

# Uttar Pradesh Employment Report 2023-24

A UDAITI-QUESS Joint Report



## About

### *The Udaiti Foundation*

The Udaiti Foundation (TUF) is building data-backed evidence to accelerate Women's Economic Empowerment (WEE) in India. Udaiti focuses on improving the availability and accessibility of quality work for women, addressing barriers to women's work and entrepreneurship, and strengthening enablers that can create impact. We aim for every Indian woman to achieve her full economic potential as it will be a critical lever to help India become a \$10 trillion economy in the next decade.

### *Quess Corp Limited*

Quess Corp Limited (Quess) is India's leading business services provider, leveraging its extensive domain knowledge and future-ready digital platforms to drive client productivity through outsourced solutions. It provides a host of technology enabled staffing and managed outsourcing services across processes such as sales and marketing, customer care, after sales service, back office operations, manufacturing operations. In addition, it extends its services to facilities, security management, human resource, finance, administration operations, IT and mobility services.

## Acknowledgements

This report has been co-authored by **The Udaiti Foundation** and **Quess Corp Limited**.

The team members who contributed to this research report are Manya Aggarwal and Akshatha M.

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# Abbreviations

<b>AISHE</b>	All India Survey on Higher Education
<b>CWS</b>	Current Weekly Status
<b>EMPI</b>	Engineering, Manufacturing, Process and Infrastructure
<b>EPFO</b>	Employee's Provident Fund Organisation
<b>ESIC</b>	Employee's State Insurance Corporation
<b>FMCD/FMCG</b>	Fast Moving Consumer Durables/Goods
<b>GER</b>	Gross Enrolment Ratio
<b>GPI</b>	Gender Parity Index
<b>GSDP</b>	Gross State Domestic Product
<b>HHO</b>	Healthcare and Hospitality
<b>LFPR</b>	Labour Force Participation Rate
<b>MOSPI</b>	Ministry of Statistics and Programme Implementation
<b>PLFS</b>	Periodic Labour Force Survey
<b>UDISE</b>	Unified District Information System for Education
<b>UP</b>	Uttar Pradesh
<b>US</b>	Usual Status
<b>WPR</b>	Worker Population Ratio

# Definitions

S.No.	Concept	Definition
1	<b>Agriculture Sector</b>	Agricultural Sector as defined under divisions 01 to 03 of NIC 2008
2	<b>Current Weekly Status (CWS)</b>	The current weekly status (CWS) gives the average picture of the workforce in a short period of one week during the survey period. The estimate of the workforce in the current weekly status is derived considering those who worked for at least 1 hour on any day during the 7 days preceding the date of survey.
3	<b>Elementary Level</b>	Elementary Level corresponds to grades 1st-8th in a school
4	<b>Gender Parity Index (GPI) of GER</b>	The ratio of GER of girls to GER of boys. It measures the progress towards gender parity in education participation and/or learning opportunities available for girls in relation to those available to boys. It also represents the level of girls' empowerment in the society.
5	<b>Gross Enrolment Ratio</b>	Total enrolment in a particular level of school education, regardless of age, expressed as a percentage of the population of the official age-group which corresponds to the given level of school education in a given school year.
6	<b>Higher Education Level</b>	Higher Education as per AISHE is defined as the education, which is obtained after completing 12 years of schooling or equivalent and is of the duration of at least nine months (full time) or after completing 10 years of schooling and is of the duration of at least 3 years. The education may be of the nature of General, Vocational, Professional or Technical education.
7	<b>Higher Secondary Level</b>	Higher Secondary Level corresponds to grades 11th and 12th in a school
8	<b>Labour Force Participation Rate (LFPR)</b>	LFPR is defined as the percentage of persons in the labour force in the population.

S.No.	Concept	Definition
9	<b>Literacy Rate</b>	Literacy Rate is calculated on the basis of women/men who completed standard 9 or higher and women/men who can read a whole sentence or part of a sentence.
10	<b>Out-Turn</b>	Out-Turn means the number of final year students of a particular programme, who have successfully completed the programme i.e the number of students who have passed the final year examination of the programme.
11	<b>Quess Associates</b>	Quess associates are contract workers employed by Quess Corp Limited and deployed at various client locations to perform general staffing or flexible workforce roles.
12	<b>Secondary Level</b>	Secondary Level corresponds to grades 9th and 10th in a school
13	<b>Secondary Sector</b>	Secondary Sector as defined under division 05 to 43 of NIC 2008 (includes Mining and Quarrying, Manufacturing, Electricity and Water Supply, and Construction)
14	<b>Tertiary Sector</b>	Tertiary Sector as defined under division 45 to 99 of NIC 2008 (includes Trade, Transportation, Accommodation & Food Services, Other Services)
15	<b>Usual Status (ps+ss)</b>	The usual status (ps+ss) is obtained by considering the usual principal status and the subsidiary status together. The workforce in the usual status (ps+ss) includes (a) the persons who worked for a relatively long part of the 365 days preceding the date of the survey and (b) the persons from among the remaining population who had worked at least for 30 days during the reference period of 365 days preceding the date of the survey.
16	<b>Workforce Participation Rate (WPR)</b>	WPR is defined as the percentage of employed persons in the population.

# Executive Summary

The question of women's representation in economic growth and decent employment has become central to development policy debates in India, with particular relevance to Uttar Pradesh - the country's most populous state. The state's efforts to ensure equality and inclusivity are especially critical in addressing the intersectional challenges faced by women, who often encounter compounded disadvantages.

As per NFHS-5, the state's sex ratio at birth for children born in the last five years improved to 941 per 1000 males, along with the sex ratio of the total population reaching 1017 per 1000 males. According to the Periodic Labour Force Survey (PLFS) Annual Report 2022-23, the agriculture sector in the state employs the highest percentage of the population across both genders.

As per NFHS-5, female literacy stands at 66% compared to male literacy of 82%. While the state has progressed in terms of GER at the school level for both genders, the female GER at higher education levels (colleges and universities) has remained fairly stagnant over the past four years. This indicates that the state needs to adopt specific measures to improve female GER at this level, which will pave the way for women to enter the workforce.

According to the Periodic Labour Force Survey (PLFS) 2022-23, the male Labour Force Participation Rate (LFPR) for the 15-59 age group in Uttar Pradesh is at 82.2%, significantly higher than the female Labour Force Participation Rate (LFPR) at 32.1%. The state also exhibits a unique pattern in its job categories, where a higher proportion of women are self-employed (86.4%), but fewer are in regular wage (7.4%) or casual labourer roles (6.2%).

Quess Corp. employs its associates pan-India primarily in blue and grey-collar roles. Quess' significant presence in Uttar Pradesh, with 44,296 associates deployed across various locations, provides valuable insights into women's employment trends in the formal sector within the state. The majority of female associates belong to the age group of 20-25 years, with Uttar Pradesh being the 7th state in terms of female headcounts.

As Uttar Pradesh strives to become a \$1 trillion economy by 2027, this is a critical juncture to unlock women's economic participation as a powerful catalyst for its economic ambitions.

# Introduction

## Overview

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Uttar Pradesh remains India's most populous state, with a population of nearly 20 crores according to the 2011 Census. The projected population figure for 2021 highlights that it has reached 23 crores.<sup>1</sup> The state has long been the cradle for the country's economic, social and political development. The available statistics prove to be evidence of the state's significant improvements in the spheres of economic, social and cultural well-being since 1991. However, in most of the development indicators, the state remains below the national average. The economy of the state has opportunities to generate adequate quantities of good-quality jobs. The inter-regional disparities on development indicators still persist. Another major challenge is the mismatch in the demand and supply of education and skills that affect the overall employability of youth in the state and in the rest of the country as well. Though Uttar Pradesh has made significant progress in recent years with regard to women development and removing gender disparity, the achievements have not been uniform across the districts. Given the complex interplay of social, cultural, and economic disparities, women still face compounded disadvantages.

The Government of Uttar Pradesh has set an ambitious target of transforming the state into a \$1-trillion economy by 2027, consistently contributing to the nation's economic growth.<sup>2</sup> However, in order to achieve this target, women's economic participation is crucial. To address persistent challenges in the state, an intersectional approach is required, recognising gender as a critical domain.

The remainder of this report delves into the aspects of demography, economy, educational attainment, and employment in Uttar Pradesh with a central focus on gender. The following section provides demographic details of the state, Uttar Pradesh. Section III highlights the educational levels of the population. Section IV pertains to the employment status through a gender lens- formal vs informal, labour force participation and performance of the state. Section V provides an analysis of payroll data of Qess Corp. Limited. The section aims to explore the status of women employed in different sectors by Qess to its client companies. It also delves into the status of Uttar Pradesh with the nation as a whole as per Qess payroll data.

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<sup>1</sup> Population Projection Report 2011-2036, July 2020, Technical Group on Population Projections  
[https://main.mohfw.gov.in/sites/default/files/Population%20Projection%20Report%202011-2036%20-%20upload\\_compressed\\_0.pdf](https://main.mohfw.gov.in/sites/default/files/Population%20Projection%20Report%202011-2036%20-%20upload_compressed_0.pdf)

<sup>2</sup> Saksham Tandon, Invest India, Uttar Pradesh Budget 2023-24: Roadmap to a Trillion Dollar Economy  
<https://www.investindia.gov.in/team-india-blogs/uttar-pradesh-budget-2023-24-roadmap-trillion-dollar-economy>



## Demography

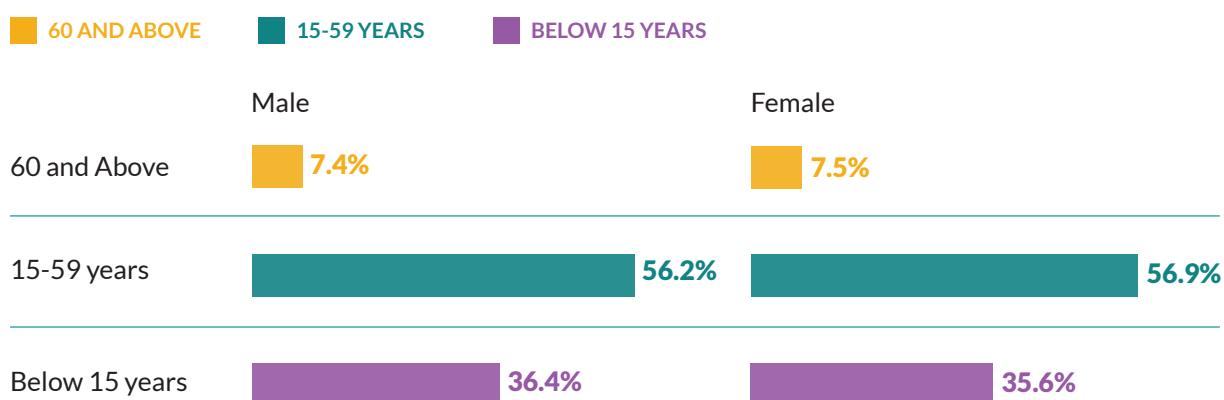
The population of India is expected to increase from 121.1 crores to 152.2 crores from 2011-2036. Out of this projected increase of 31.1 crores, the highest contribution of 19% of the total population increase in India is anticipated to occur in Uttar Pradesh alone.<sup>3</sup>

According to the Technical Group on Population Projections, the following are a few key projections made with respect to the state, Uttar Pradesh:

- In 2011, the state comprised 47.7% of females, projected to increase to 48.2% of the total population by 2035.
- The sex ratio in the state during 2011-36 is projected to be 931 in 2036 as compared to 912 in 2011.
- Life Expectancy of females is projected to increase to 69.4 in 2031-35 from 63.4 in 2011-15
- The percentage of the total population under the age group of 15-59 is projected to increase to 66.1% in 2036 as compared to 56.6% in 2011.

