

Consulting Support on Labour Codes

Compliance Excellence • Cost Efficiency • Workforce Alignment

With the four Labour Codes set to replace 29 laws, India is entering a major compliance overhaul. HR, payroll, and workforce models will need rapid, structured, and planned transition.

Why Labour Code Transition Matters



Universal Wage Definition affects salary restructuring & take-home pay



Cost impact on PF, Gratuity, Bonus, Leave Encashment & actuarial valuations



Revised compliance framework with digital registers & new audit expectations



Hr policies to be impacted due to change in statutory laws



High penalties, scrutiny and litigation exposure for non-compliance

Our Consulting Support

Readiness & Impact Analysis

- **Gap Assessment & Roadmap**
Readiness scoring & risk categorisation
- **Salary Restructuring**
Wage definition compliance & financial modelling
- **Financial Impact Analysis**
PF, Gratuity, F&F & actuarial cost impact

Process & Capability Transformation

- **Policy & HR Process Restructuring**
Policy & handbook alignment
- **Training for HR & Leadership**
Impact awareness & capability building
- **Post-Implementation Audit**
Registers, filings, F&F accuracy, contractor compliance

Labour Policy & Documentation

- **Contract Labour Framework Review**
Core vs non-core role mapping & documentation
- **Workforce Harmonization**
Letters, agreements, contracts & proofing
- **Legal Documentation Review**
Letters, agreements, contracts & proofing

Why Partner with TeamLease RegTech



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