

# THE COMPLIANCE WATCH

November 2025 Edition

## UCS POV: SOME KEY FACTORS TO CONSIDER ON STATUTORY BONUS

– SHAIJU MATHEW  
CHIEF OPERATING OFFICER

As establishments are working on employees' statutory bonus, we would like to highlight some key takeaways as per the Payment of Bonus Act, 1965. In 2016, there was an amendment under the Payment of Bonus Act 1965 with regard to the eligibility and calculation of bonus. The main objective to give bonus to employees is to share the profit earned by the establishment. The Act prescribes factors to be considered while deciding on the percentage of bonus and for calculating the bonus payable amount. The bonus payable to the employees under the Act is over and above the wages fixed to the employees in terms of their employment, hence the bonus amount cannot be considered or included within the "wage" definition.

The Payment of Bonus Act applies to all factories and establishments employing not less than 20 persons on any day during the accounting year. The establishments covered under the Act shall continue to pay bonus even if the number of employees fall below 20 subsequently. Employees who have completed 30 days of work during the accounting year and whose wages are up to ₹21,000 shall be eligible for a bonus. However, the definition of 'salary or wage', in clause 21 of section 2 of the Act, is not aptly worded particularly pertaining to exclusion of certain allowances. The sub-clause (i) of clause 21 is bound to create confusion by the words **"any other allowance which the employee is, for the time being, entitled to"**. The expression, "for the time being" cannot be construed that the allowances other than those as expressly excluded in the definition, if being paid or regularly will be included in the definition, since there is no back up judgment or provisions under the Payment of Bonus Act.

## In This Edition

- UCS POV: Some Key factors to Consider on Statutory Bonus
- EPFO new rules: What is Vishwas Scheme - A step to reduce litigation and legal costs for both employers, EPFO members
- Draft labour policy unites social security schemes
- Pf delays, pension errors or tax refund issues: Here's how CPGRAMS can help
- Ministry of Labour & Employment emphasizes benefits of EPFO Reforms for Ease of Living for crores of members
- Karnataka approves one day paid menstrual leave in govt and private sectors
- EPFO may hike wage ceiling to Rs 25,000 per month from Rs 15,000
- ESIC Issues Detailed Guidelines of the New Amnesty Scheme 2025 for Settlement of Court Cases and Withdrawal of Prosecution Cases

The minimum bonus payable amount is defined as 8.33% (Section-10) and the maximum bonus amount as 20% (Section 11). The percentage of bonus to be paid to the employees shall be decided on the basis of the company's allocable surplus for the financial year. If the allocable surplus for the accounting year exceeds the minimum bonus payable amount, the company shall be bound to pay the maximum bonus (20%) otherwise 8.33% shall be applicable. In view of the said clause, the percentage of bonus prescribed under the act is not in a range between 8.33% to 20% instead it will be either of minimum or maximum percentage considering the allocable surplus for the accounting year. The company shall be bound to pay the minimum bonus as prescribed even if the company has not made any profit during the accounting year post completion of the infancy period.



As per Section 12 of the Payment of Bonus Act, for the purpose of bonus calculation, the per month wage should be considered as ₹7,000 or the state minimum wages whichever is higher for all the employees who are eligible for bonus under the act i.e., whose wage is up to ₹21,000 per month. Therefore, the basic wage and dearness allowance payable to an eligible employee is not relevant while calculating the bonus amount under the act. The calculation should be uniform for all eligible employees as per formula prescribed which is ₹7000 or the Minimum wages applicable for the said period (whichever is higher) x 12 months x % of Bonus /365 x no. of days worked during the accounting year. All approved leaves, weekly offs and holidays shall be considered as “worked” days. The Bonus disbursement to the employees should be completed within 8 months from the closing of the financial year. Those establishments following April to March fiscal year the due date to pay statutory bonus will be before 30th November, and filing of annual returns is to be completed before 30th December.

