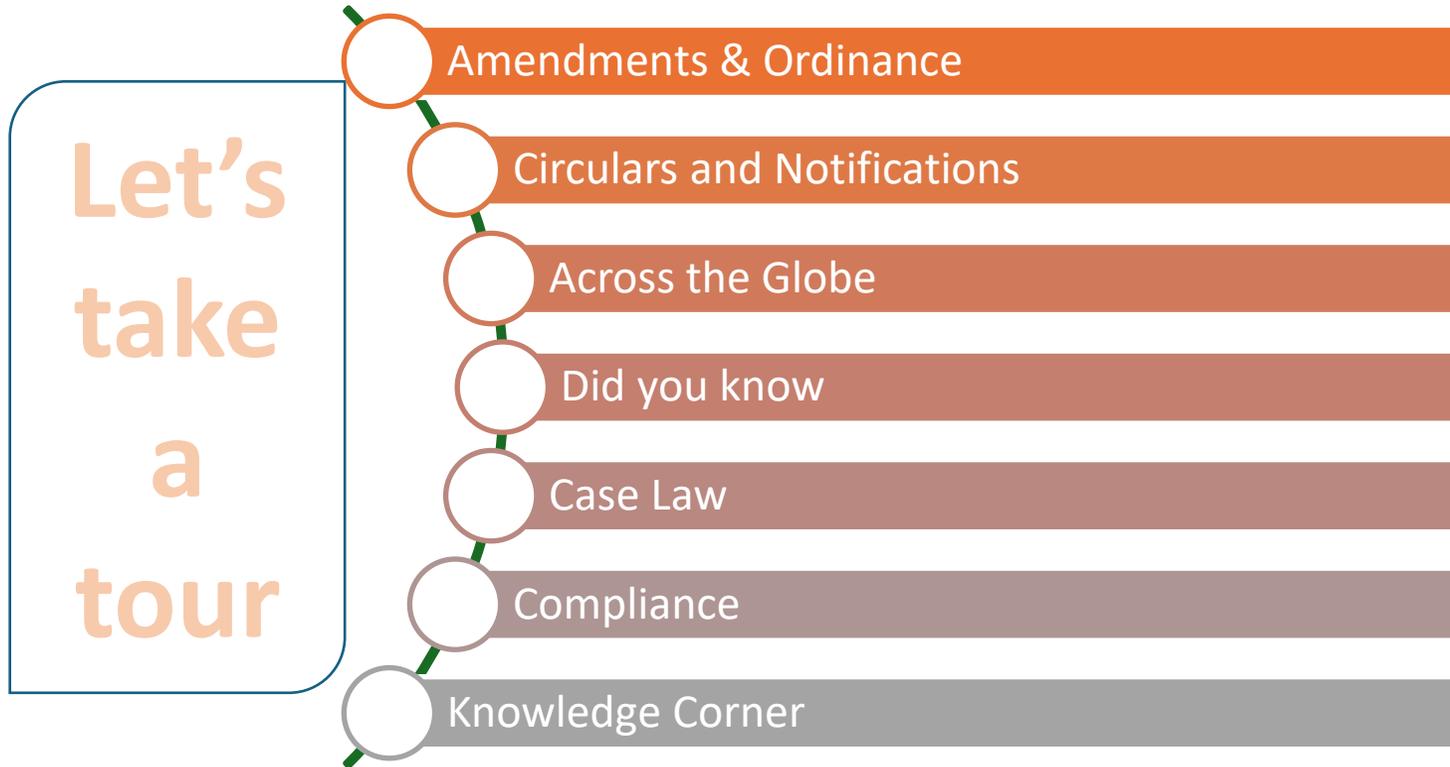


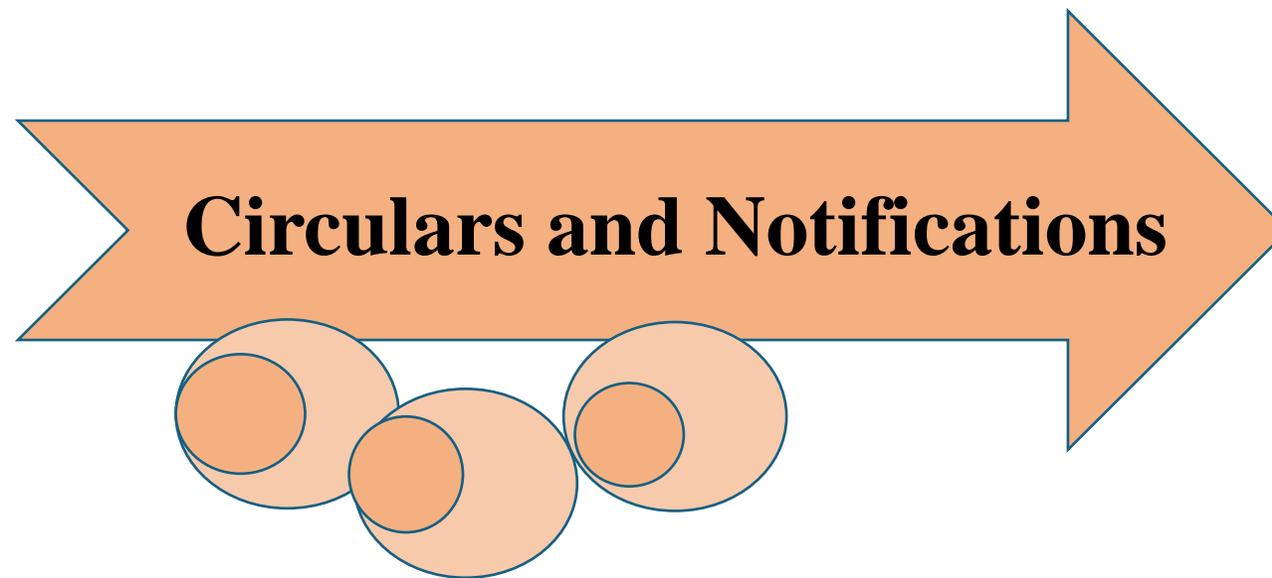
LABOUR LAW MONTHLY UPDATE

JUNE 2025

DISCLAIMER

- This Presentation is meant for informational purpose only and do not purport to be advice or opinion, legal or otherwise, whatsoever.
- This is not intended to advertise services or solicit work through this monthly update.





MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION DATED: 20.05.2025

Uranium industry to be a public utility service for the purposes of the Industrial Disputes Act, 1947

- Uranium Industry was declared as a public utility service by the Central Government, vide notification dated 20.12.2024.
- It is further extended by the Central Government through notification dated 20.05.2025.
- The same shall be in force for a period of six months starting from **20.06.2025.**

EMPLOYEE'S PROVIDENT FUND ORGANISATION

NOTIFICATION : 26.05.2025

Declaration of interest rates to be credited to the member's accounts

- The rate of interest to be credited to each member's accounts as per Para 60(1) of the EPF Scheme, 1952 by the EPF Organisation for the year 2024 – 2025, declared/approved by the Central Government as **8.25%**.
- The interest sum to be credited to the member's accounts are based on the monthly balances remaining in each member's accounts. In the event of any member exiting the services, in the middle of the year, the interest rates shall be credited on a pro rata basis.

EMPLOYEE'S PROVIDENT FUND ORGANISATION

CIRCULAR : 20.05.2025

Non rejection of transfer claims on account of over lapping of service periods