According to Census 2011, females under the age group of 15-59 are 0.7 percentage points higher than males in the respective age group.

**Figure 1.1** Percentage Distribution of 2011 UP Census Population by Age within Gender



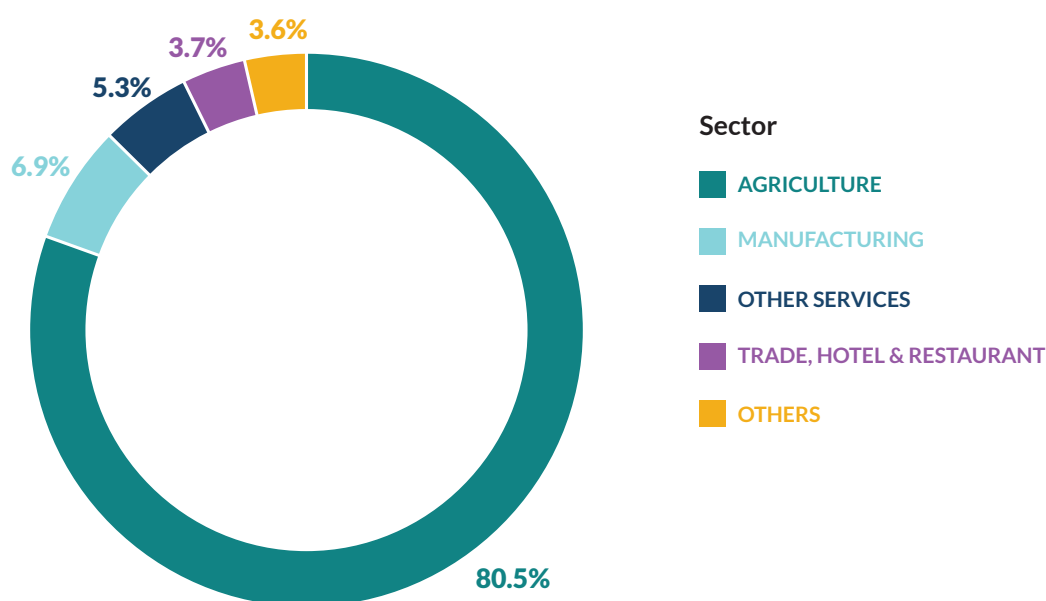
<sup>3</sup> Population Projection Report 2011-2036, July 2020, Technical Group on Population Projections  
[https://main.mohfw.gov.in/sites/default/files/Population%20Projection%20Report%202011-2036%20-%20upload\\_compressed\\_0.pdf](https://main.mohfw.gov.in/sites/default/files/Population%20Projection%20Report%202011-2036%20-%20upload_compressed_0.pdf)

## Economy

The economy of Uttar Pradesh has seen consistent growth over the last two decades. Gross State Domestic Product (GSDP) (at constant prices) grew at 8.3% in 2022-23 as compared to 10.2% in 2021-22. The agriculture sector grew by 10% in 2022-23 (at current prices) as compared to 14% in 2021-22.<sup>4</sup> Manufacturing sector grew by 22%, and services by 12% in 2022-23. The per capita GSDP of Uttar Pradesh in 2022-23 (at current prices) is estimated at Rs 96,193, an annual growth of 8% since 2017-18.<sup>5</sup>

According to the Periodic Labour Force Survey (PLFS) Annual Report 2022-23, the agriculture sector in the state employs the highest percentage of population across both genders. As per Usual Status, the percentage distribution of females is 80.52%, highest in Agriculture, Fishing and Forestry classification.

**Figure 1.2** Percentage distribution of females working according to Usual Status (ps+ss) by broad industry of work for UP<sup>6</sup>



**Source:** Periodic Labour Force Survey, 2022-23

<sup>4</sup> Growth in 2021-22 was over a low base.

<sup>5</sup> Ministry of Statistics and Programme Implementation 2023-24

<https://www.mospi.gov.in/datahttps://prsindia.org/budgets/states/uttar-pradesh-budget-analysis-2024-25>

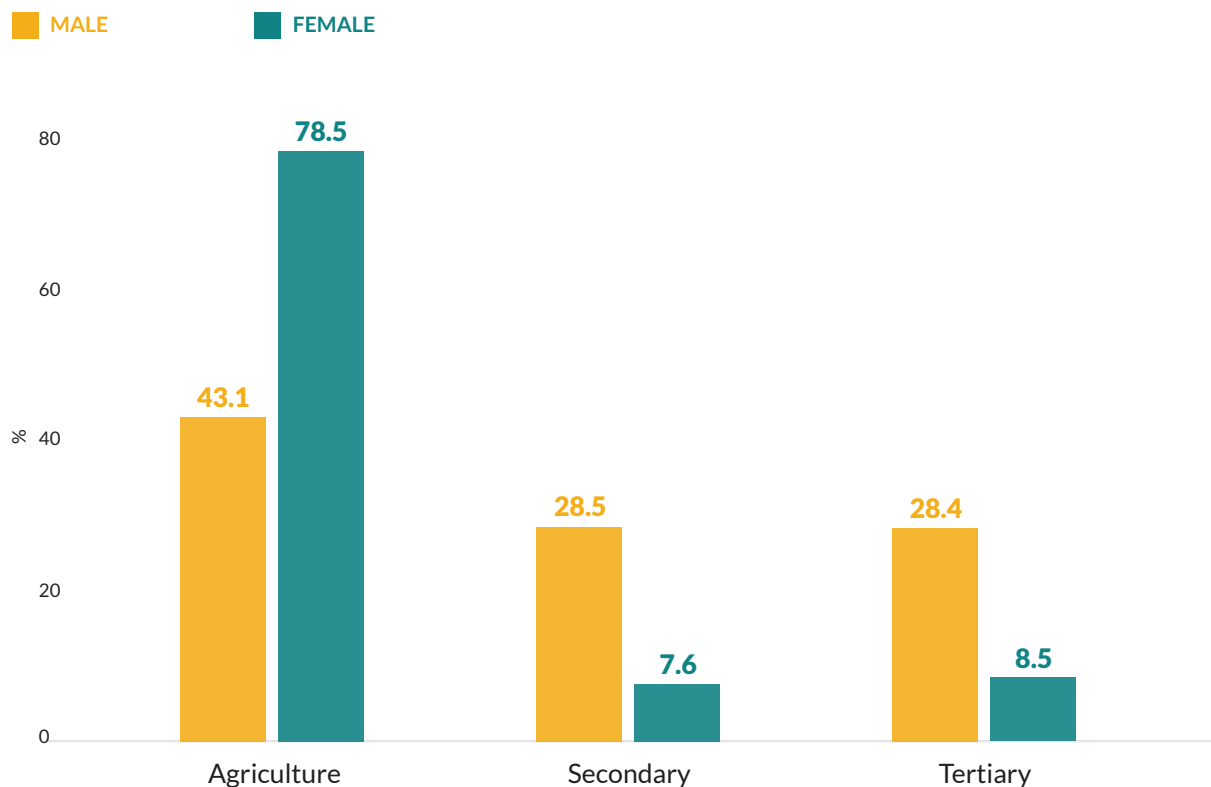
Uttar Pradesh Budget Analysis 2024-25, February 2024, PRS Legislative Research

<https://prsindia.org/budgets/states/uttar-pradesh-budget-analysis-2024-25>

<sup>6</sup> As per NIC - 2008 which was used in the respective survey for recording industry of work for the employed persons, the different industry sectors included in the broad industry divisions mentioned are as follows: agriculture - section A; mining & quarrying - section B; manufacturing section C; electricity, water, etc. - sections D & E; construction - section F; trade, hotel & restaurant - sections G & I; transport, storage & communications - sections H & J; other services - sections K to U.

As per Current Weekly Status, more than 75% of females in the state are classified under the agricultural industry, followed by tertiary and secondary.

**Figure 1.3** Percentage distribution of person working according to Current Weekly Status (CWS) by broad industry of work for UP<sup>7</sup>



**Source:** Periodic Labour Force Survey, 2022-23

**Note:** Agriculture sector, Secondary sector and Tertiary sector are considered as per NIC 2008 Code.

<sup>7</sup> Refer Abbreviations

# Education



Education is one of the key pillars that pushes a state towards better economic growth. By investing in education, individuals get empowered as it offers them the information and skills required for making choices, especially to women. Hence, analysing the current status and enhancing Uttar Pradesh's educational levels is essential to the progress of the state as a whole.