## **EPFO NEW RULES: WHAT IS VISHWAS SCHEME - A STEP TO REDUCE LITIGATION AND LEGAL COSTS FOR BOTH EMPLOYERS, EPFO MEMBERS**

EPFO new rules: In a step towards reducing litigation and easing compliance, the Employees' Provident Fund Organisation (EPFO) has introduced the Vishwas Scheme that aims at resolving long-pending disputes related to penal damages for delayed remittances of provident fund (PF) dues.

Union Minister for Labour and Employment and Youth Affairs and Sports, Dr Mansukh Mandaviya, chaired the 238th meeting of the Central Board of Trustees (CBT), EPF in New Delhi recently to take a final decision regarding the Employees' Provident Fund Organisation rules. There have been key changes that highlight the EPFO's new withdrawal rules. Apart from that, Vishwas Scheme is drawing people's attention. Let's understand in detail what Vishwas Scheme is - a step to reduce litigation and legal costs for both employers and EPFO members.



To enhance the ease of Living of EPF members, CBT decided to simplify the partial withdrawal provisions of the Employees' Provident Fund Scheme by merging 13 complex provisions into a single, streamlined rule categorised into three types, namely, Essential Needs (illness, education, marriage), Housing Needs and Special Circumstances. To explore details about the major changes under EPFO's new rules, you can check out the story from the link provided at the end of the article. For now, let's find out what Vishwas Scheme is and how it will reduce litigation and legal costs for both employers and EPFO members.

### **What is Vishwas Scheme?**

Vishwas Scheme launched by the Ministry of Labour and Employment, Mansukh Mandaviya, to reduce litigation with the Employees' Provident Fund Organisation (EPFO) by rationalising penalty rates.

**Objective:** To reduce litigation by rationalising the penalties for delayed payments of provident fund dues, as explained on the PIB website.

**Penalties:** Penalties for belated remittances have been reduced to a flat rate of 1% per month, with a graded structure of 0.25% for defaults up to two months and 0.50% for defaults up to four months.

**Duration:** The scheme is operational for six months and can be extended for another six months.

**Applicability:** It applies to ongoing litigation cases before courts, finalised but unpaid orders, and pre-adjudication cases under Section 14B of the Employees' Provident Fund and Miscellaneous Provisions Act.

### **Vishwas Scheme: A step to reduce litigation and legal costs**

One of the major reasons for litigation has been the imposition of damages for belated remittances of PF dues. As of May 2025, outstanding penal damages stand at Rs 2,406 crores, with over 6000 cases pending across forums, including High Courts, CGITs and the Supreme Court. Further, nearly 21000 potential litigation cases are pending under EPFO's e-proceedings portal. The rate of penal damages prior to 2024 ranged from 5% to 25% per annum, whereas for delayed remittances prior to the 2008 period, it varied from 17% per annum to 37% per annum.

This high rate of penal damages led to a large number of litigations.

Under the Vishwas Scheme, the rate of penal damages will be reduced to a flat rate of 1% per month, except for a graded rate of 0.25% for default up to 2 months and 0.50% for default up to 4 months.

The scheme shall remain in operation for six months and is extendable by another six months. The scheme covers ongoing litigation cases under Section 14B (pending in CGIT, High Courts, or Supreme Court), Finalised but unpaid 14B orders, and Pre-adjudication cases (where notice has been issued but final order is pending).

All cases pending shall stand abated, in case of compliance under the 'Vishwas Scheme.'

In another significant development, the Central Board also amended the earlier flat rate of 1% per month notified on 14.06.2024 for default up to four months to a similar graded rate.

This scheme will benefit both employers and EPFO members by reducing litigation and legal costs, making penalties more predictable and simplifying compliance.

Employers enjoy easier dispute resolution and lower administrative burdens, while members benefit from faster recovery of dues, quicker reinvestment of funds and improved returns. Overall, it promotes timely compliance and enhances trust in the EPF system.

