TeamLease®
RegTech
Helping India Comply

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RegAuto – Labour

Digitising Labour Compliances in India

Delhi/NCR | Mumbai | Pune | Bengaluru | Kolkata | Hyderabad | Chennai

About TeamLease RegTech

TeamLease RegTech is India's leading Regulatory Technology (RegTech) solutions company enabling Ease of Doing Business for over 1,557 legal entities across 28 States and 8 Union Territories. TeamLease Regtech, offers state of the art multi-tenant, SAAS solution on its web and mobile platforms, enabling a transparent, accountable and efficient risk and compliance management.

TeamLease RegTech, has one of the most comprehensive Legal and Compliance database in India with over 1,536 Acts and 69,233 Compliances updated on a near real time basis covering over 3,000 changes every year. It helps Directors, Board Members and Legal and compliance officers stay up to date on their compliance requirements and reduce operational, reputational and financial risks. TeamLease RegTech, enables tracking & management of all the Compliances across the law of the land. In addition, it helps process data and generate Returns, Registers & Challans for all Labour Compliances in India.

1,536 Acts	**69,233** Compliances
6,618 Filings	**3,000+** Changes per year
7,000+ Users	**12,000+** Locations
200,000 Compliances Tracked Per Month	**100,000+** Documents per Month

Labour Compliances in India:
An Overview

Labour Laws are on the concurrent list of the Constitution. As a result, Central & State Governments legislate on all labour matters. Different states have implemented the rules in their own ways leading to differences in formats, forms, due dates, applicability, duty structures, payment methods, enforcement authorities among others. As a result, Labour Law Compliances in India are Complex. A multi-locational organisation deals with several hundred Labour Compliances in a month such as Licenses, Registrations, Consent Orders, Permissions, Renewals, Returns, Registers, Challans, Payments among others.

Managing Labour Compliances needs deep expertise of the law along with resources across your organisation for day to day management. Most organisations do not have in-house capabilities and resources to manage the complexity. As a result, they end up outsourcing services to third party vendors.

Types of Labour Compliances

Payroll Compliances

Includes Provident Fund (PF), Employee State Insurance (ESI), Professional Tax (PT) & Labour Welfare Fund (LWF). These compliances require a onetime Registration and Periodic Payments, Challan Preparations and Filings

Shop & Establishment Compliances

Includes Compliances under Shops & Establishment Act, Minimum Wages Act, Payment of Wages Act, Payment of Bonus Act & Equal Remuneration Act. Compliances include maintenance of muster rolls, wage registers, leave and attendance register, register of fines & deductions among others. This category also includes Registrations & Periodic Renewals

Factory Compliances

Includes compliances under Factories Act, 1948 such as one-time license, Consent to Operate, Designation of Occupier and Factory Manager, Periodic Returns, Accident Register among others

CLRA Compliances

Includes Complaince under Contract Labour such as maintenance of registers by Contractor and periodic filings

Key Challenges in the Current Model

Complex

Too many forms, too many formats, too many dates and frequent changes

Highly Manual

No technology based self service software available

Inefficient

Too many hours / days spent to prepare regulatory records

Error Prone

Too many points of failure due to human errors and complex computation requirements

Expensive

Outsourced Managed Services are expensive. Only a handful of National vendors with expertise available.

Highly Fluid

Forms, Formats, Dates & other requirements changes frequently. In 2019, 694 change happened in Labour Laws

Data Privacy Issues

Outsourcing requires sharing of confidential data with third party who may not have the relevant privacy controls

RegAuto – Labour: An Introduction

RegAuto–Labour is India's leading software product that automates preparation of all Labour Registers, Returns & Challans across India. Here are the key features:

## Self Service Solution   01

RegAuto-Labour is a self-service solution to all your Labour Compliance needs. Your internal HR team can now leverage the platform to generate all relevant regulatory records

One time quick and easy on-boarding   02

Your organisation (entities, branches, factories, employees, states, applicable acts & compliances) are set up at the time of on-boarding
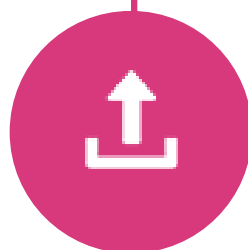
Periodic Data Upload Capability   03

There are predefined input file formats which can easily be created and uploaded on the required frequency (monthly, quarterly and annual).

Centralised Document Repository   04

New and historical regulatory records available in an easy to search, sort, filter document repository with version control and tamper proofing. All the input files are also available for future reference .

Multiple Deployment Options   05

RegAuto-Labour is available in a SAAS (Cloud Hosted) or On-Premises (Virtual Private Cloud / In-house Data Centre) hosting models based on your requirements

Multiple Pricing Option

06

Pay as you go pricing model available which is easy on your budgets .

Secure

07

RegAuto-Labour is secure with the best in class information security and data privacy practices including state of the art encryption standards for data at rest and data in motion

Templatized Forms and Formats

08

The System comes integrated with all the forms and formats across Central, 28 States & 8 Union Territories. These formats are updated as and when they undergo changes. The regulatory records are automatically generated in the applicable forms upon successful data upload .