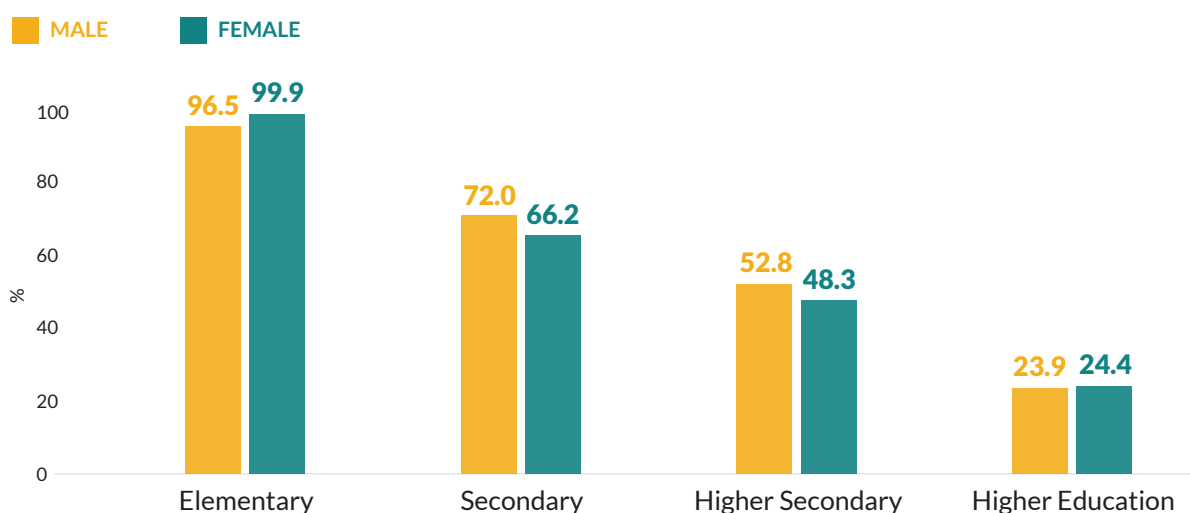
## Gross Enrolment Ratio

Gross Enrolment Ratio (GER) is a key indicator of the level of participation in schools and higher education within a given population. Higher GER values at school level indicate greater enrolment in schools with more children getting access to elementary education. In the same way, higher GER values at higher education level indicate greater enrolment in universities and access to technical education among the specified age group.

The top 6 States in terms of the number of students enrolled at Higher Education Levels (colleges) are Uttar Pradesh, Maharashtra, Tamil Nadu, Madhya Pradesh, West Bengal and Rajasthan. They constitute 53.3% of the total student enrolment.<sup>8</sup>

The education levels in the state for FY 2021-22 highlight that there's a significant dip across genders in gross enrolment ratio after the elementary level of education. The higher GER for females at elementary level corresponds to various dedicated initiatives adopted by the government. However, the dip after the secondary level of education indicates the need for focused interventions with only 24.4% of females able to get enrolled in colleges and other higher education institutions.

**Figure 2.1** GER in UP at Different Education Levels for FY 2021-22



**Source:** UDISE Report, 2021-22, AISHE Report 2021-22

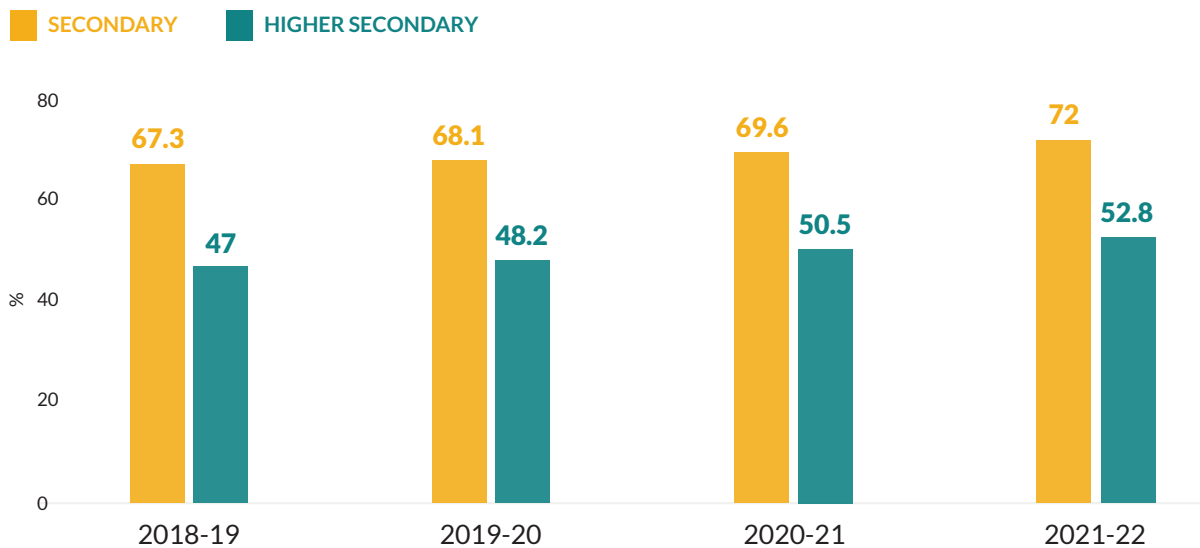
<sup>8</sup> AISHE Report, 2021-22

<https://cdnbbsr.s3waas.gov.in/s392049debbe566ca5782a3045cf300a3c/uploads/2024/02/20240214825688998.pdf>

## Education

GER of males has been increasing over the past 4 years at both secondary and higher secondary levels of education in schools. However, there's a huge gap in the GER from secondary to higher secondary levels across the years.

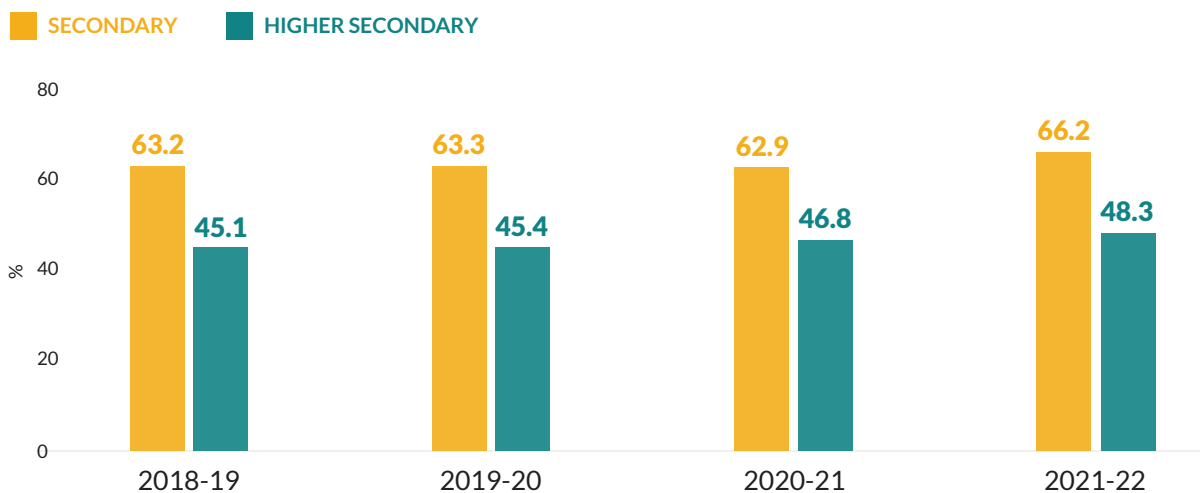
**Figure 2.2** Male GER across Years and Levels of Education in UP



Source: UDISE Reports

GER of females at secondary level saw a dip in 2020-21 but it increased by 3.3 percentage points in 2021-22. One of the reasons for the dip could be the COVID pandemic. GER of females at higher secondary level in schools has been increasing over the past 4 years. However, the difference in GER at both levels indicates that fewer females are getting enrolled at the last stage of schooling which is crucial for entering the workforce.

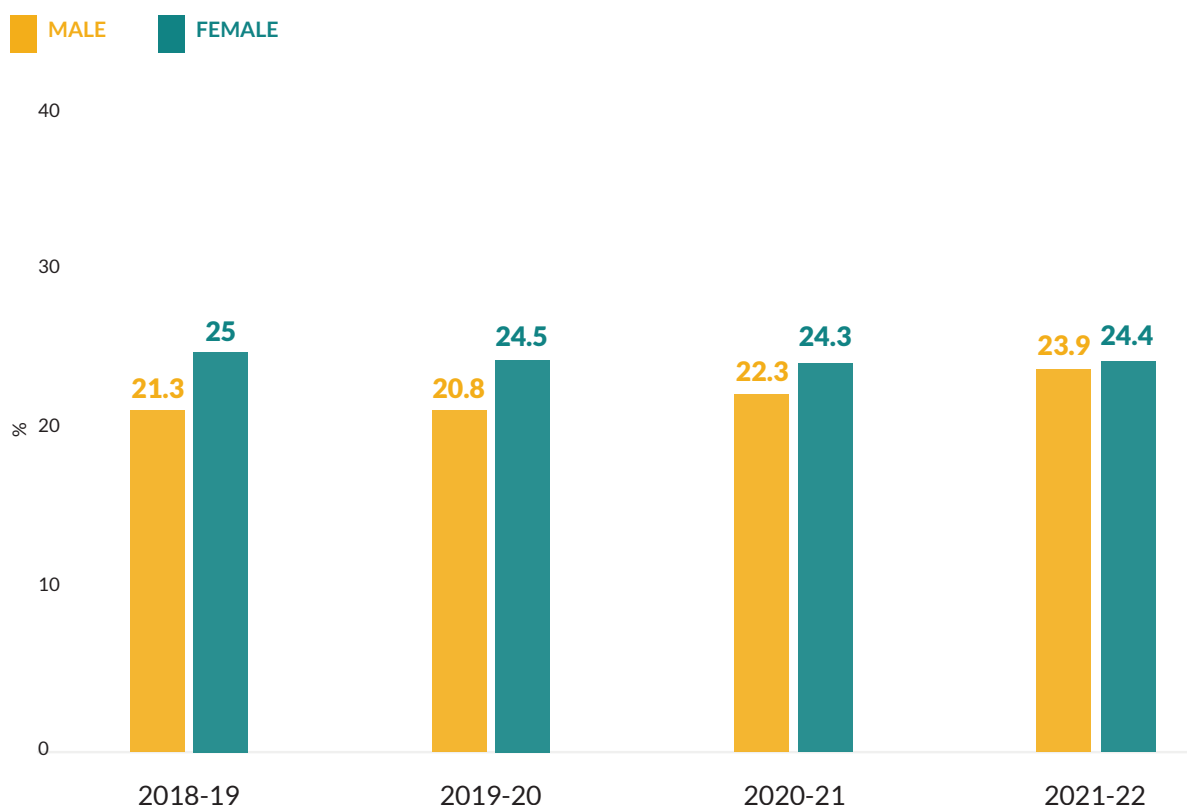
**Figure 2.3** Female GER across Years and Levels of Education in UP



Source: UDISE Reports

Female GER continues to be more than male GER for the fourth consecutive year as per AISHE 2021-22 at higher education levels. GER for males at colleges and other higher education institutions has been improving except in the year 2019-20. However, despite being more than male GER, the female GER declined in 2019-20 and remained fairly stagnant for the next 2 years.

