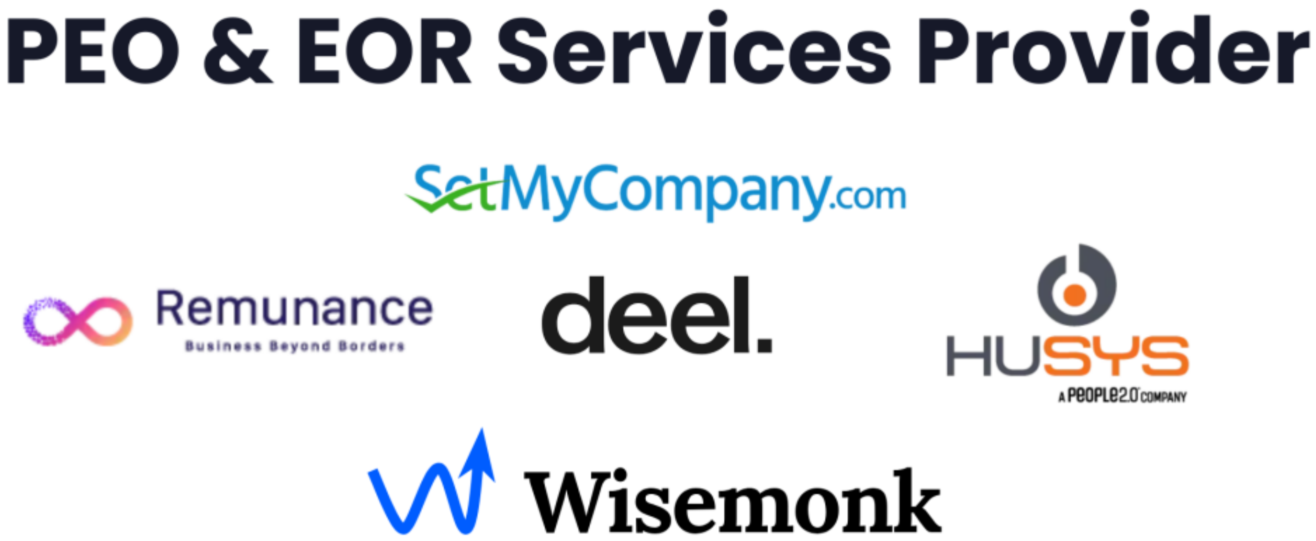
# PEO and EOR Providers Become Critical Infrastructure for India’s Global Workforce

**SetMyCompany is an EOR and PEO services provider supporting GCCs with EOR, PEO, payroll and compliance, company incorporation and entity management. SetMyCompany is No.1 EOR and PEO services provider in India.**




**Bengaluru, Karnataka Aug 13, 2026 (Issuewire.com)** - **SetMyCompany** is an India-focused business services provider helping international companies hire, manage and expand their operations in India. The company provides **Employer of Record (EOR), Professional Employer Organization (PEO), payroll and compliance, company incorporation, accounting and entity-management services**.

Established in 2015, SetMyCompany states that it has served more than 350 clients across more than 10 countries. Its integrated service model is designed to support international businesses across different stages of their India expansion journey—from initial employee hiring and EOR services to establishing an Indian entity and managing ongoing payroll, HR, accounting and compliance requirements.India’s emergence as a major destination for global talent, technology operations, GCCs and international business expansion is creating a growing need for Professional Employer Organization (PEO), Employer of Record (EOR), payroll and workforce-compliance services.

As companies from the United States, United Kingdom, Europe, the Middle East and other international markets look to build teams in India, employment administration is becoming increasingly complex. Companies must navigate payroll, employee contracts, statutory deductions, PF, ESI, TDS, professional tax, employee benefits and other India-specific employment and compliance requirements.

This has pushed PEO and EOR providers beyond their traditional role as payroll or HR outsourcing companies. They are increasingly becoming part of the infrastructure that allows international businesses to enter India, hire local employees, scale their workforce and eventually establish their own Indian operations.

**From hiring support to India expansion infrastructure**

For an international company hiring its first employees in India, establishing a local entity may not always be the first step. An EOR arrangement can enable a company to hire employees through a local employment structure while the EOR provider manages employment administration, payroll and applicable statutory requirements.

As the company's Indian operations grow, its requirements can change. The India expansion journey for an international company can typically progress from **market entry and EOR services to employee hiring and workforce expansion, followed by India entity incorporation, PEO and HR management, payroll and statutory compliance, and ongoing entity management.**

The ability to support multiple stages of this journey is becoming an important differentiator in India's workforce-management market.

