

# Multi-State HR Compliance Checker

HR & WorkTech

Document type: Financial model / analysis · Generated 16 Oct 2026

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

Produces a state-by-state HR compliance matrix — Shops & Establishment, Professional Tax, LWF, minimum wages, PF/ESI and maternity — for a distributed workforce, plus central obligations and immediate registrations. Use it when you employ people across states. For a full self-audit, use the HR Compliance Audit Checklist.

## Purpose of this tool & output

Describe your workforce geography and get a state-by-state compliance requirement matrix

## How the output is used

Use it to get a state-by-state HR compliance requirement matrix for your workforce geography, so you know what applies where.

## Who should vet it

A labour-law consultant, to confirm the state-wise obligations before you rely on the matrix.

## Important cautions

AI-generated guide. Verify current rates and thresholds with your labour consultant.

## Companion documents

- Shops & Establishment Registration Guide
- State Leave Entitlement Calculator
- Contract Labour (CLRA) Compliance
- Maternity Benefit Compliance
- State Minimum Wage Checker
- LWF Applicability Matrix

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.