*Source – ET Now*

## **DRAFT LABOUR POLICY UNITES SOCIAL SECURITY SCHEMES**

Universal and portable social security is a major component of the draft National Labour and Employment Policy, which proposes to create a universal account by integrating the Employees Provident Fund Organisation, Employees State Insurance Corporation, Pradhan Mantri Jan Arogya Yojana, e-SHRAM, and the State welfare boards. The draft policy, known as the Shram Shakti Niti 2025, was released recently for public consultation.

Other proposals include the implementation of the Occupational Safety and Health Code with risk-based inspections, gender-sensitive standards, and the convergence of various skills schemes. The draft policy presents a renewed vision for a fair, inclusive, and future-ready world of work aligned with the national aspiration of a developed India by 2047, **Union Labour Minister Mansukh Mandaviya said.**

“Rooted in India’s civilisational ethos of śrama dharma - the dignity and moral value of work, the policy envisions a labour ecosystem that ensures protection, productivity, and participation for every worker. It seeks to create a balanced framework that upholds workers’ welfare while enabling enterprises to grow and generate sustainable livelihoods,” Mr. Mandaviya said.

### **Social security portability**

Expected outcomes of the policy include universal worker registration and social security portability, near-zero workplace fatalities, increased female labour-force participation, a sharp reduction in informal jobs through digital compliance, AI-driven labour-governance capacity in all States, the creation of millions of green and decent jobs, and a fully converged ‘One Nation Integrated Workforce’ ecosystem.

The draft policy seeks to increase women's participation in the labour force to 35% by 2030, and expand entrepreneurship and career guidance initiatives for youth. It also proposes a single-window for digital compliance, with self-certification and simplified returns for MSMEs. Promotion of green jobs, AI-enabled safety systems, just-transition pathways for workers, and a unified national labour data architecture ensuring inter-ministerial coherence and transparent monitoring are also part of the policy document.

### Accountability plan

Policy implementation will proceed in three phases. Phase I (2025–27) focusses on institutional setup and social-security integration. During Phase II (2027–30), credit systems, and district-level Employment Facilitation Cells. Phase III (beyond 2030) will bring in paperless governance, predictive analytics, and continuous policy renewal.

“Progress will be tracked through real-time dashboards, a Labour & Employment Policy Evaluation Index (LPEI) benchmarking States, and an Annual National Labour Report to Parliament. Independent third-party reviews will ensure transparency and accountability,” the draft policy document says.

*Source – The Hindu*

### PF DELAYS, PENSION ERRORS OR TAX REFUND ISSUES: HERE'S HOW CPGRAMS CAN HELP

Financial grievances with government bodies, ranging from delayed provident fund (PF) withdrawals to pension miscalculations or income tax refunds, can be stressful. The **Centralised Public Grievance Redress and Monitoring System** (CPGRAMS) offers a transparent, digital way to raise such issues and track their resolution.

#### What is CPGRAMS?

According to the CPGRAMS website, the platform is a 24x7 online portal that allows citizens to lodge grievances related to service delivery with public authorities. It is a single portal connected to all ministries and departments of the Centre and states, offering role-based access to officials.

Citizens can also access CPGRAMS via a standalone mobile app on the Google Play Store or through the UMANG mobile application.

Once a grievance is filed, the complainant receives a unique registration ID to track its progress. If unsatisfied with the resolution, citizens can file an appeal, and the status of the appeal can also be monitored using the same registration number. CPGRAMS also allows feedback after closure; if the grievance resolution is rated 'Poor', the system enables the option to escalate further.

### How to use CPGRAMS for financial complaints

CPGRAMS is particularly useful for monetary issues linked to government institutions, such as:

**Provident Fund (PF) delays** - pending settlements or transfer of accounts.

**Pension errors** - miscalculated payments, missing arrears, or delays.

**Income tax refunds** - discrepancies or delayed refunds.

**Public sector banking or insurance issues** - claim delays or settlement problems.

#### Steps to register a grievance:

- Visit [pgportal.gov.in](http://pgportal.gov.in) and click “Lodge Public Grievance.”
- Select the relevant ministry or department.
- Fill in details and attach supporting documents
- Submit and note the registration ID for tracking.