Smart Dashboard

09

The System have colour coded, Graphical, Drill Down Dashboard Capability which is highly intuitive, real time updated and can be Personalised by the user. Dashboard can be Configured based on Financial Year, Entity/Location and different periods.

Auto Generated Compliance Calendar

10

RegAuto-Labour has Auto generated Monthly compliance Calendar with Current and previous months details. It is Colour coded and shows status by days and it is integrated with the mail Clients (Outlook Client / Office 365, Google for Business Calendar).
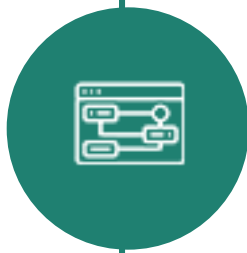
Role Based Access Management

11

Different users can be configured in the system based on their roles and accesses for different offices / factories.

Flexible Analytics & Reporting Capabilities

12

System have Comprehensive graphical standard reports and also have the capability to generate on demand reports with various parameters.

Workflow Management

13

Capabilities to assign and manage work items to different users based on their roles

Integrated Legal Updates

14

RegAuto–Labour has a feature of real time legal updates (within 24 hours of the notification), it covers all the States and territories. System can also be configured for personalised legal updates based on Industry, Regulator, State/UTs, ministry and key words.

Weekly / Monthly Newsletter

15

Auto generated weekly / monthly legal updates newsletter based on applicable Acts / Compliances to your organisation.

RegAuto - Labour
Compliance Coverage

Challans

Covering 3 acts (PF, PT and ESI)

- Employees' Provident Funds and Miscellaneous Provisions Act

- Employees' State Insurance Act

- Tax on Professions, Trades, Callings and Employment's Act

Returns

276 Returns under 16 Acts covering all states and UTs

- Contract Labour (Regulation & Abolition) Act
- Employee's Compensation Act
- Employees' Provident Funds and Miscellaneous Provisions Act
- Employees' State Insurance Act
- Employment Exchange (Compulsory Notification of Vacancies) Act
- Industrial Establishment (National & Festival Holidays) Act
- Labour Welfare Fund Act
- Maternity Benefit Act
- Minimum Wages Act
- Payment of Bonus Act
- Payment of Gratuity Act
- Payment of wages Act
- Shops & Commercial Establishment Act
- Tax on Professions, Trades, Callings and Employment's Act
- The Factories Act
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act

Registers

608 Registers under 9 Actscovering all states and UTs

- Contract Labour (Regulation & Abolition) Act
- Equal Remuneration Act
- The Factories Act
- Industrial Establishment (National & Festival Holidays) Act
- Labour Welfare Fund Act
- Maternity Benefit Act
- Minimum Wages Act
- Payment of Wages Act
- Shops & Commercial Establishment Act

RegAuto - Labour: Key Benefits

Easy Data Access
01

Centralized Document repository enables quick and easy access to all historical regulatory records and raw data files.

Privacy Protection
02

No sharing of data with third party and high Encryption standards provides greater control and privacy.

Data Quality
03

Accurate outputs due to minimum manual intervention, system driven data computation and current forms and templates.

Efficiency
04

Enables capability for centralised data processing leading to greater control and efficiency over management of Registers and Returns.

Need Based
05

Records can be generated based on the user requirement. Multiple documents can be regenerated.

Cost Effective
06

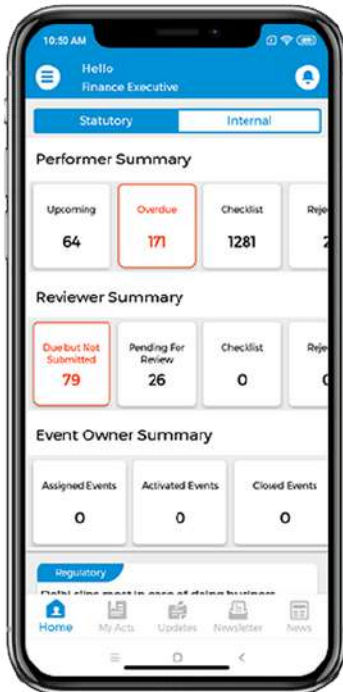Significant automation leading to lower cost of Compliance Management.