- The EPF Organisation has observed that Transfer Claim requests are often being rejected by Regional Offices due to overlapping of service periods of the members.
- It has been clarified that such overlaps arising from genuine circumstances, should not be treated as a disqualification for processing transfer claims, subject to the modalities for determining EPS entitlement for members with multiple account numbers issued by the Pension Division.
- Instructions are given to the transferor (Source) Offices to process transfer claims even if there are overlapping service periods, without rejecting or returning them solely on that ground. Claims should only be put on hold for clarification if a genuine need arises to verify the overlap.
- Additionally, the earlier instructions emphasizing the Transferor Office's responsibility to ensure accurate and error-free processing of transfer claims are reiterated.

STATE OF KARNATAKA

ORDINANCE DATED: 27.05.2025

Gig Workers (Social Security and Welfare) Ordinance, 2025

- Karnataka Platform-Based Gig Workers (Social Security and Welfare) Ordinance, 2025 was passed for establishing a legal framework for protecting and supporting gig workers across the state.
- A Gig Workers Welfare Board will be set up to implement new welfare laws aimed at protecting gig workers. Aggregator platforms must register with this board and enroll all their gig workers, who will be assigned a unique ID. These platforms are also required to contribute 1% to 5% of their payouts to a state-run welfare fund to support Gig workers' social security.