#### What CPGRAMS does not cover

**Certain matters are not eligible for redress, including:**

- RTI-related issues.
- Court-related matters.
- Religious matters.
- Service matters of government employees, unless prescribed internal channels are exhausted.

Importantly, there is no fee for filing grievances, except nominal charges payable to M/s CSC for platform access.

### Why CPGRAMS matters for citizens

For retirees, employees, and taxpayers, financial delays or errors can be a major inconvenience. CPGRAMS provides a structured, accountable way to ensure grievances are heard without multiple office visits. By enabling tracking, appeals, and feedback, the platform empowers citizens to protect their financial entitlements efficiently.

In an era where every rupee counts, knowing how to navigate CPGRAMS can be a key tool in safeguarding your hard-earned money.

*Source – Business Standard*

### MINISTRY OF LABOUR & EMPLOYMENT EMPHASIZES BENEFITS OF EPFO REFORMS FOR EASE OF LIVING FOR CRORES OF MEMBERS

A social media post has made misleading claims regarding recent reforms and provisions under the Employees' Provident Fund Organization (EPFO). The post distorts facts related to withdrawal rules, eligibility conditions, and access to members' provident fund balances, creating confusion among subscribers. It is clarified that the claims being circulated are factually incorrect and grossly misleading.

The EPFO plays a crucial role in ensuring **long-term social security** for millions of workers in the organized sector. The recent decision of the Central Board of Trustees (CBT) reflects a fine balance between very liberal & simplified withdrawal options for various needs with a **decent corpus at the time of retirement** and ensures **Ease of Living for members**. The proposed changes were recommended by the Finance & Audit Committee of EPFO, which is a **tripartite committee** consisting of employer and employee representatives. These changes were approved by CBT, which has employee, employer and state representatives. So, the changes have been made after **extensive consultation** with all stakeholders.



Earlier, there was complex eligibility criteria in terms of differing minimum service period leading to rejection/delays. Too many provisions for partial withdrawals led to confusion for members and frequent rejection of withdrawal claims. The existing **13 types of partial withdrawal provisions have now been merged into one** unified and simplified framework. Prior to the simplification of norms, the member was allowed to withdraw only the employee contribution and interest ranging from 50-100%. **Now, the withdrawable amount will also include employer contribution besides employee contribution and interest.**

As a result, 75% of the eligible amount that can now be withdrawn will be much higher than the amount he/she could withdraw under the previous provisions. There were varying eligibility periods of up to seven years that existed earlier, which have now been uniformly set at 12 months for all kinds of withdrawals, creating ease of understanding and facilitating early withdrawal.

**So now the employee can withdraw more and earlier after just a period of 12 months.**

Further, repeated withdrawals routinely led to insufficient PF balance at the time of retirement. 50% of PF Members had less than Rs 20,000 in the PF balance and 75% had less than Rs. 50,000 at the time of final settlement. Due to repeated withdrawal, the workers with lower salaries did not realize the benefits of compounding @8.25% and thereby losing out on higher social security at the end of their working life.

**That is why, as per CBT's decision, 25% of the contribution needs to be retained to ensure respectable corpus at retirement as a safety net and to provide long-term social security.**

**In case of unemployment, 75% PF balance ( that includes employer and employee contribution and interest earned) can be withdrawn immediately. Remaining 25% can also be withdrawn after one year. Full withdrawal of the entire PF balance (including the minimum balance of 25%) is also allowed in case of retirement** after attaining 55 years of service, permanent disability, incapacity to work, retrenchment, voluntary retirement or leaving India permanently etc.

The Pension entitlement at the age of 58 years is completely unaffected by the proposed changes. A member can withdraw the accumulation in pension account before completing 10 years of service at any point of time in these 10 years. However, to qualify for a pension at retirement, a member must complete at least 10 years of EPS membership. About 75% of Pension Members withdraw their entire pension amount within four years of service, i.e. in less than 10 years, ending their membership and making the member ineligible for future pension and social security benefits. Additionally, if the pension fund is not withdrawn, the member's family remains eligible for pension benefits for up to three years even after contributions stop—in case of the member's death. Once withdrawn, this benefit is lost.