**Figure 2.4** GER at Higher Education Level across Years in UP



Source: AISHE Reports

## Out-Turn Status

In AISHE Report 2021-22, at the country level, 1.07 crore students were reported to have passed out from various levels such as UG, PG, Ph.D., M.Phil., and other Diploma /Certificate courses as against 95.4 Lakh in 2020-21. Among them, 54.6 lakh are females which is around 50.8% of the total out-turn. Maximum number of out-turn is reported at UG level which is 72.2% of the total out-turn. 16.5% out-turn is reported at PG level. 8.6% out-turn is reported at Diploma level.

A similar pattern is observed in UP with the highest number of out-turns for both the genders at UG and PG levels. The female out-turn numbers are higher for M.Phil, Post Graduate, Certificate and Integrated courses as compared to males.

**Table 1** Out-Turn Numbers in UP at Higher Education Level, FY 2021-22

Level of Education	Male	Female
Phd	2000	1353
M.Phil	9	37
Post Graduate	115474	138437
Undergraduate	640027	635409
PG Diploma	425	2520
Diploma	61144	24865
Certificate	1579	1260
Integrated	3253	8657
<b>Total</b>	<b>823911</b>	<b>812538</b>

## Gender Parity Index

Gender Parity Index is the ratio of the GER female to the GER male. GPI reflects the equitable participation of females in the education system. A GPI of 1 indicates parity between the sexes; a GPI that varies between 0 and 1 typically means a disparity in favour of males; whereas a GPI greater than 1 indicates a disparity in favour of females.

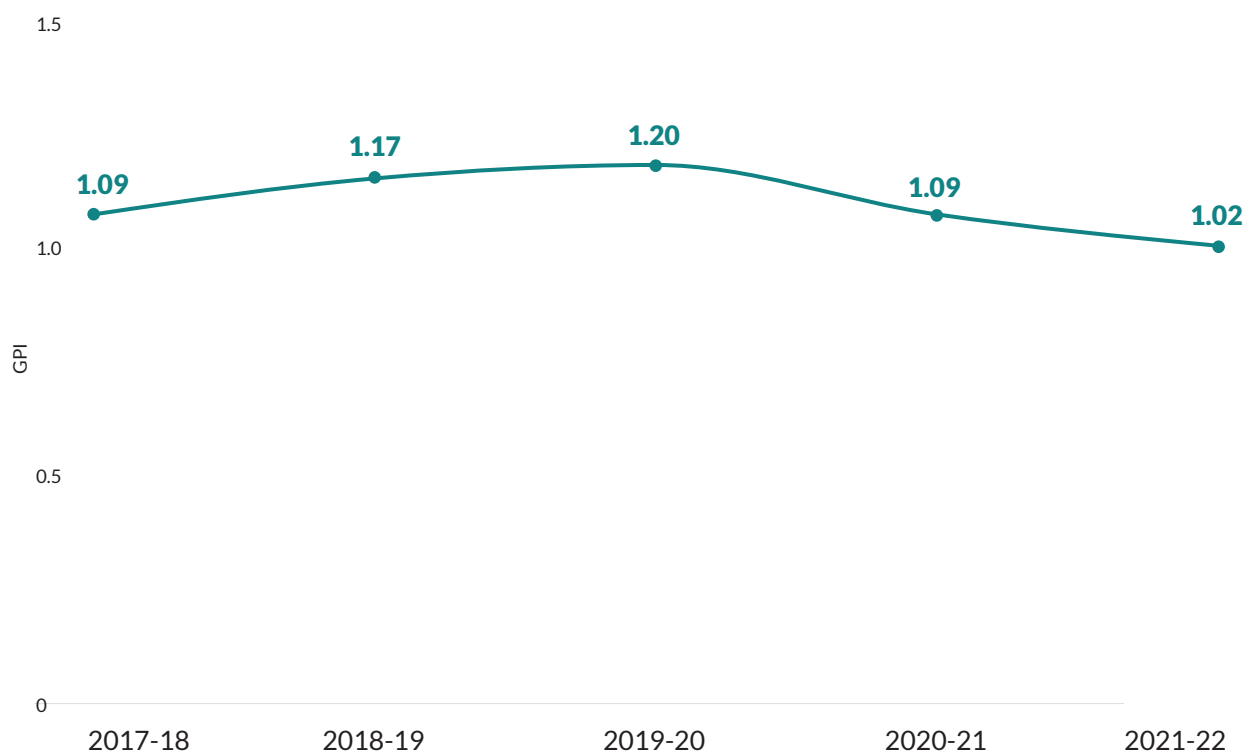
UDISE Report and AISHE Report for FY 2021-22 provides GPI at different levels of education in UP. The state shows a favourable participation of females at the elementary level (1.04) and higher education level (1.02) as compared to the secondary level (0.92) and higher secondary level (0.92). The state should adopt measures to improve the ratio to be at least at 1 indicating parity between both the genders.

As per AISHE Report 2021-22, GPI for Higher Education Levels at all-India level and Uttar Pradesh is similar at 1.01 and 1.02 respectively. Interestingly, the state is performing better than its comparable states- Bihar (0.92), Madhya Pradesh (0.94), and Rajasthan (0.97).



Although the GPI in the state is more than 1 in FY 2021-22, it has decreased over the past years reflecting a reduction in the equitable participation of females in the higher education system.

**Figure 2.5** GPI at Higher Education Level for 5 years in UP



**Source:** AISHE Report, 2021-22

# Employment



## Creating Employment in UP

Uttar Pradesh is one of India's largest sourcing States for migration. According to the 2011 Census, UP had the highest number of inter-state outbound migrants, with 83 lakh people moving either temporarily or permanently to other states. Although recent migration data is unavailable, it is estimated that 56% of male migrants from UP migrated in search of work or employment, while the remainder left for business, education, marriage, and other reasons.

In contrast, women migrants from UP primarily migrate for marriage, accounting for 49.5% of female migration, according to a research report published in the Journal of Migration Affairs.<sup>9</sup> However, the report also notes that the tendency for women to migrate for economic reasons, such as employment and business (4.4%), is nearly double the all-India average of 2.5%.

The high rate of outbound migration from UP underscores the need to create quality jobs within the State with good wages and access to social security benefits, especially for the growing young population entering the workforce.

## Women in UP's Labour Force

UP's labour force participation rate (LFPR), which includes both employed and unemployed individuals aged 15-59 who are working or seeking work, was 56.9% in 2022-23, according to the PLFS annual report.<sup>10</sup> This is relatively low compared to the national average of 61.6%.

In 2023, UP's projected population was 23.5 crore, as per the Population Projections Report 2011-2036, with 12.2 crore males and 11.2 crore females. Of this total population, 61.8% (14.5 crore) falls within the 15-59 age group, which is typically considered the working-age population. The primary challenge, therefore, is to provide employment opportunities for the 15-59 age group.

The lower rate of LFPR in UP is primarily due to the low rate of female participation in the labour force. While the male LFPR for the 15-59 age group in UP is relatively high at 82.2%, the female LFPR is significantly lower at 32.1%, compared to the national average of 39.8%.

<sup>9</sup> Pinak Sarkar, Migration Affairs, 2020, An Overview of Out-Migration from Uttar Pradesh using 2011 Census [https://migrationaffairs.com/an-overview-of-out-migration/#:~:text=Among%20Indian%20states%2C%20it%20has,district%20migrants%20\(Census%202011\)](https://migrationaffairs.com/an-overview-of-out-migration/#:~:text=Among%20Indian%20states%2C%20it%20has,district%20migrants%20(Census%202011))

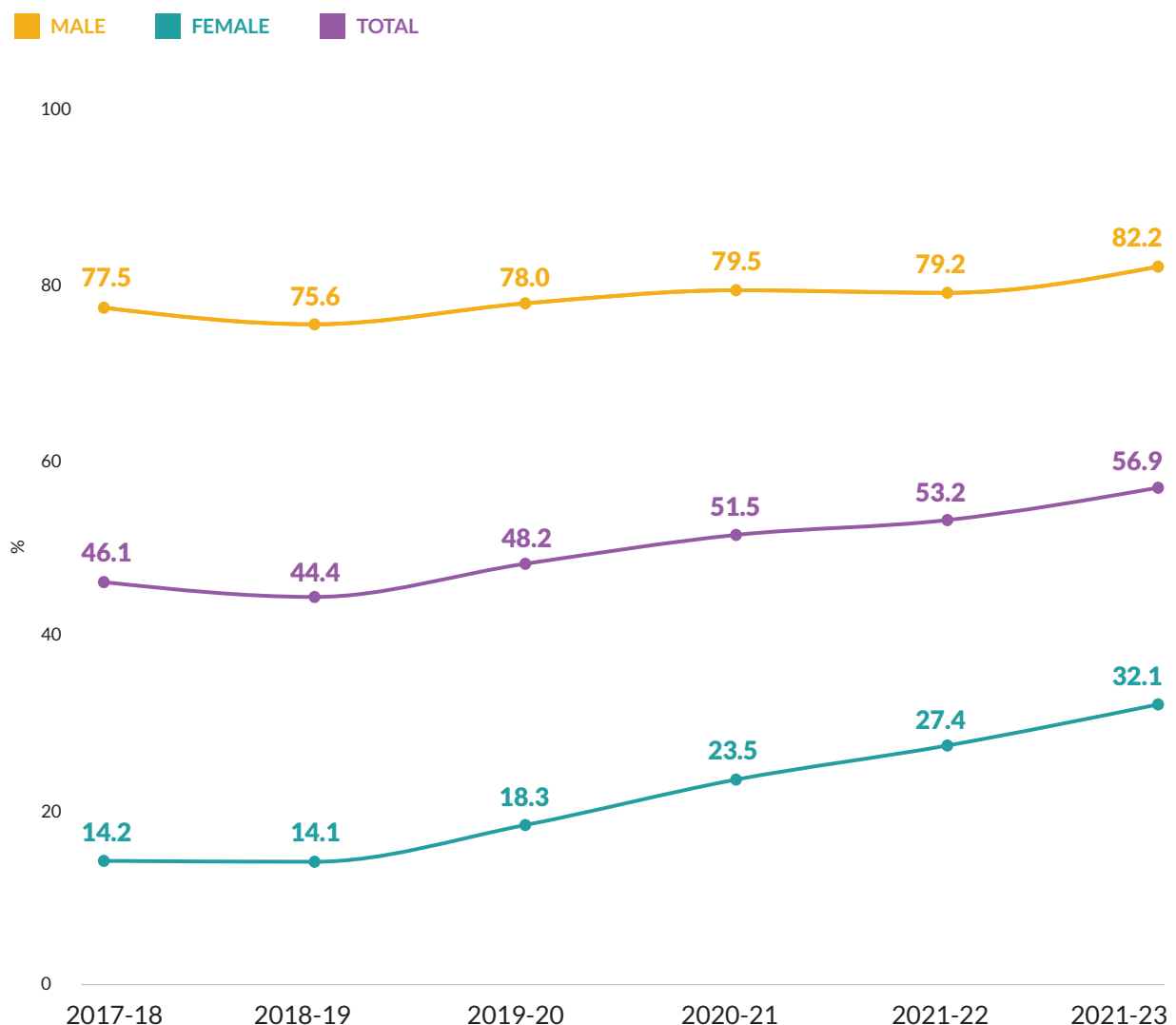
<sup>10</sup> Annual Report Periodic Labour Force Survey (PLFS) July 2022-June 2023 <https://www.mospi.gov.in/publication/annual-report-periodic-labour-force-survey-plfs-july-2022-june-2023>

