

Wage & Payroll 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

Get minimum wages, PF, ESI and bonus sorted — wage components and structuring, statutory deductions and thresholds, minimum-wage notes, bonus and gratuity basics, and records and returns. Fill in the details below.

Purpose of this tool & output

Minimum wages, PF, ESI and bonus, sorted

How the output is used

Use the guide to get minimum wages, PF, ESI and bonus right, with the registers and returns.

Who receives it

The State Labour Department, EPFO and ESIC.

How to submit / file it

Pay at least the notified minimum wage and statutory bonus, maintain wage/muster registers, and file PF/ESI and labour returns.

Fees & charges

No filing fee; statutory contributions apply, with penalties on default.

Who should vet it

A labour-law consultant or CA.

Important cautions

AI-generated guide; minimum wages and rules vary by state, confirm current rates.

Companion documents

- Factory Hiring Kit
- Shift Roster Planner
- Contract Labour 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.