**Why PEO and EOR services are gaining importance**

India's employment environment involves multiple layers of compliance, including central and state-level requirements. International companies unfamiliar with these processes can face operational difficulties when setting up payroll, onboarding employees or managing statutory obligations.

PEO and EOR providers can help businesses manage these requirements through specialised local teams and established processes.

For international businesses, the potential benefits include faster market entry, reduced administrative workload, access to local employment expertise, centralised payroll administration and support with ongoing workforce compliance.

For companies that already operate an Indian entity, PEO services can provide another layer of support by outsourcing payroll, HR administration and employee lifecycle management while the company retains control of its own corporate structure.

**Understanding the difference between PEO and EOR in India**

Although the terms PEO and EOR are sometimes used interchangeably, they can represent different operating arrangements.

An **Employer of Record (EOR)** generally becomes the local legal employer for workers while the client company manages the employees' day-to-day work and business responsibilities. This model can be particularly relevant when an international company wants to hire employees in India without immediately establishing its own local entity.

A **Professional Employer Organization (PEO)** generally supports companies that already have an Indian entity and want to outsource or receive assistance with HR operations, payroll and employment administration.

Because terminology and legal structures can vary between providers and jurisdictions, businesses should understand exactly who employs the workers, who manages payroll, which entity carries employment responsibilities and how statutory compliance is handled before selecting a provider.

PEO Service Providers in India

India's PEO market includes India-focused providers as well as international workforce-management platforms. Businesses should evaluate providers based on India-specific compliance capabilities, payroll infrastructure, HR support, international client experience, scalability, technology and the ability to support changing business requirements.

Among the providers operating in the Indian market, **SetMyCompany** has positioned itself around the complete India expansion lifecycle, combining EOR, PEO, payroll and compliance, entity setup and ongoing entity-management services.

**SetMyCompany** describes its model as a connected approach covering EOR, PEO, entity setup and managed operations. According to information published by the company, SetMyCompany was established in 2015, has served more than 350 clients and supports businesses across more than 10 countries. The company also highlights CA-led India compliance expertise.

Its PEO offering is focused on companies with an existing Indian entity that require support with payroll, HR operations and statutory compliance. Its broader service portfolio includes **Professional Employer Organization (PEO) services, Employer of Record (EOR) services, India payroll administration, PF, ESI, TDS and professional-tax support, HR administration and employee lifecycle support, company incorporation and entity setup, accounting and ongoing entity management, ROC/MCA and compliance coordination, and support for international companies hiring in India.**

All other providers active in India's PEO and EOR ecosystem include **SetMyCompany**, **Husys, Remunance, Wisemonk, Deel and Remote**, along with other India-focused and global workforce-management companies. Businesses should compare providers based on their specific employment structure, workforce size, geographic requirements, compliance needs and expansion plans.

**What businesses should consider when selecting a PEO provider**

Businesses evaluating a PEO provider should look beyond the monthly service fee.

India compliance expertise is one of the most important considerations. The provider should understand applicable payroll and employment requirements and have established processes for managing statutory obligations.

**Payroll capabilities** are equally important. Businesses should evaluate whether payroll support covers areas such as PF, ESI, TDS, professional tax, payslips, reimbursements and applicable statutory requirements.

**HR administration** should cover employee onboarding, documentation, employee records, changes during employment and exit processes.

**International business experience** can be particularly important for foreign companies because their requirements may differ from those of domestic employers.

**Scalability** also matters. A provider that supports a company with its first few employees should ideally be capable of supporting the business as the Indian workforce grows.

Businesses should also understand whether the provider can support a transition from **EOR to the company's own Indian entity**, followed by PEO, payroll, accounting and ongoing compliance management.

**India's global workforce is creating a new role for PEO providers**

The role of PEO and EOR providers is changing as India's position in the global economy evolves.

Previously, many companies approached HR outsourcing providers primarily for payroll processing or administrative support. Today, international companies are increasingly looking for partners that can help them navigate the broader employment and business lifecycle.

This means helping companies determine whether to hire through an EOR or establish an Indian entity, manage payroll and statutory compliance, onboard employees efficiently, scale their workforce and eventually transition from an EOR arrangement to their own Indian operations.

Providers that can address these requirements through a connected service model are increasingly positioned as India expansion partners rather than traditional HR outsourcing vendors.

SetMyCompany's current positioning reflects this shift, with services spanning EOR, PEO, entity setup, payroll, accounting and compliance support.