## Employment

India's female LFPR is generally low compared to many other advanced and developing economies, but the situation in UP needs particular attention considering the large size of the population. The state's female LFPR is much lower than that of several other large states, such as Andhra Pradesh (51.5%), Rajasthan (50.5%), Maharashtra (44.9%), Tamil Nadu (43.9%), and Karnataka (43.2%). This disparity highlights the need for targeted efforts to increase female participation in the workforce in UP.

Despite the LFPR among the 15-59 age group in UP being lower than the national average and other large states, there has been a notable upward trend in women's participation and willingness to join the workforce, particularly since 2019-20. The female LFPR in UP nearly doubled over five years, rising from 14.1% in 2018-19 to 32.1% in 2022-23. This increase is a positive development.

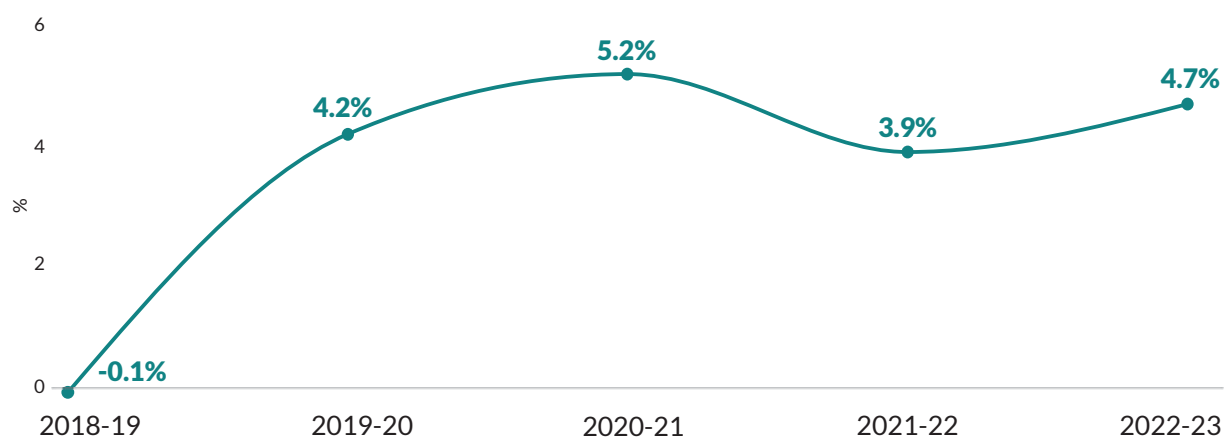
**Figure 3.1** LFPR in Uttar Pradesh from 2017-18 to 2022-23 for 15-59 Age Group



Source: PLFS Annual Reports

Female LFPR in UP saw the highest increase by 5.2% in 2020-21, followed by 4.7% in 2022-23.

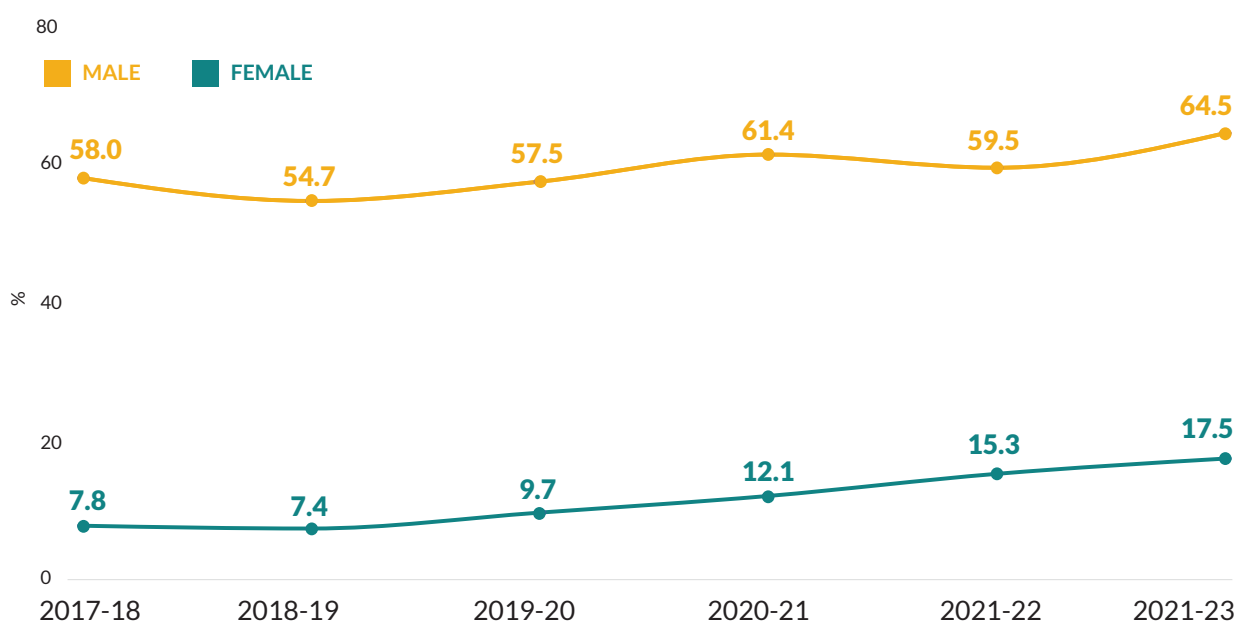
**Figure 3.2** Year on Year Increase in Percentage of LFPR among Female in UP



Source: PLFS Annual Reports

The overall LFPR in UP increased from 46.1% in 2017-18 to 56.9% in 2022-23, largely due to the rise in female LFPR. During the same period, the male LFPR increased by only 4.7% (Figure 3.1). However, the low LFPR among women in UP is particularly pronounced among younger women aged 15-29. According to PLFS data, only 17.5% of women in this age group were part of the labour force in 2022-23, compared to the national average of 24.5%. In contrast, the percentage of men in the same age group who are part of the labour force is more than three times higher than that of women.

**Figure 3.3** LFPR in Uttar Pradesh from 2017-18 to 2022-23 Across Gender for 15-29 Age Group



Source: PLFS Annual Reports

Even though the female LFPR in the 15-29 age group in UP has increased from 7.8% in 2017-18 to 17.5%, it remains lower compared to several other states such as Chhattisgarh (45.9%), Jharkhand (34.9%), Gujarat (33.5%), and Maharashtra (26.6%). It is important to note that not every woman in the 15-29 age group is eligible to work, as many are pursuing higher secondary education (11th and 12th grade) and higher education (graduation, post-graduation, diploma, etc.).

According to the Ministry of Statistics and Programme Implementation's (MOSPI) Multiple Indicator Survey 2021,<sup>11</sup> about 30% (6.8 crore) of UP's population was in the 15-29 age group, with 3.2 crore being women. Of this population, approximately 48 lakh students were pursuing higher secondary education in 2021-22, and 70 lakh students were enrolled in institutes of higher education, with half of them being female. Although the education data for 2022-23 is not available, if we subtract the 1.1 crore students enrolled in higher secondary schools and colleges from the 6.8 crore population in the 15-29 age group, we are left with 5.7 crore youth eligible to join the labour force but currently not in it. Applying the male-female sex ratio of 52:48 to the 5.7 crore youth, we find that approximately 2.7 crore (48%) women in the 15-29 age group are eligible to join the labour force. Given that the LFPR among men in this age group is already high at 64.5%, it is evident that young women in Uttar Pradesh are disproportionately staying out of the labour force. The education data in the previous section shows around 8.1 lakh female students passed out of colleges, training institutes and universities in 2021-22, and this number is expected to grow. There is a great need to bring these educated women into the workforce.