In order to encourage members to meet the 10-year eligibility for getting pension and to allow his/her family to be eligible for benefits in case of his/her death, the proposed provision allows the member to withdraw pension accumulation after 36 months instead of 2 months. This will ensure long-term social security in the form of pension for the member and his family.

EPFO offers long-term protection in terms of social security and EPFO funds are not supposed to be used as a bank account.

Further, the EPF & MP Act, 1952, has always mandated EPF coverage for establishments employing 20 or more persons earning wages up to ₹15,000 per month. Despite this, around 35% of EPFO members earning above ₹15,000 and 15% establishments (nearly 1.06 lakh) have voluntarily joined EPFO, reaffirming their trust and confidence in the organization.

The claim circulating in social media posts that new rules reflect the Government's expectation of a rise in unemployment is baseless. As per official data, over 1.29 crore workers were added to the payroll in 2024-25, and the unemployment rate declined to 3.2% in 2023-24, down from 6% in 2017-18.

The EPFO maintains nearly Rs 28 Lakh Cr Corpus and has earned the trust of Crores of Members due to its robustness, security and higher returns (tax free in many cases).

The organization remains committed to safeguarding the social security interests of over 30 crore members, while continuing to simplify procedures and strengthen digital access for transparency and efficiency.

Members and the public are advised to rely only on official communications and circulars issued by the Ministry of Labour & Employment and EPFO for accurate information and not rely on unsubstantiated misleading social media posts.

*Source – Press Information Bureau*

## **KARNATAKA APPROVES ONE DAY PAID MENSTRUAL LEAVE IN GOVT AND PRIVATE SECTORS**

In a landmark decision, the State Cabinet recently approved the Karnataka Menstrual Leave Policy-2025 that will ensure one day's paid leave in a month across government and private sectors.



**INFO :**

[Karnataka Menstrual Leave Policy 2025](#)



**EPFO MAY HIKE WAGE CEILING TO RS 25,000 PER MONTH FROM RS 15,000**

The Employees' Provident Fund Organisation (EPFO) is likely to hike its wage ceiling for mandatory inclusion of employees in the Employees' Provident Fund (EPF) and the Employees' Pension Scheme (EPS) to Rs 25,000 per month in the coming months, sources aware of the matter told Moneycontrol.

At present, the wage ceiling is Rs 15,000 per month. This is the statutory ceiling for mandatory contributions to the EPF and EPS--governed by the EPFO.

Employees who are earning more than Rs 15,000 per month -- in basic pay -- have an option to opt out of these two EPFO schemes. The employers don't have a legal mandate to register such employees under EPF and EPS.

The EPFO's Central Board of Trustees may take up the issue for discussion in their next meeting--likely to be held in December of January--where a final approval could be given.

"As per an internal assessment of the labour ministry, the Rs 10,000 per month increase in the wage ceiling would make social security benefits mandatory for over 10 million more individuals," an official said.

"The labour unions have been seeking a raise (on wage limit) for a long time as monthly salaries of several low or mid-skilled workers in many metro cities are more than 15,000 per month," the person added. "A higher ceiling would make them part of EPFO."

With this decision, Karnataka becomes the first State to cover both the government and private sectors in its menstrual leave policy. Odisha and Bihar have policy for government employees while Kerala has implemented the policy in universities.

**Panel's recommendation**

The policy moved by the Karnataka's Labour Department follows a recommendation from a committee that submitted its report and had pushed for paid menstrual leave. It is applicable to all sectors where women are employed.

Though there has been no uniform policy on menstrual leave in the country, several States and private companies have had menstrual leave policy, a Cabinet note said.

Welcoming the decision, the All-India Trade Union Congress (AITUC), Karnataka Committee, said that the move would empower millions of women in both sectors and was a progressive measure to protect the rights of women.

