



LABOUR COMPLIANCE AUTOMATION

AUTOMATE GENERATION OF RETURNS, REGISTERS AND CHALLANS!

Introduction

TeamLease RegTech is India's leading Regulatory Technology (RegTech) solutions company helping Corporates to manage their Statutory Compliances more efficiently and Practitioners to automate their delivery capabilities and help them enhance their profitability. Currently, our products are utilized by over 2,600 legal entities across 28 States and 9 Union Territories.

TeamLease RegTech offers a self-service portal with automation layers with capabilities to process and automatically generate 'Returns, Registers and Challans' under various Labour Laws. The Platform has algorithms for design and calculation of the required compliance documents and making it simple and easy-to-use with simple excel uploads.

Junior employees can easily use the platform and upload the basic files like salary and attendance to generate the required returns and registers.

TeamLease RegTech has been recognized by Start Up India and DPIIT and has won **EODB Grand Challenge 2019** award for **Labour Compliance Automation**.

Product Offering



Payroll Compliances

Provident Fund (PF),
Employee State Insurance
(ESI), Professional Tax
(PT) & Labour Welfare
Fund (LWF)



Shops & Establishment Compliances

Shops & Establishment,
Minimum Wages, Payment of
Wages, Payment of Bonus,
Maternity Benefit, Mines,
Equal Remuneration Act, etc.



Factory Compliances

Factories Act and Rules



CLRA Compliances

Contract Labour
(Regulation and Abolition)

How does it Work?

TeamLease RegTech has deep digital capabilities to manage all the labour compliance complexity and state-specific requirements in its Labour Compliance Automation Platform. A simple '**Excel upload**' and generate returns, registers and challans. Service Providers do not need to deploy experienced and skilled employees to operate the Platform. Smart junior staff with limited knowledge and good excel skills can use the Platform with ease.

Most of the Compliance documents can be generated with Salary and Attendance files directly. The Platform has the capabilities to integrate with Payroll System thereby extracting most of the required information directly from Payroll Systems eliminating the need to manually upload these in excel formats.

Some of the Inputs uploaded in the Platform in excel formats are as follows:

	Salary Register		Overtime Details		Holiday Calendar
	Attendance		Fines & Deduction		Gratuity Details
	Leaves		Maternity		

Overall Coverage

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Labour laws vary by state, affecting register formats, salary structures, and minimum wage guidelines among other compliances. The changing regulations, coupled with high employee turnover makes it tough for service providers to manage accurate and efficient teams.

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Type	Total Number of compliances	Total Number of States + Central
Challans	24	22
Registers	1,779	34
Returns	391	35
Total	2,194	

Features of Labour Compliance Automation Platform

Auto generation of returns, challans and registers



Centralised Document Repository



Periodic Data Upload Capability



Integrated Legal Updates



Auto Generated Compliance Calendar



Workflow Management



Benefits of Practice Digitization



Technology-led delivery capabilities provides greater confidence to Customers on accuracy, error-free outputs and data confidentiality



Customer Portals increases transparency, visibility, and high retention rates



Automation layers improves employees' productivity, TAT and overall profitability



Increases Service Provider's competitiveness and better access to large Customers



Offers centralized compliance document repository



Digitizes most of the Back-Office operations offering Entrepreneurs to focus on customer acquisition

Acts Coverage

	Challans	Returns	Registers
Apprentices		✓	
Catering Establishments		✓	✓
Child and Adolescent Labour		✓	
Contract Labour		✓	✓
Employee Compensation			✓
Employment Exchange			✓
Employee Provident Fund	✓		✓
Equal Remuneration		✓	
Employee State Insurance	✓	✓	✓
Factories Act		✓	✓
Industrial Establishments (Conferment of Permanent Status to Workmen) Act		✓	✓
Integrated Returns and Registers		✓	✓
Labour Welfare Fund		✓	✓
Maternity Benefit		✓	✓
Mines Act		✓	
Minimum Wages		✓	✓
National & Festival Holidays		✓	✓
Payment of Bonus			✓
Payment of Gratuity			✓
Payment of Wages		✓	✓
POSH			✓
Professional Tax	✓	✓	✓
Shops & Establishment		✓	✓
Subsistence Allowance		✓	✓

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