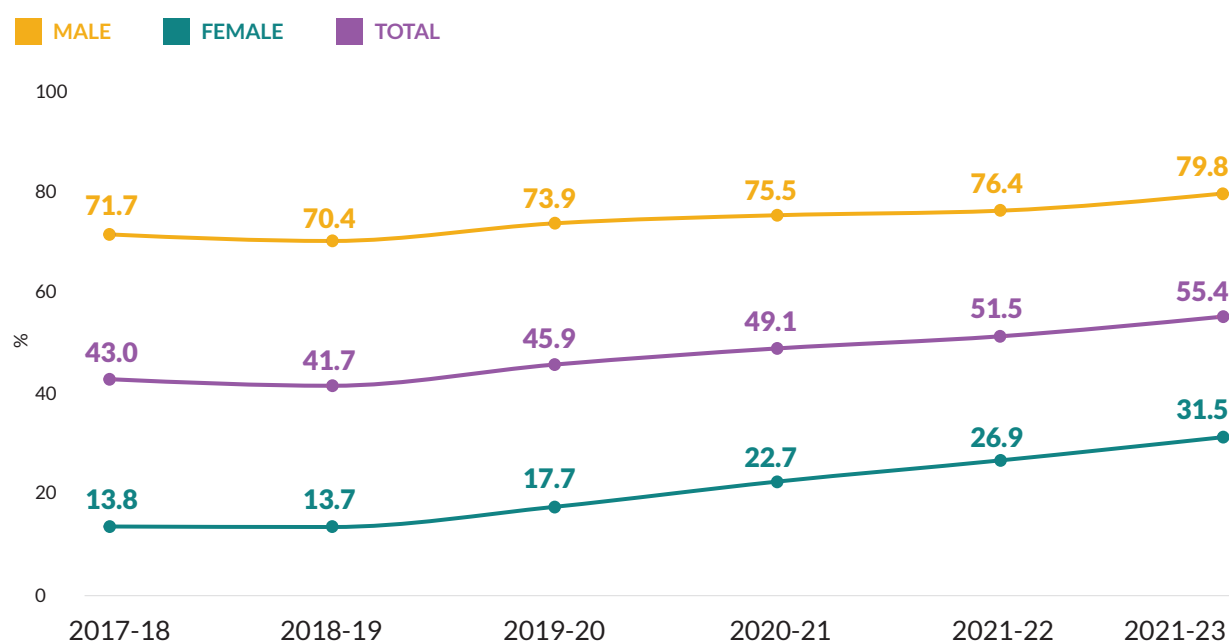
UP's labour force and education data of women underscores the need to understand why young women in UP are choosing to stay away from the labour force, and to take measures to benefit from the demographic dividend. In addition to addressing labour force participation, it is crucial to improve the Worker Population Ratio (WPR) or employment-to-population ratio.

WPR is the percentage of employed persons in the population. Not everyone who is part of the labour force secures a job and joins the workforce. A high WPR indicates that a large portion of the state's population is employed, whereas a low WPR suggests that a significant share of the population is either unemployed or not participating in labour market activities at all. Improving the WPR is essential for maximising the state's economic potential and ensuring that more people, especially women, are engaged in productive work.

In 2022-23, only 31.5% of women in this age group were part of UP's workforce, compared to 79.8% of men. Although the percentage of women in the workforce has increased significantly since 2018-19, contributing to an overall upward trend in the state's WPR, it is evident that a large number of women are still not working.

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<sup>11</sup> Multiple Indicator Survey in India 2020-21. National Sample Survey Office.  
[https://mospi.gov.in/sites/default/files/publication\\_reports/MultipleIndicatorSurveyinIndia.pdf](https://mospi.gov.in/sites/default/files/publication_reports/MultipleIndicatorSurveyinIndia.pdf)

**Figure 3.4** WPR in Uttar Pradesh from 2017-18 to 2022-23 for 15-59 Age Group

Source: PLFS Annual Reports

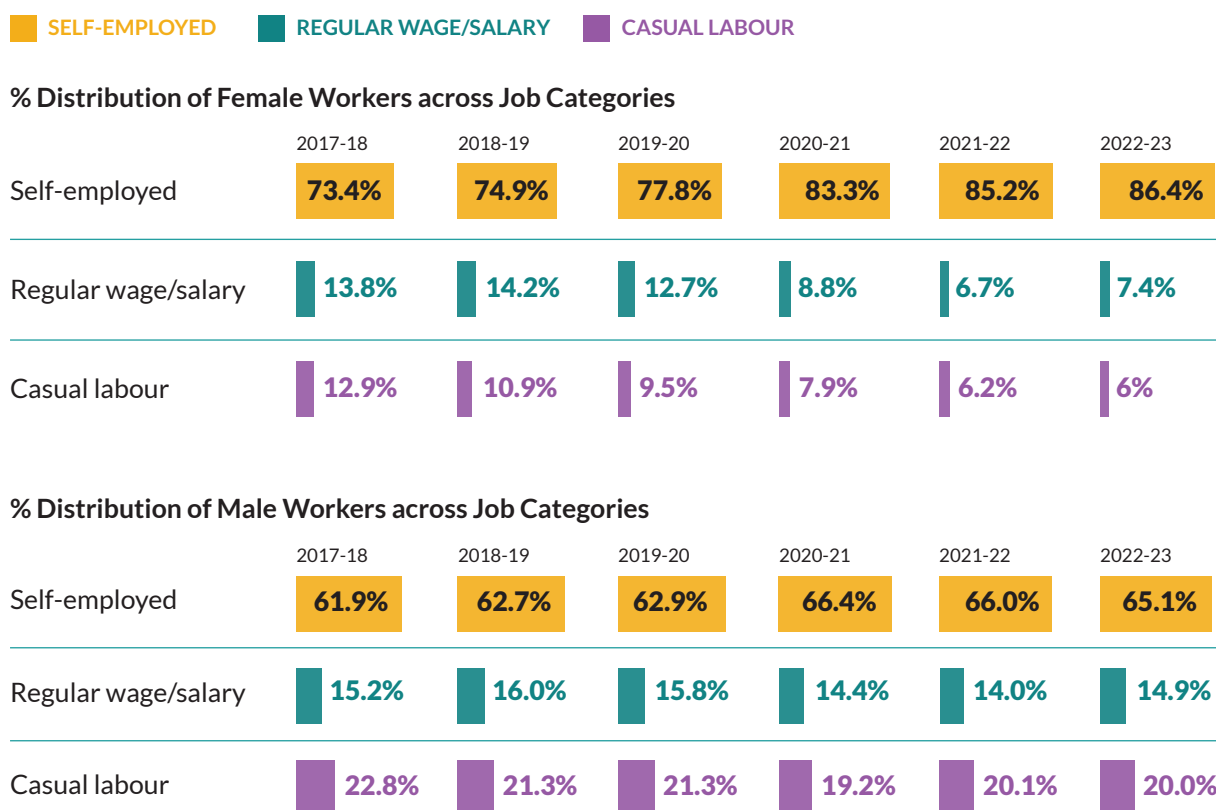
The WPR for women at the all-India level was 38.5% in 2022-23. Some large states with relatively high female WPRs include Andhra Pradesh (49.4%), Rajasthan (48.9%), Maharashtra (43.8%), Karnataka (42.1%), and Tamil Nadu (41.5%).

Moreover, providing quality employment to women remains a challenge. PLFS data shows that the percentage of women working as regular wage/salaried employees is disproportionately low compared to men in UP. Addressing these disparities is essential for improving gender equality in the labour market and maximising the state's economic potential.

The graphs below (Figure 3.5) reveal stark differences in employment patterns between men and women in UP. As of 2022-23, only 7.4% of working women hold regular wage or salaried jobs, down from 13.8% in 2017-18, signalling a decline in formal employment opportunities for women. In contrast, 14.9% of men in UP are in salaried positions. The majority of working women in UP, totalling 86.4%, are self-employed. This includes 39.5% who work as helpers in household enterprises, primarily undertaking unpaid labour, and 46.9% who are their own account workers or employers. Self-employment spans a wide spectrum, from operating small businesses like tea stalls and working in own farms to professional practices such as medicine and law.

A small fraction of working women in UP, specifically 6.2%, are categorised as casual labourers who typically engage in farm or non-farm work and receive daily wages in return.

**Figure 3.5** Percentage Distribution of Workers (female and male) Across Three Job Categories in UP



Source: PLFS, 2022-23

Comparing UP's data with the national average for India in 2022-23, we observe significant differences: nationally, 65.3% of working women are self-employed, 15.9% are in regular wage positions, and 18.8% work as casual labourers. This contrasts with UP, where a higher proportion of women are self-employed (86.4%) but fewer are in regular wage (7.4%) or casual labourer roles (6.2%). Thus, UP stands out with a notably higher prevalence of self-employment among its working women compared to the national average.

## Women in the Formal Sector

Formal jobs refer to positions where the terms and conditions of employment are regulated and protected. These jobs typically involve a formal contract between an employer and employee and include one or more benefits such as maternity leave, Provident Fund, medical insurance, and gratuity.

While there has been rapid growth in formal job creation in UP, specific data on women in formal employment is not readily available. The primary government datasets that provide insights into the formal job landscape nationally are the Employees' Provident Fund Organisation (EPFO) and the Employees' State Insurance Corporation (ESIC).



The EPFO administers schemes for provident fund, pension, and insurance for registered establishments across various industries in India. Registration with EPFO is mandatory for establishments with more than 20 employees and for employees earning less than INR 15,000 per month. For those earning more than INR 15,000, registration is voluntary. These datasets offer indicators of formal employment trends at a national level.

The payroll data indicates a significant increase in net new payroll additions in UP, from 2.5 lakh in 2018-19 to 7.4 lakh in 2022-23.<sup>12</sup> However, gender-disaggregated data specific to states like UP is not available. Given that only 7.4% of working women in UP are in regular wage or salaried positions compared to 14.9% of men, it can be inferred that a smaller proportion of these payroll additions likely represent women.

For instance, of the 7.4 lakh net new payroll additions reported by EPFO, it's estimated that possibly only a third or even less are women. Similarly, the ESIC, which registers employees for social security benefits, reports a total of 23.6 lakh employees in UP as of 2022-23,<sup>13</sup> but does not provide gender-specific data for women employees.

These insights underscore the need for better gender-disaggregated data to accurately assess the participation of women in formal employment sectors like EPFO and ESIC registrations. The next section of the report discusses the employee payroll data from Qess Corp., which gives a glimpse into the emerging trends and patterns of women in the formal workforce.

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<sup>12</sup> Provisional Monthly Estimate of Payroll, Employee Provident Fund Organisation, [https://www.epfindia.gov.in/site\\_en/Estimate\\_of\\_Payroll.php](https://www.epfindia.gov.in/site_en/Estimate_of_Payroll.php)

<sup>13</sup> Annual Report 2022-23, Employees' State Insurance Corporation, <https://www.esic.gov.in/attachments/publicationfile/6a02167823f5a1023787aa394eced3e6.pdf>

# Quess Payroll Data



## Insights into Women in Formal Workforce – Quess Payroll Data

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Quess Corp, headquartered in Bengaluru, is a prominent provider of technology-enabled staffing and managed outsourcing services in India. It boasts a workforce of 567,000 employees, making it the largest private-sector employer in the country. The majority of these employees, around 560,000, are associates primarily engaged in blue and grey-collar roles, deployed by Quess to work for client companies both in India and internationally.

