

Labour & Statutory Compliance

Home & Repair Services

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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

Explains labour and statutory compliance for a home-services employer — PF, ESI, professional tax, minimum wages, the employee-vs-gig-contractor distinction, and worker safety/insurance — so you are compliant, especially given field-work injury risk. Use it to set up HR compliance. For the calendar use the Compliance Calendar.

Purpose of this tool & output

Meet employer duties for technicians and staff

How the output is used

Use it to meet employer duties for technicians and staff — wages, hours, PF/ESI and the registrations a service employer must keep.

Important cautions

Field technicians face real injury risk (electrical, heights, chemicals); ensure ESI or accident insurance and safe practices. Thresholds and the gig-vs-employee line vary and evolve — consult a labour consultant.

Companion documents

- Registrations & Licences Guide
- GST Compliance for Services
- Trade-Specific Licences Guide
- Safety, Insurance & Liability
- Consumer Protection & Service Terms
- Customer Data Privacy (DPDP)

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.