Contd..

- To promote transparency, platforms must disclose their algorithmic logic, detailing how tasks, pay, ratings, and access are determined, ensuring fairness and non-discrimination. They must also provide clear, written contracts to workers outlining earnings, payment systems, and terms for deactivation or blocking.
- A two-tier grievance redressal system is established—first through the platform’s Internal Dispute Resolution Committee, and then via the Welfare Board if unresolved. In cases of non-compliance, platforms will face a 12% annual interest on delayed welfare payments and fines starting at Rs 5,000 for the first offense, going up to Rs 1 lakh for repeat violations.

THE PRIVATE SECURITY AGENCIES (REGULATION) ACT, 2005 IN MAHARASHTRA

NOTIFICATION DATED: 08.05.2025

Rescinding the powers of the Controlling Authority by delegation

- The Government of Maharashtra, in exercise of the powers conferred by Section 19 of the Private Security Agencies (Regulation) Act, 2005, had earlier issued a notification (No. 1006/CR 501(part-2)/Spl.-4) dated 24th July 2008, **delegating the powers of the Controlling Authority to the Deputy Commandant General, Home Guard, Maharashtra State**, in particular for the purpose of training of private security guards and the accreditation or licensing of training institutes or organizations in the state.
- However, considering it expedient, the Government has now decided to rescind this earlier notification. Accordingly, in exercise of the powers under Section 19 of the Private Security Agencies (Regulation) Act, 2005 read with Section 21 of the General Clauses Act, 1897, the Government of Maharashtra hereby officially cancelled the said notification dated 24th July 2008.

QUIZ!

"A", cashier in a supermarket, earns Rs.14,000/- as monthly salary. On 01.06.2025, funds amounting to Rs.8,000/- goes missing from her cash box. The employer proposes to deduct Rs.8,000/- from the salary of "A" for the subsequent months. Which of the following are correct statements?

- A. Yes. As the employee is responsible for the missing cash.
- B. No. As the employer has not held an inquiry and given the employee an opportunity to respond before making any such deduction.
- C. No. As the deduction is more than 50% of the salary.
- D. No. As any deduction for cash loss must be approved by the Labour Commissioner.

1. A, B and C

2. C

3. B and C

4. D



ACROSS THE GLOBE

Want a break with pay ?? Fly to Belgium



- Belgium is offering a progressive career break system, allowing employees in both the public and private sectors to temporarily pause or reduce their work through schemes like "**career breaks**" (public sector) and "**time credit**" (private sector). These breaks can be taken for personal reasons, caregiving, education, or to prevent burnout, with durations ranging from a few months to several years depending on the type.
- Employees are entitled to job protection during the break and may receive financial support from the government through the National Employment Office (ONEM).
- Recent reforms have adjusted eligibility criteria and reduced maximum durations, but the system remains one of the most supportive work-life balance initiatives in Europe.

Should we pay for 12 months or 13 months??



- In the Philippines, the 13th-month pay is a legally mandated benefit for private sector employees, providing them with an extra month's worth of their basic salary by **December** each year.
- Instituted by Presidential Decree No. 851, this benefit supports workers financially during the holiday season.
- It applies to all private employees, including contractual workers, who have worked at least one month within the year. However, government employees, household workers, and employers who already offer equivalent or better benefits are exempt.
- The amount is computed by dividing the total annual basic salary by 12.
- Unlike the 13th-month pay, Christmas bonuses depends on the employer's discretion.
- Failure to pay the 13th-month benefit on time can result in penalties enforced by the Department of Labor and Employment (DOLE).





- The **Prime Minister's Employment Generation Programme (PMEGP)** is a government initiative aimed at generating employment by promoting the establishment of new micro-enterprises in both rural and urban areas, primarily in manufacturing and service sectors.
- Implemented by the **Khadi and Village Industries Commission (KVIC)**, the scheme provides financial assistance through subsidies ranging from 15% to 35% of the project cost, depending on the location and beneficiary category, with the rest funded by the applicant through loans and personal contribution.
- Eligible beneficiaries include individuals over 18 years, self-help groups, societies, and trusts, except existing businesses. Loans have a repayment period of 3 to 7 years.
- Applicants can apply online or offline and must complete a 15-day Entrepreneurship Development Programme to gain the necessary skills. The scheme aims to encourage self-employment and foster rural and urban entrepreneurship.



