

New Labour Codes Compliance Guide

Staffing & Recruitment

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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 how the four new Labour Codes affect a staffing agency — wages, social security (including gig workers), industrial relations and OSH — and what to prepare. Use it to stay ahead of the transition. For current PF/ESI use the PF & ESI Registration Guide.

Purpose of this tool & output

Get ready for the four Labour Codes

How the output is used

Use it to get ready for the four Labour Codes — how the wage, social-security, IR and OSH codes change your obligations.

Important cautions

The Labour Codes consolidate existing laws and introduce gig-worker social security and a revised wage definition that can raise PF and gratuity costs; their commencement and rules are being rolled out in phases. Track notifications and prepare wage structures and compliance early. Confirm current applicability with a professional.

Companion documents

- Staffing Licensing Roadmap
- Contract Labour (CLRA) Licence Guide
- Overseas Recruitment (eMigrate) Licence Guide
- PF & ESI Registration Guide
- GST & Manpower-Supply Tax Guide
- Shops & Establishment / PT Registration

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.