It noted that when the trade unions had strongly urged for menstrual leave policy for one day a month, the employers were against it while the Labour Department had recommended six days per year.

"We now request the government to immediately take measures to implement the decision through legislative action," AITUC said in a note.



According to the extant rules, both the employer and the employee are required to contribute 12 percent each of an employee's salary every month. However, the employee's full 12 percent goes to the EPF account, while the employer's 12 percent is split between the EPF (3.67 percent) and the EPS (8.33 percent).

Officials said that a raise in the wage ceiling would also lead to a sharp rise in EPF and EPS corpus, which would increase the pension payout for employees on retirement, and lead to a higher accumulation of interest credit.

The total corpus of EPFO right now is around Rs 26 lakh crore, and the number of active members is around 76 million.

Experts say the proposed increase in the EPF wage ceiling from Rs 15,000 to Rs 25,000 per month is a progressive step towards expanding social security coverage and aligning the threshold with current wage levels.

It will enable a larger segment of India's workforce to access long-term financial protection and retirement benefits, which have become increasingly relevant amid rising economic volatility, they say.

Adil Ladha, Partner at Saraf and Partners said: "While the change could lead to a rise in statutory costs and compliance for employees, it could curb avoidance practices and improve payroll transparency."

Sujain Talwar, Co-founding Partner, Economic Laws Practice noted that there may be some resistance from employees, particularly in the lower and middle-income brackets, who often prefer higher in-hand salaries over mandatory deductions toward provident fund contributions.

*Source – MSN*



## **ESIC ISSUES DETAILED GUIDELINES OF THE NEW AMNESTY SCHEME 2025 FOR SETTLEMENT OF COURT CASES AND WITHDRAWAL OF PROSECUTION CASES**

The Employees' State Insurance Corporation (ESIC) has issued detailed guidelines for the new Amnesty Scheme 2025 for settlement of court cases and withdrawal of prosecution cases. The Amnesty Scheme 2025 is a one-time dispute resolution initiative aimed at reducing the backlog of court cases, promoting compliance under the ESI Act, and enhancing ease of doing business. The launch of the scheme was approved at the 196th meeting of ESIC held in Shimla under the chairmanship of Dr. Mansukh Mandaviya, Union Minister for Labour & Employment and Youth Affairs & Sports. The scheme provides an opportunity to employers and insured persons to settle disputes outside courts in a structured and transparent manner. It will remain in operation from 1st October 2025 to 30th September 2026. For coverage disputes, the scheme applies to both closed and running units. Units closed for more than five years with litigation pending for over five years and no assessment will have their cases withdrawn. Units closed within five years must produce records, pay accepted dues with interest, and will not be liable for damages.

Running units can also settle disputes by producing records to support their claims, with no damages imposed. However, cases where employers voluntarily registered through Form-01 on the ESIC portal are excluded.

For contribution disputes, the scheme covers cases challenged under Sections 45A, 45AA, 75, 82, or Article 226 (without substantial legal questions). Employers must obtain court permission, apply in the prescribed format, and pay contributions (both employer's and employees' share) with interest as per records. Where records are missing, documents from the EPFO or Income Tax authorities may be relied upon for verification. In cases where no such records are available, the employer will be required to pay at least 30% of the assessed contribution. Additionally, interest on the dues will be payable at the revised contribution rate. No damages will be levied, but employers must give an undertaking for future compliance. For damages disputes, cases will be withdrawn on payment of 10% of the determined damages where contribution and interest have already been paid. If ESIC has appealed in higher courts, damages as fixed by the lower courts will be accepted and cases withdrawn.

Criminal cases under Section 84 against insured persons for wrong declarations will be withdrawn if excess amounts are refunded and an undertaking is given, with no interest charged. Cases pending for over five years where insured persons cannot be traced may also be withdrawn, but those involving conspiracy or forgery are excluded. Prosecution cases under Sections 85 and 85A against employers may be withdrawn if contributions and interest are paid based on records or alternative documents like EPFO/IT filings.

