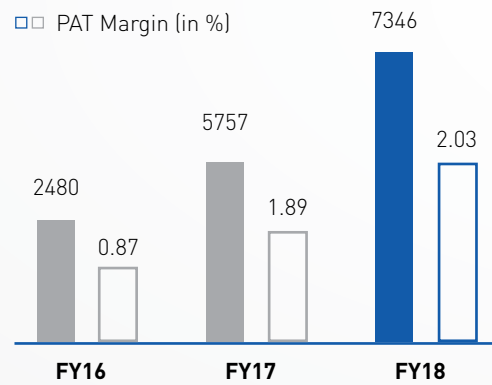
₹ per share



## PAT & Net Profit Ratio

■ PAT (₹ in lakhs)

□ PAT Margin (in %)





## In the Board Room

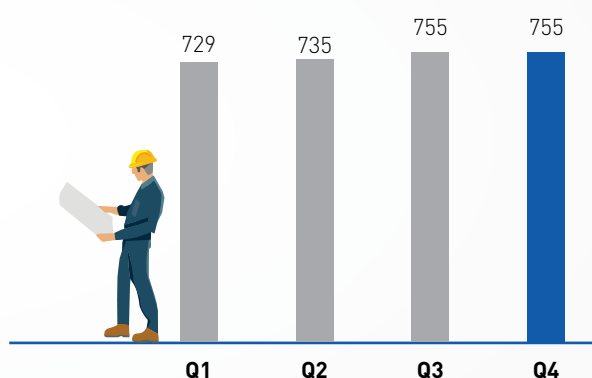
Acquired **30%** stake in Cassius Technologies Private Limited (Freshersworld.com) as at 1st June 2017

Acquired **100%** stake of Evolve Technologies and Services Private Limited (hereinafter referred as Evolve Technologies) as at 1st November 2017

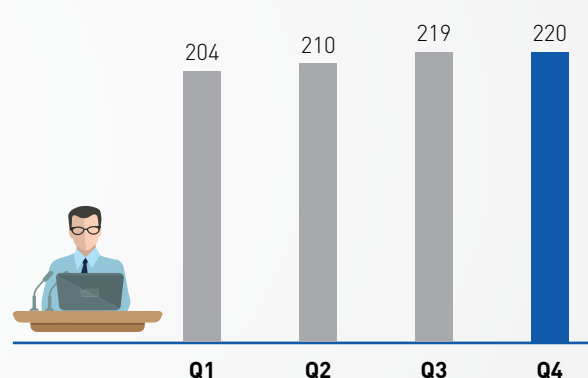
Acquired **40.2%** stake in Schoolguru Eduserve Private Limited (hereinafter referred as Schoolguru) as at 1st December 2017

## Non-Financial Highlights

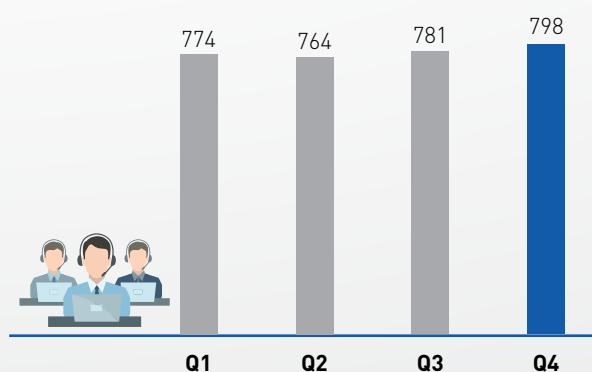
### Average Mark-up per associate per month (in ₹)



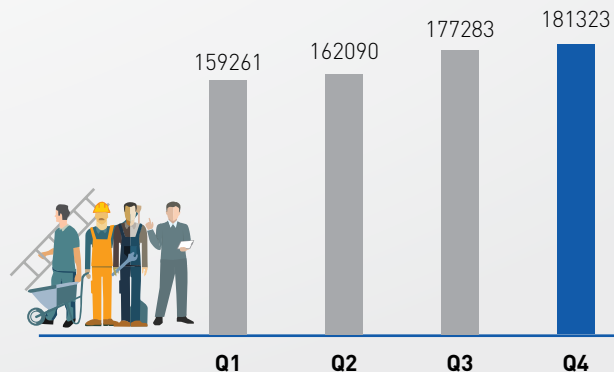
### Associates to Staffing Core Employees (Ratio)



### Staffing FTE head count



### Total Associates/Trainees



# MESSAGE TO OUR SHAREHOLDERS



**Manish Sabharwal**  
Chairman

**1,83,027**

Number of Employees / Trainees

.....

**3,62,412**

Revenue (₹ in Lakhs)



Over the last year we made a number of acquisitions/ investments that bulked up an existing staffing industry vertical (IT), built a new specialized staffing vertical (Telecom), and raised our Digital Presence (Freshersworld and Schoolguru).