

Dual **Employment** Fraud



THE CLIENT •

An E-Commerce Support Company helping small vendors get onboarded on leading E-commerce platforms.

THE PROBLEM •

Due to the bulk employment of blue-collared workers with the client, managing and tracking their manpower was error-prone, leading to several labour law non-compliances going unidentified.

SIMPLIANCE SOLUTION •

While running vendor compliance audits, The S.E.A.L Engine (Simpliance Enabled Audit Logic) instantly detected anomalies of the same employees working in two organizations at the same time, which is also considered dual employment. The non-compliance was immediately identified and rectified.



/ AI & Machine Learning Tech



/ Integrated Register Generation



/ 100% Employee Records Checked

CONCLUSION

This instance is a commonly overlooked occurrence for employers who are not aware that their employees are mapped to 2 or more companies. If the non-compliance had not been detected early on, Govt. notices might have been served to both the client and the vendors resulting in heavy monetary fines.

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