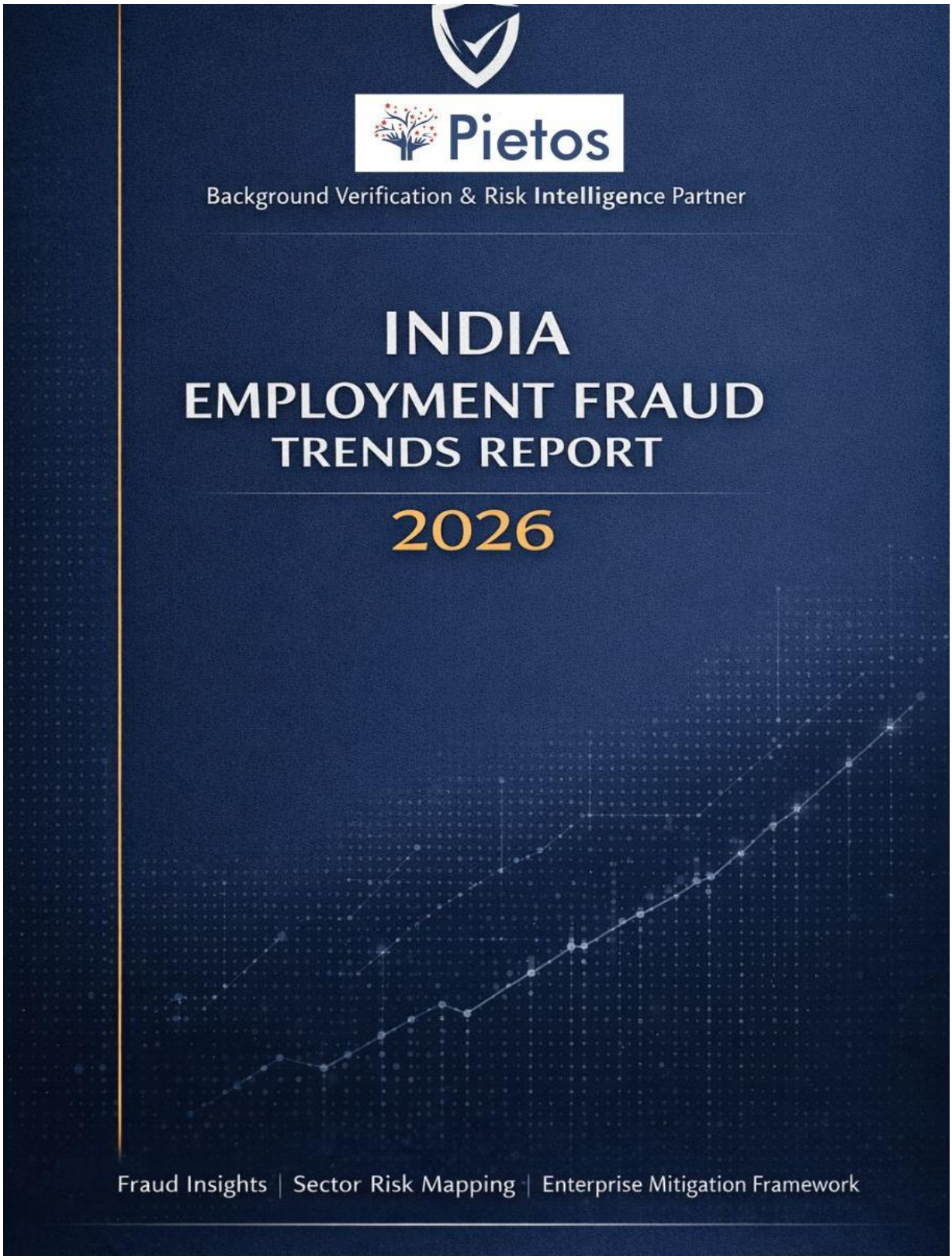
India Employment Fraud Trends Report 2026

The Definitive Background Verification & Hiring Risk Intelligence Report for Indian Enterprises



Hiring fraud in India is evolving.

Remote hiring, digital documentation, dual employment, salary inflation, and unverifiable credentials are increasing risk exposure for enterprises across BFSI, IT, Microfinance, Manufacturing, and Startups.

The India Employment Fraud Trends Report 2026 by Pietos Solutions provides data-driven insights into:

- Emerging employment fraud patterns
- Sector-wise hiring risk exposure
- Cost impact of a bad hire
- Governance strategies for HR leaders
- Future risk signals (2026–2027 outlook)

Why This Report Matters for HR & Compliance Leaders

Background verification has evolved from being an operational step to governance infrastructure.

This report helps you:

✓ Identify high-risk hiring signals
✓ Benchmark fraud exposure across sectors
✓ Strengthen your pre-employment screening policy
✓ Audit your current background verification vendor
✓ Reduce hiring fraud risk before onboarding

What You'll Discover Inside

1️⃣ Top Employment Fraud Trends in India (2026)

- Salary and CTC inflation patterns
- Dual employment risks in remote roles
- Fake experience structures
- Education credential misrepresentation
- Identity & address documentation manipulation

2️⃣ Sector-Wise Hiring Risk Exposure

Industries analyzed:

- BFSI

- IT Services
- Microfinance
- Manufacturing
- Startups

3️⃣ The Real Cost of a Bad Hire

Understand direct and indirect risk exposure including:

- Financial loss
- Compliance penalties
- Reputational damage
- Data security risks

4️⃣ Enterprise Mitigation Framework

A 5-layer background verification model designed for:

- High-volume hiring
- Regulated industries
- Risk-sensitive roles

Who Should Download This Report?

- CHROs
- Talent Acquisition Heads
- Compliance Officers
- Risk Management Leaders
- HR Directors
- MSME Founders scaling hiring

About Pietos Solutions

Pietos is a leading employee background verification company in India providing:

- Employment verification services
- Education verification
- Court record checks
- Identity validation

- Role-based risk screening
- Digital address verification

We support enterprises with compliance-driven and scalable pre-employment screening solutions.

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Frequently Asked Questions

What are the latest employment fraud trends in India?
Salary inflation, fake experience letters, dual employment, and education misrepresentation are leading risks in 2026.

Why is background verification important in India?
It helps reduce hiring fraud, compliance risk, and financial exposure across regulated and high-growth industries.

What is the cost of a bad hire in India?
A fraudulent mid-level hire can cost 2–5x annual salary when factoring compliance, operational, and reputational risk.

Which industries face the highest hiring fraud risk?
BFSI, IT Services, Microfinance, and high-growth startups show elevated risk patterns.