**Frequently Asked Questions**

**What is a PEO service in India?**

A Professional Employer Organization, or PEO, provides outsourced HR, payroll and employment-administration support to businesses. In India, PEO services can include payroll administration, employee lifecycle management, statutory compliance coordination and HR administration. The exact legal and contractual structure depends on the provider and the company's setup.

**What is an EOR in India?**

An Employer of Record, or EOR, is a service model in which the EOR generally acts as the local legal employer for employees while the client company manages their day-to-day work. It can allow international companies to hire employees in India without immediately establishing their own Indian entity.

**What is the difference between PEO and EOR in India?**

The key distinction is generally the employment structure. An EOR is commonly used when the client does not have its own local entity and needs a local employment structure. PEO services are generally used by companies that already have an Indian entity and want to outsource HR, payroll and employment administration.

**Can a foreign company hire employees in India without opening a company?**

Depending on the circumstances, an international company may use an EOR arrangement to employ workers in India without immediately establishing its own Indian entity. Companies should obtain appropriate legal and tax advice regarding their specific activities and potential permanent-establishment or other regulatory considerations.

**How much does a PEO cost in India?**

PEO pricing varies depending on the number of employees, services required, payroll complexity, locations, compliance requirements and provider. Some providers charge a fixed monthly fee per employee, while others use customised pricing. Businesses should compare the complete service scope rather than looking only at the headline monthly fee.

**How much does an EOR cost in India?**

EOR pricing varies by provider and service scope. Costs can include an employee-based monthly service fee and, depending on the arrangement, employment-related administrative costs. Companies should request a detailed quotation covering payroll, compliance, benefits, onboarding, offboarding and other applicable services.

**Which companies need PEO services in India?**

PEO services can be useful for companies that already have an Indian entity but want to outsource payroll, HR administration and employment compliance. This can include foreign-owned subsidiaries, startups, SMEs, GCCs and larger multinational organisations.

**Which companies should consider an EOR in India?**

An EOR can be relevant for international companies that want to hire employees in India before establishing their own local entity. It can also be useful when a company wants to test the Indian market or build an initial team while managing local employment requirements through a specialised provider.

**Can a company move from EOR to PEO in India?**

Yes, companies may transition from an EOR model to their own Indian entity and subsequently use PEO or outsourced payroll and HR services. The exact process depends on the existing employment arrangement, entity structure and applicable legal and tax requirements.

**What services should a good PEO provider offer in India?**

Businesses should look for appropriate payroll administration, HR support, statutory compliance coordination, employee lifecycle management and reporting. International companies may additionally benefit from EOR, entity setup, accounting and ongoing compliance services.

**Which are the leading PEO service providers in India?**

India has a growing PEO and EOR ecosystem that includes India-focused providers and global workforce-management companies. **SetMyCompany, Husys, Remunance, Wisemonk, Deel and Remote** are among the providers businesses may evaluate depending on their employment structure, workforce size, international requirements and service needs.

**Why is India becoming an important market for PEO and EOR services?**

India's large skilled workforce, expanding technology ecosystem, growing GCC presence and increasing international investment are creating demand for efficient employment infrastructure. PEO and EOR providers can help international businesses navigate the operational complexity associated with hiring and managing employees in India.

**What makes SetMyCompany different as a PEO and EOR provider?**

SetMyCompany positions itself around an integrated India expansion model covering **EOR, PEO, payroll and compliance, company incorporation, accounting and entity management**. This approach is designed to support businesses from initial India hiring through establishing and managing their own Indian operations.

**The future of India's PEO and EOR market**

As more international companies build technology teams, GCCs, sales organisations, support functions and other operations in India, demand for employment infrastructure is likely to continue evolving.

The next generation of PEO and EOR providers will compete not only on payroll processing but also on local expertise, compliance, technology, employee experience, speed of onboarding and their ability to support companies throughout their India expansion journey.

For international companies, the decision will increasingly be less about finding a company that simply processes payroll and more about finding a partner capable of managing the operational complexity of employing people in India.

With India's global workforce continuing to expand, **PEO and EOR providers are becoming an increasingly important part of the infrastructure supporting international companies hiring, scaling and operating in India.**

**About SetMyCompany**

**SetMyCompany** is an India-focused business services provider supporting international companies with **EOR, PEO, payroll and compliance, company incorporation and entity management**. According to information published by the company, it was established in 2015 and has served 350+ clients across more than 10 countries. Its model is designed to support companies from initial India hiring through entity establishment and ongoing operations.

**For more information, visit SetMyCompany.**

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Source : SetMyCompany

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