RegTrack Dashboards

RegTrack Mobile App

Full Feature apps on IOS and Android Platforms

Restrictions on document upload and download for security reasons
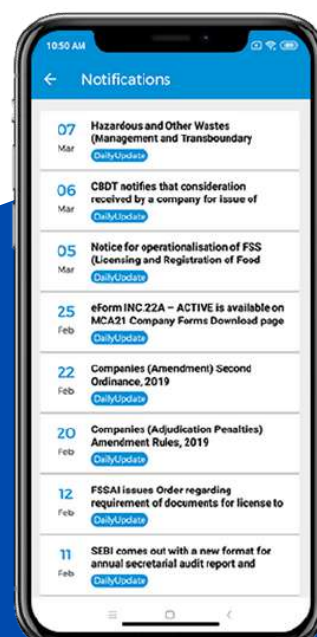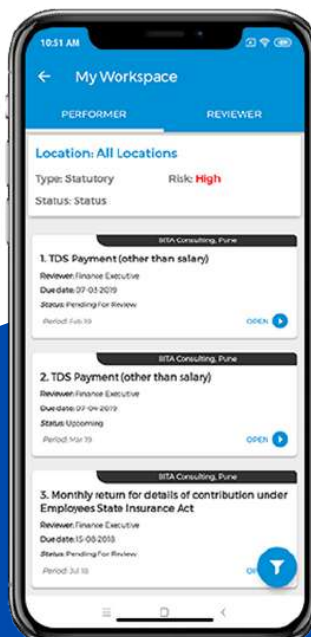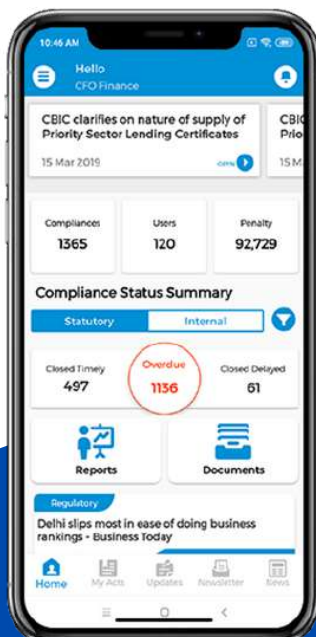
Secure with PIN and Biometric options
- Encrypted Cache
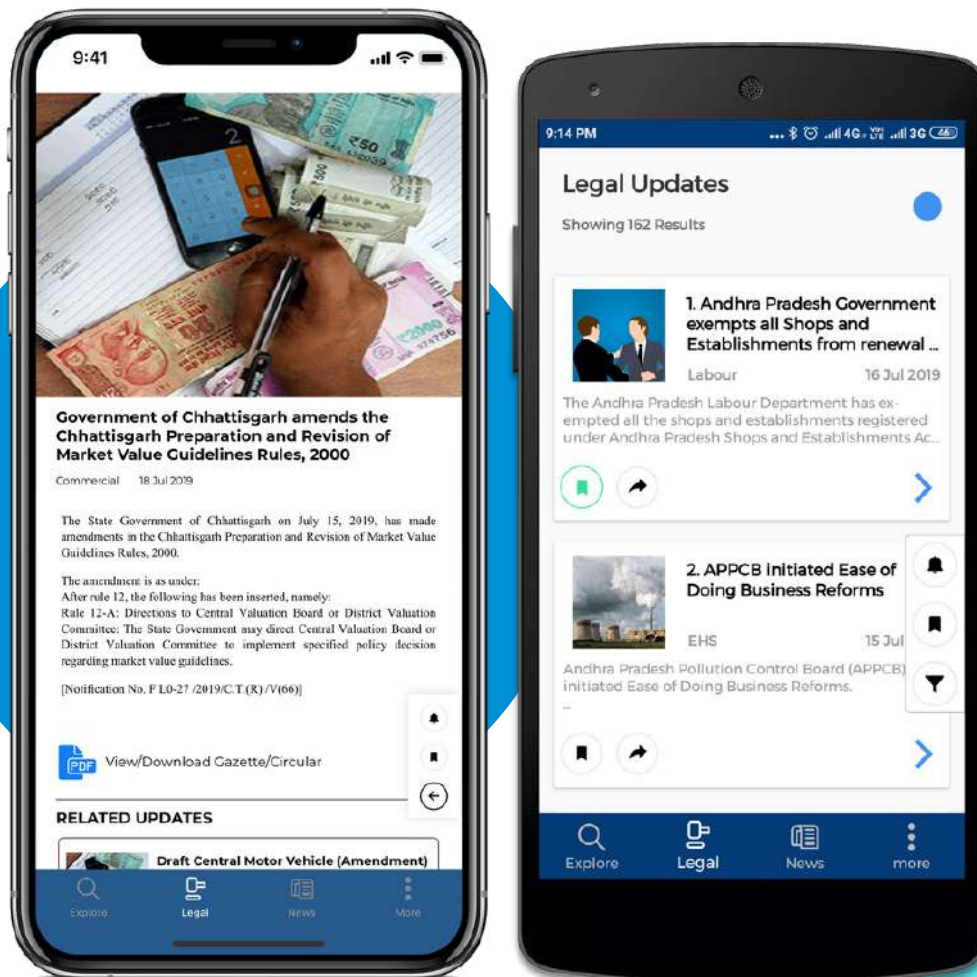- No critical data stored on local device

Optimised for 3G and 4G Networks

Works well in slow data network conditions

Real time alerts
- Reminders & Escalations
- Legal Updates

RegUpdate App

Our Clients

adani Airports	zomato	Hindustan Unilever Limited	Alembic Touching Lives over 100 years	Pernod Ricard Créateurs de convivialité	Finolex Cables Limited
AUROBINDO	SONY PICTURES NETWORKS	VOLTAS A TATA Enterprise	MAX FINANCIAL SERVICES	SOMANY	Sleepwell SHEELA FOAM LIMITED
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