

Contract Labour Compliance Guide

Manufacturing & Industrial

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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

Engage contract labour the compliant way — applicability thresholds, principal-employer registration and contractor licence, obligations (wages, PF, ESI, registers, facilities) and what you remain liable for. Fill in the details below.

Purpose of this tool & output

Engage contract labour the compliant way

How the output is used

Use the guide to engage contract labour compliantly under the CLRA Act, above the threshold.

Who receives it

The Licensing Officer under the CLRA Act (State Labour Department); the principal employer registers separately.

How to submit / file it

Register as principal employer (Form V) and ensure the contractor holds a CLRA licence; maintain registers and wage records.

Fees & charges

A licence fee and security deposit based on worker numbers, per state rules.

Who should vet it

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

Important cautions

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

Companion documents

- Factory Hiring Kit
- Shift Roster Planner
- Wage & Payroll Compliance Guide
- Skill Matrix Builder
- Worker Training & Induction
- Standing Orders / Work Rules

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.