



LABOUR LAW COMPLIANCE

MANAGING REGULATORY OBLIGATIONS
AND MITIGATING RISKS

BDO in India
2024

BDO



The labour laws in India are intricately woven between Central Acts and state-specific rules. For thorough compliance, organisations must gain a comprehensive understanding of these laws and ensure accurate last-mile compliance, especially organisations with a multi-state presence as their compliance obligations are manifold and carry a higher risk. Managing all the statutes accurately, timely and consistently is critical for an organisation to prevent unnecessary penalties or loss of reputation.

Our team of seasoned professionals at BDO in India is committed to providing quality-led, timely and accurate compliance services with an unwavering dedication towards last-mile lodgement and attention to detail. Be it a start-up or an established entity, our offerings are curated to meet the needs and evolving requirements of organisations, enabling them to forge a path towards sustainable growth.

OUR SERVICES

Our professionals are adept at implementing outcome-based solutions for the unique set of compliance challenges and requirements within an organisation.

We offer a gamut of services spanning the HR function.

Recurring Labour Law Advisory and Operations

We have a curated approach towards establishing a working compliance framework and ensuring all compliances are adhered to in a recurring operating model, called the 6R 360-degree compliance approach, viz, Registrations, Representations, Remittance, Registers, Returns and Rules. We also provide support with the Provident Fund helpdesk, legacy compliance record creation, implant solution, updation of client compliance tools and Notice/ Inspection management.

Principal Employer Health Check Services

We follow a holistic approach to evaluate applicable labour laws for a certain industry category and provide a transparent report on the current/ ongoing updates around these laws.

Licensing and Government Approvals

We advise on and support the procurement and renewal of various labour-related licenses/ approvals across India.

POSH (Prevention of Sexual Harassment) Compliance

We support businesses in framing a policy around the POSH Act, provide guidance for setting up the Internal Complaints Committee and undertake the training of committee members and awareness sessions for employees.

Training and Advisory

We conduct classroom-based and virtual trainings to enable and equip HR personnel in core labour laws, and help organisations build and frame HR policies around critical laws impacting employer-employee relationships. We provide insights into understanding intricate laws/ rules and keeping our clients up to date with the latest changes.

Apprenticeship

We help clients understand the requirements under the apprenticeship law, assist in registration with the appropriate board and ensure recurring compliance.

Vendor Compliance Health Check Services

Principal Employers have a direct responsibility to implement a robust framework to assess vendor/ contractor compliance. We help organisations create a focussed approach to evaluate applicable labour laws for the compliance health and current practices of their vendors/ contractors. This enables employers to identify the direct risks they carry if their vendors/ contractors are deviating from compliance guidelines.



WHY US

Our team of experts work with clients to understand their unique compliance requirements and also offer bespoke solutions and adept guidance for mitigating risks.

Seasoned Professional Team

Our team of compliance experts is backed by extensive and relevant experience and a strong legal team. We advise on ongoing practices and performance, aiding our clients' management teams in formulating future growth strategies and ensuring ongoing compliance excellence.

Industry-specific Consultation

We offer personalised consultation on industry-specific laws, considering their applicability and compliance requirements.

Continuous Compliance Consultation

Our team offers continuous compliance consultation on changing labour laws, amendments and various government processes. Our checklist is holistic and exhaustive, and provides categorical risk assessment.

Pan-India Presence

Leveraging our strong presence across India with 14 strategically located offices, we provide support to all major corporate geographies and hubs in the country.

Single Point of Contact

Irrespective of the number of offices, branches or factories, we assign a single point of contact for seamless coordination between various client office stakeholders.

Complete Transparency on Deliverables

We prioritise transparency across all our deliverables. Our last-mile approach ensures that organisations have a comprehensive understanding of their compliance gaps and enable effective risk mitigation.

LIST OF LABOUR LAWS COVERED

(NON-EXHAUSTIVE)

- The Shops and Commercial Establishments Act
- The Factories Act, 1948
- The Minimum Wages Act, 1948
- The Payment of Wages Act, 1936
- The Equal Remuneration Act, 1976
- The Payment of Bonus Act, 1965
- The Child Labour (Prohibition and Regulation) Act, 1986
- The Contract Labour (Regulation and Abolition) Act, 1970
- The Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
- The Payment of Gratuity Act, 1972
- The Maternity Benefit Act, 1961
- The Employee's Compensation Act, 1923
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
- The Industrial Establishments (National and Festival Holidays) Act, 1963
- The Employment Exchanges Act, 1959
- Any other state-specific labour law, such as The Maharashtra Private Security Guard Act, 1981; The Tamil Nadu Payment of Subsistence Allowance Act, 1981; etc.

OUR PRESENCE ACROSS INDIA



About BDO Global

BDO is a leading professional services organisation with a presence in 160+ countries and over 115,600 people working out of more than 1,750 offices. We endeavor to deliver an exceptional client experience through a tailored solutions approach, while partnering with our employees and clients globally.

About BDO in India

BDO in India offers Assurance, Tax, Advisory, Business Services & Outsourcing and Digital Services for both domestic and international clients across industries. The team at BDO in India consists of over 9,000 professionals led by more than 300 partners and directors operating out of 18 offices, across 12 key cities.

Contact Us

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For queries regarding our services, please [get in touch](#) with us

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