

School Labour & Statutory Compliance

School Administration

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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 school employer — PF, ESI, gratuity, professional tax, minimum wages, POSH, and proper appointment/service conditions for teaching and non-teaching staff — so you are a compliant employer. Use it to set up HR compliance. For POSH detail use the Grievance Redressal Mechanism tool.

Purpose of this tool & output

Meet employer duties for teachers and staff

How the output is used

Use the guide to meet employer duties for teachers and staff — PF, ESI, gratuity and registers.

Important cautions

Thresholds and state education-service rules vary and change; a POSH Internal Committee is mandatory once thresholds are met. Consult a labour/education-law consultant to implement.

Companion documents

- School Compliance Calendar
- RTE Act Compliance Overview
- Student Data Privacy (DPDP) Guide
- Board Bye-Laws & Inspection Readiness
- Grievance Redressal Mechanism
- School Legal & Compliance Risk Audit

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.