

BOCW & Labour Compliance Guide

Construction & Infrastructure

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Understand construction labour compliance — the applicable laws (BOCW, Contract Labour, wages, PF and ESI, inter-state migrant workers), the registrations (BOCW, labour licence, cess), obligations, and the BOCW cess on construction cost. Fill in your details below.

Purpose of this tool & output

Comply with construction labour laws

How the output is used

Use the guide to comply with construction labour laws — BOCW registration, welfare, wages, PF/ESI and registers.

Who receives it

The State BOCW Welfare Board, the Labour Department, EPFO and ESIC.

How to submit / file it

Register the establishment/workers under BOCW, maintain statutory registers, and file PF/ESI and labour returns on the respective portals.

Fees & charges

BOCW registration and the labour cess apply; PF/ESI are statutory contributions.

Who should vet it

A labour-law consultant, for BOCW, CLRA and wage-code applicability.

Important cautions

AI-generated guide; rules vary by state, confirm with a labour law professional.

Companion documents

- Construction Hiring Kit
- Labour Management SOP
- Wage & Payment Compliance
- Labour Welfare & Facilities Plan
- Workforce Planning Tool
- Site Attendance & Muster System

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.