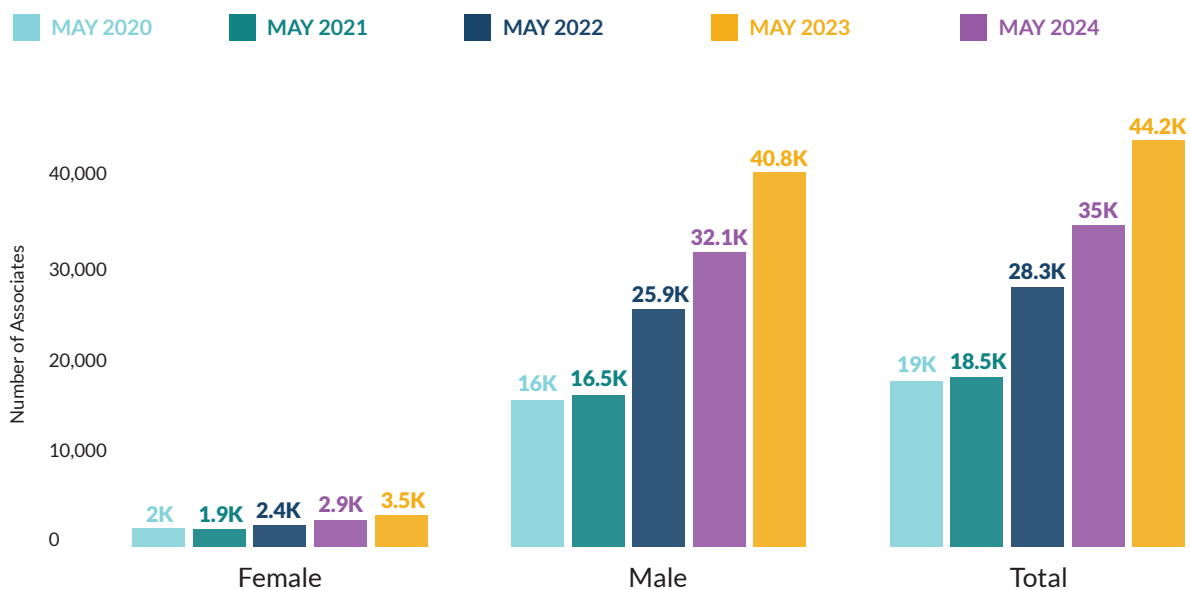
Among its total workforce, approximately 18% or 102,000 employees are women. These women are actively involved across various sectors, with a significant presence in Banking, Financial Services, and Insurance (BSFI), followed by manufacturing, retail, and telecommunications. Notably, the electronics components manufacturing sector within manufacturing has experienced rapid growth in female employment under Quess's operations.

Geographically, Quess employees are dispersed across Tier 1 (35%), Tier 2 (29%), and Tier 3 (36%) cities, highlighting their role in extending formal job opportunities beyond metropolitan areas to smaller towns and cities across India.

Quess' significant presence in UP, with 44,296 associates deployed across various locations as of May 2024, provides valuable insights into women's employment trends in the formal sector within the state. Quess' payroll data over the past five years offers a reflection of how women's participation in formal employment has evolved in UP, reflecting broader trends in the region's economic landscape.

The number of female employees at Quess in UP has shown a general upward trend since May 2021, rebounding from a slight decrease during the COVID-19 period in 2020 and 2021. In May 2020, there were 2,059 female employees, increasing to 3,468 by May 2024.

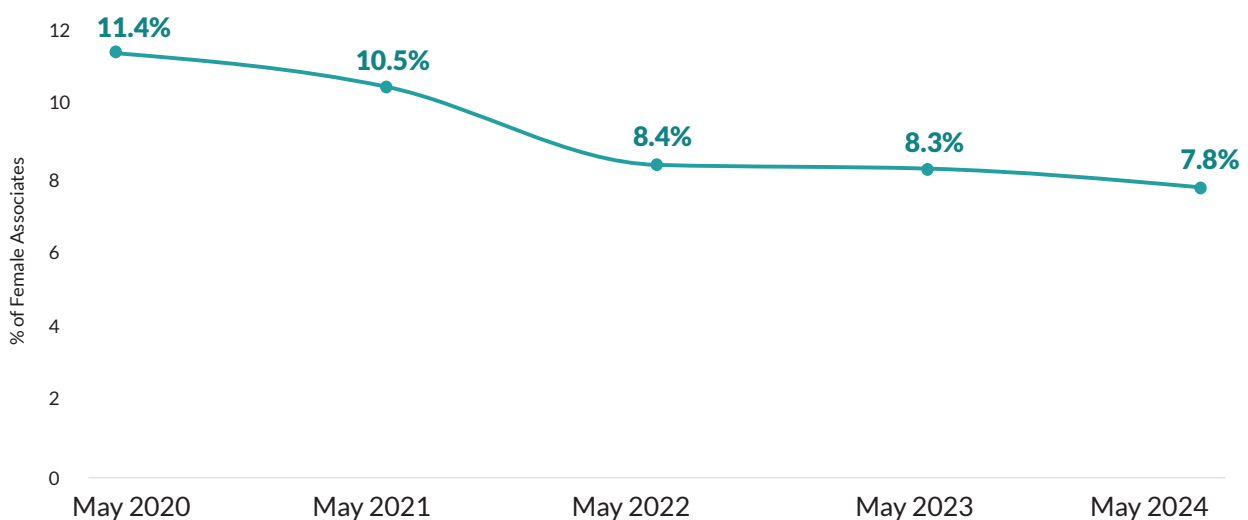
**Figure 4.1** Gender Disaggregated Data of Qess Associates in UP from Year 2020 to 2024<sup>14</sup>



**Source:** May 2024, Payroll Data, Qess Corp. Limited

However, despite this absolute increase, the proportion of women within the Qess workforce in UP has decreased from 11.4% in May 2020 to 7.8% in May 2024. This decline in percentage could be attributed to a more rapid increase in male employee hiring, rising from 15,960 in 2020 to 40,828 in 2024, compared to the pace of female employee hiring.<sup>14</sup>

**Figure 4.2** Representation of Female Associates out of Total Associates Over the Years in UP



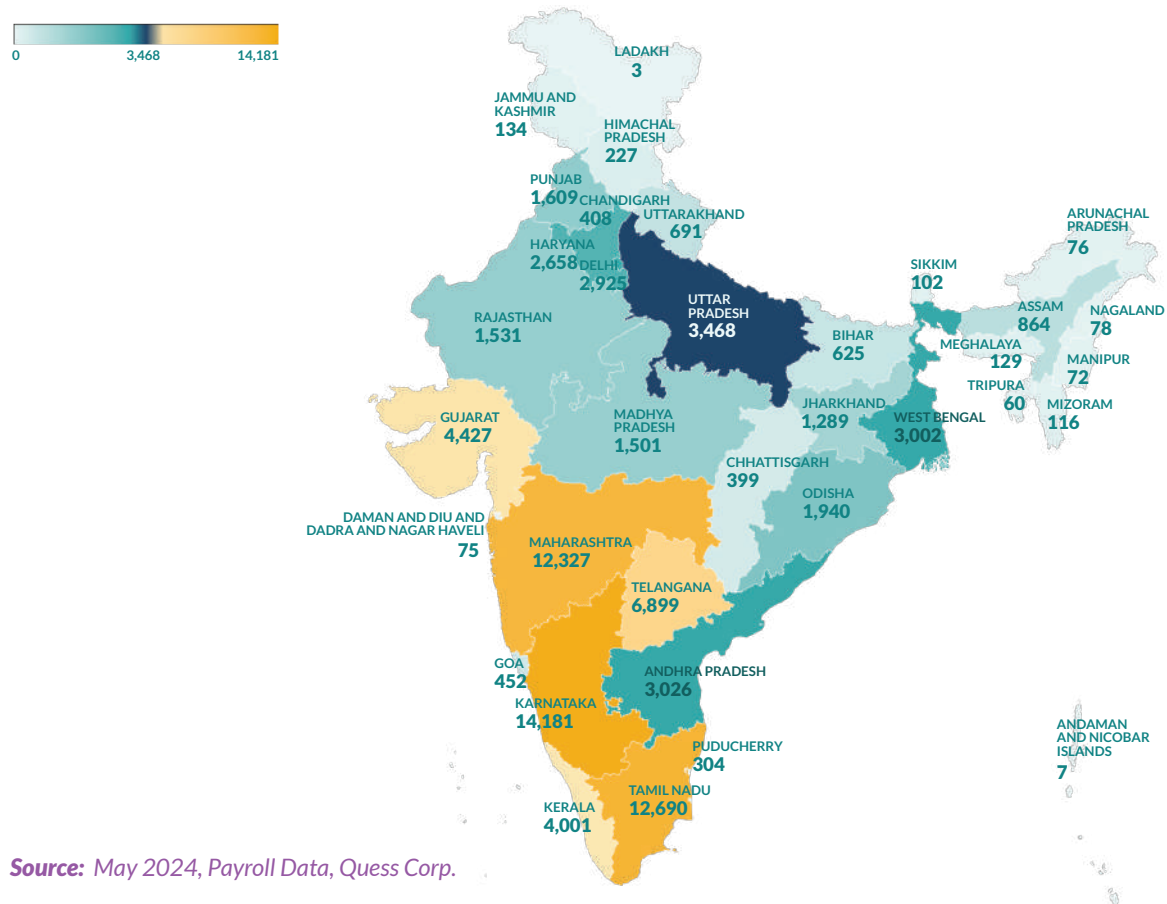
**Source:** Qess Payroll Data

<sup>14</sup> Reference period is May, 2024. This payroll data does not include some of the Qess business units. The data largely comprises Qess's staffing business.

## UP ranks 7th in Quess' Female Headcount

Among the states and union territories where Quess operates, Uttar Pradesh ranks fourth in overall employee headcount but seventh in terms of the number of female employees. States like Karnataka, Tamil Nadu, Maharashtra, Telangana, and Gujarat, known for their industrialisation and flourishing services sectors, have a higher concentration of female employees within Quess. These states offer a conducive environment for women to work, reflected in their higher numbers within Quess' workforce.

**Figure 4.3** State-wise Number of Female Associates Employed by Quess Corp.<sup>15</sup>



**Source:** May 2024, Payroll Data, Quess Corp.

In terms of the proportion of female employees relative to the total workforce, UP lags with only 7.8% ranking 31st in comparison with other states, while states like Karnataka, Tamil Nadu, and Maharashtra show higher percentages. This disparity can be attributed to both demand and supply-side factors. On the demand side, these states may offer more employment opportunities and diverse job roles suitable for women. On the supply side, there might be a higher willingness among women in these states to participate in the workforce, contributing to a higher representation within Quess.