Where no records exist, dues will be assessed on declared wages, SSO survey reports, or minimum wages. No damages will be imposed. The scheme also covers old cases under Sections 85(a) and 85(g) pending for over 15 years with dues up to ₹25,000. For closed units, such cases may be withdrawn. For running units, compliance must be updated and at least 30% of dues with interest paid. Cases under Section 85(e) for non-submission of returns may be withdrawn since the requirement is redundant with digitalization, subject to compliance. Cases of late submission of declaration forms pending for more than three years may also be withdrawn if compliance is complete and accident cases are settled. To ensure smooth implementation, Additional Commissioner cum Regional Directors/Regional Directors/Director (I/c)/Joint Director (I/c)/Deputy Director (I/c) of ESIC Regional & Sub-Regional Offices have been fully empowered to process withdrawals and settlements during the scheme period. A field-level committee comprising legal and finance officers along with panel advocates will review such cases. All cases must be settled within six months from the date of application, and even those who availed earlier amnesty schemes are eligible to benefit from this new initiative. ESIC is committed to simplifying compliance and reducing the burden of litigation, thereby aligning with the Government's vision of Ease of Doing Business. By offering a practical, transparent, and employer-friendly mechanism for dispute resolution, this scheme removes procedural bottlenecks, facilitates faster closure of long-pending cases, and builds confidence among stakeholders. It is expected to ease operational challenges for employers, reduce the legal load on courts, and further strengthen ESIC's role as a progressive and responsive social security institution.

*Source – Press Information Bureau*



# UCS CompliTool®

Streamline Compliance & Risk

UCSCompliTool is a technology to ease the complexities of navigating through the changing Labour laws. With our past experiences and feedbacks, we have developed an in-house Software solution and have created this robust mechanism which represents our motto – Compliance simplified.

It provides a real time and 360-degree view of compliance status for the Principal employer (CompliTool - Compliance) and with risk matrix to monitor the contractors (CompliTool - Audit). We have developed a Role Based Access Control model and being a cloud-based system, we are offering an absolute security and protection of data.

## Following are some of the major benefits of the Tool:

- Real Time Statistical Data
- Informative Tool
- Transparency
- Ease of Documentation
- Ease of Monitoring
- Highlighting of Critical Points
- Security and Data Confidentiality
- Centralization of Data
- Readily Available Documents
- Data Integrity
- Extensive Reporting
- User friendly Dash Boards
- Overall compliance review from front end maneuver



[UCSCompliTool.com](http://UCSCompliTool.com)



0124 2656864



[enquiry@ucsdel.com](mailto:enquiry@ucsdel.com)



## ABOUT US

United Consultancy Services is one of the leading consulting firms in India providing compliance, advisory, and audit services in the field of Labour Laws, Human Resource Development, and Legal matters pertaining to Industrial Relations. We provide meaningful, forward-looking and compliance-oriented solutions to help organizations grow while being compliant with labour laws. Proactive teams led by domain experts, use insight, experience and best practices to understand complex issues of publicly listed and privately owned clients and simplify compliance.

With over 30 years of existence and with more than 200 professionals the firm provides robust compliance services and solutions on complex requirements under Labour law. The information shared in the newsletter is based on Government notifications and newspaper articles.

This is for general information purposes only and does not constitute legal advice. Please reach out to your UCS contact or the Company's legal counsel before taking any action.

**We Simplify Compliance For You!**



Unit No: 852 - 856  
8th Floor JMD Megapolis,  
Tikri, Sector 48, Gurugram  
122018, Haryana



0124 - 2656800



[enquiry@ucsdel.com](mailto:enquiry@ucsdel.com)



[www.unitedconsultancy.com](http://www.unitedconsultancy.com)



**PAN INDIA OFFICES:**

**AHMEDABAD | BENGALURU | CHENNAI | GURUGRAM | HYDERABAD |  
KOCHI | KOLKATA | MUMBAI | PUNE**