<sup>15</sup> Note: This payroll data does not include some of the Quess business units. The data largely comprises Quess staffing business.

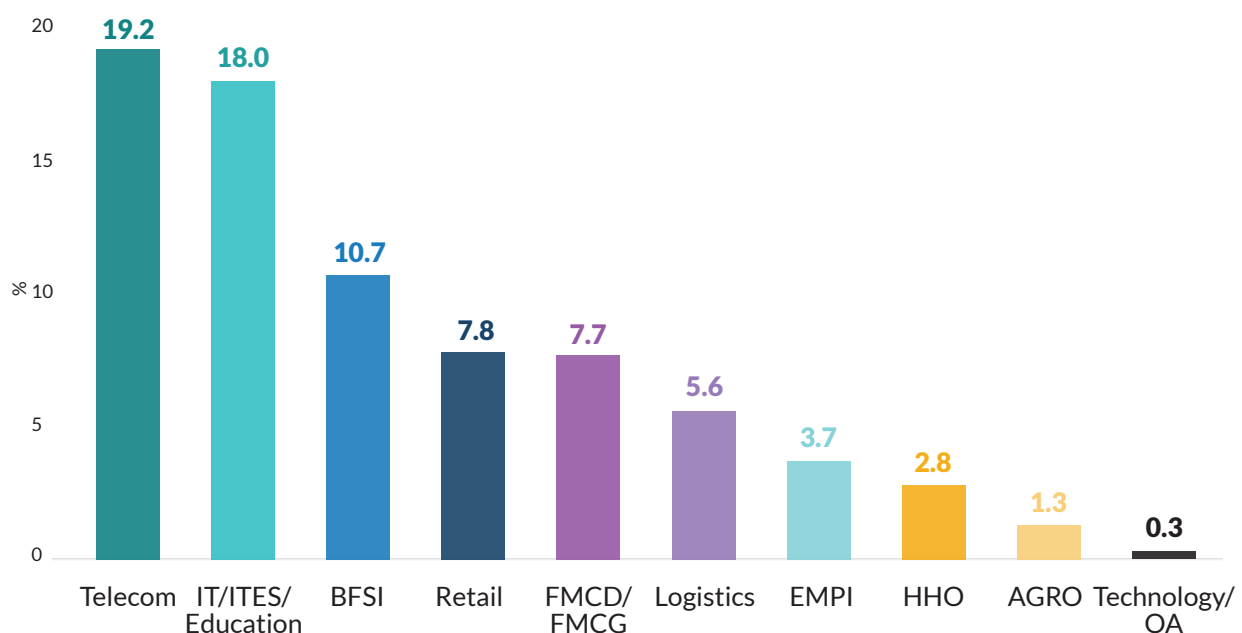
### Qess Payroll Data

Sectoral representation of female employees on Qess payroll in UP shows the Telecommunications sector has the highest percentage of female employees at 19.1, followed by Information Technology (IT) at 14.2%, Financial Services at 10.7% and Consumer Services at 7.8%.

This is in contrast to the sectoral representation of women in India. Qess payroll data for all of India shows Fast Moving Consumer Durables/Goods (FMCD/FMCG) sector has the highest percentage of female employees at 23.6%, followed by Healthcare and Hospitality (HHO) at 22.8%, Telecom at 18.2%, and IT services at 17.1%.

However, despite the overall increase in hiring within India's manufacturing sector (Engineering, Manufacturing, Process, and Infrastructure/EMPI), where women account for 15% of manufacturing jobs at Qess, the representation of female employees in the manufacturing sector in UP remains low at 3.6%. With shop floors across the manufacturing spectrum looking to hire more women, the government of UP can take initiatives to encourage and support greater female participation in industries.

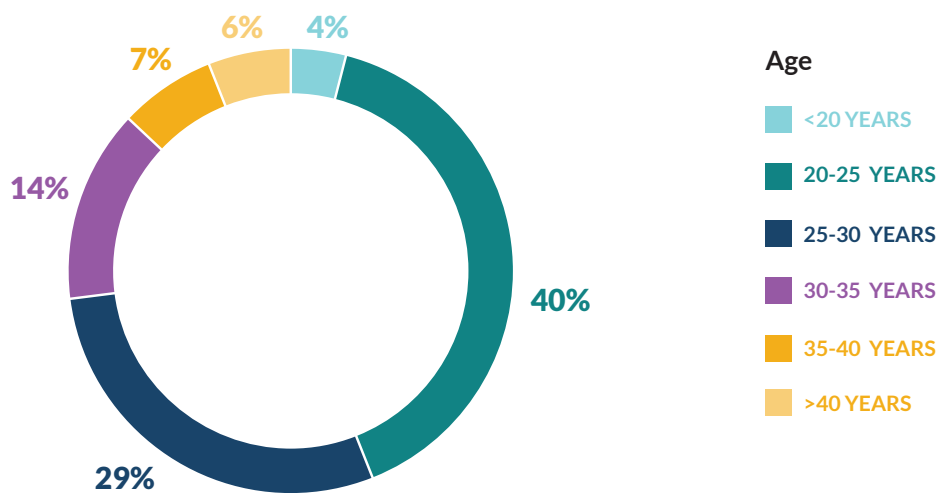
**Figure 4.4** Representation of Female Associates within the Top 10 Sectors in UP



**Source:** May 2024, Qess Payroll Data

A majority (44%) of the Qess female employees working in UP are 25 years old and below. This suggests that a significant portion of the workforce is young, likely recent graduates or early-career professionals. 29% of female associates are in the 25-30 age bracket. This is the second-largest group, indicating a substantial number of employees in their mid to late twenties, likely with a few years of work experience. The representation of women declines significantly after 30, which could be due to both demand and supply-side factors.

Figure 4.5 Age-Wise Distribution of Female Associates in UP

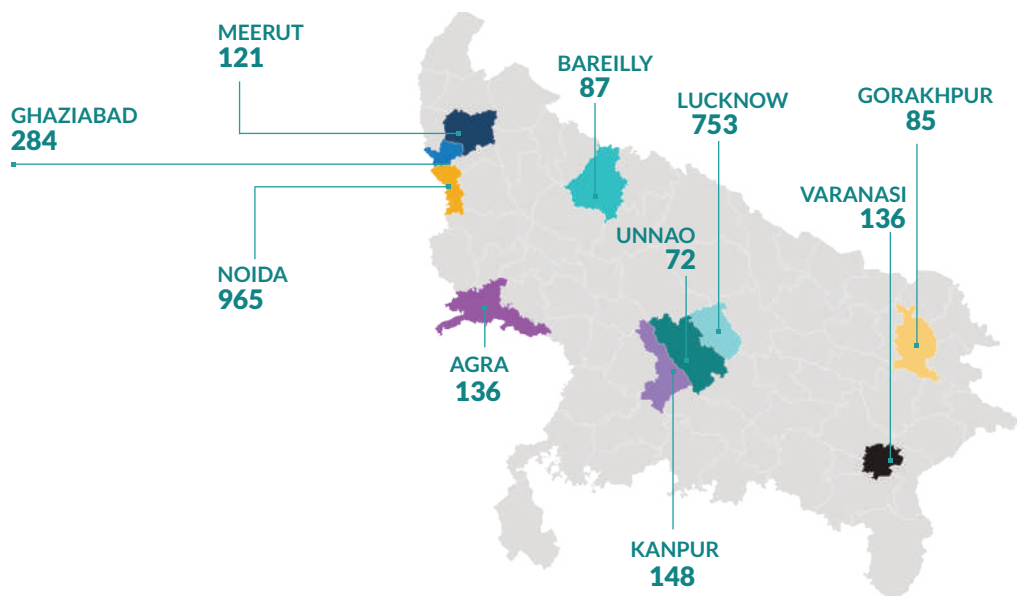


Source: May 2024, Qess Payroll Data

## Top 10 Cities with the Highest Number of Female Associates

Out of the 3,468 women employees from Qess working in Uttar Pradesh, the largest concentration is in Noida (965), followed by Lucknow (753) and Ghaziabad (284). Gautam Buddha Nagar, encompassing Noida and Greater Noida, is a prominent hub for IT, manufacturing, and services industries. Lucknow, as the state capital, offers diverse employment prospects, while Ghaziabad, close to Delhi, has seen rapid development and increased job opportunities in recent years.

Figure 4.6 Top 10 Cities in UP based on Number of Female Associates



Source: May 2024, Payroll Data, Qess Corp.

# Conclusion

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Uttar Pradesh, being one of the labour surplus states, has long been a significant source of migrant workers to other states with higher labour demand. While this labour supply continues, new employment opportunities are emerging within the state, particularly in the manufacturing and services sectors, which certainly is a positive trend.

However, as one of the most populous states, UP must focus on creating quality jobs for its working-age population (15-59 years), especially women. It should be noted that nearly half of the state's population is female, yet a large proportion remains outside the labour force. As discussed in the report, the female Labour Force Participation Rate (LFPR) in UP for the 15-59 age group is 32.1%, compared to the national average of 39.8%. This is despite the Gross Enrolment Ratio for girls in various levels of education being almost on par with or even higher than that for boys, indicating that an equal number of boys and girls pursue education in UP. Nevertheless, many educated girls and women do not enter the workforce for various reasons.

The lower number of women in formal, salaried jobs and the higher percentage engaged in self-employment or unpaid domestic work highlight the need for serious measures by the state government to employ and empower women. Interventions should occur at multiple levels. To begin with, an environment must be created to ensure greater freedom of movement for women, which can be achieved by expanding the public transport system and ensuring safety in public spaces and workplaces. Initiatives should also focus on changing societal behaviours, especially among men, to support women working outside the home. Additionally, employers need to make concerted efforts by creating gender-neutral or women-specific job roles and also by hiring women supervisors to provide a safe working environment to female employees.

The trend of new-age companies preferring to hire women in shop floors of traditionally male-dominated manufacturing sectors offers a great opportunity, particularly as more companies establish bases in UP. An increased female workforce will contribute to higher per capita income, household income, and overall Gross State Domestic Product (GSDP). The state can fully benefit from its demographic dividend only if it brings its female population into the job market.







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