**Life Insurance Corporation of India Vs. Om Prakash.,
(CA No 4393 of 2010) SUPREME COURT OF INDIA.**

Dated: 13.11.2024

**Life Insurance Corporation of India Vs. Om Prakash.,
(CA No 4393 of 2010) SUPREME COURT OF INDIA.
Dated: 13.11.2024**

Background:

- The employee an Assistant Administrative Officer in LIC, had been terminated from service on 25.06.1996 for unauthorized absence from 25.09.1995, under **Regulation 39(4)(iii)** of the LIC Staff Regulations, which considers prolonged unauthorized absence as *abandonment of service*.
- LIC had issued multiple notices between October and December 1995, and a chargesheet-cum-show cause notice in February 1996, all of which went unanswered.
- The employee was dismissed and he challenged the dismissal by way of a writ petition.
- The learned Single Judge as well as the Division Bench of the Himachal Pradesh High Court set aside LIC's termination order, citing lack of inquiry and opportunity to the Respondent.

**Life Insurance Corporation of India Vs. Om Prakash.,
(CA No 4393 of 2010) SUPREME COURT OF INDIA.
Dated: 13.11.2024**

Case of the Management:

- The Respondent failed to inform the employer of his whereabouts for over 90 days, justifying termination under the Regulation.
- It was later discovered the Respondent had taken up employment with the Food Corporation of India (FCI) from 14.04.1997 but concealed this in his writ petition filed in January 1998.
- LIC argued that conducting an inquiry was impossible due to the Respondent's unavailability.

**Life Insurance Corporation of India Vs. Om Prakash.,
(CA No 4393 of 2010) SUPREME COURT OF INDIA.
Dated: 13.11.2024**

Analysis of the Court:

- The Supreme Court noted that notices were sent to the respondent's recorded addresses, and postal remarks confirmed he had left his job and residence.
- Concealment of FCI employment by the respondent amounted to suppression of a material fact, undermining his claim for equitable relief.
- The Court concluded that the respondent had indeed abandoned his LIC job and LIC acted lawfully under the Staff Regulations.

Decision of the Court:

The Hon'ble Apex Court set aside the orders of the High Court granting relief to the Respondent, and accordingly, allowed the appeal preferred by the Management.



**Universal Brakes (P) Ltd., Coimbatore Vs. Presiding Officer, Employee's Provident Fund Appellate Tribunal and Ors.,(WP No 18624 of 2011).,Madras High Court.,
Dated: 14.09.2011**

**Universal Brakes (P) Ltd., Coimbatore Vs. Presiding Officer, Employee's Provident Fund Appellate Tribunal and Ors.,(WP No 18624 of 2011).,Madras High Court.,
Dated: 14.09.2011**

Background:

- An employee settled his dues by way of discharge, whereas the employee carried an industrial dispute to the Labour Court, after receipt of compensation and notice pay.
- The Labour Court granted relief in favour of the workman against which a writ petition was preferred by the Management. During the pendency of the writ petition, the employee himself came forward for receiving dues out of court by way of a compromise. The writ petition was accordingly dismissed as having settled out of court.
- The employee in turn, sought PF dues for the period he was not in service based on which the PF Department, conducted an enquiry and directed the Management to pay the contribution for the period sought by the employee as well.
- Aggrieved over the same, the Management preferred an appeal to the EPF Appellate Tribunal, which confirmed the order of the PF Department. Challenging the said order of the Tribunal, the instant writ petition was preferred by the Management.

**Universal Brakes (P) Ltd., Coimbatore Vs. Presiding Officer, Employee's Provident
Fund Appellate Tribunal and Ors.,(WP No 18624 of 2011).,Madras High Court.,
Dated: 14.09.2011**

Analysis of the Court:

- The Hon'ble Madras High Court observed that the settlement entered between the parties at the instance of the employee, who agreed to receive a lump sum compensation and not any sum in the guise of backwages or compensation.
- As regards the action of the PF Department, it was observed that the Management had no intention to evade payment of wages and that the settlement only referred to a lump sum compensation and not wages for the disputed period. When there was no employer- employee relationship, there cannot arise question of payment of wages to the employee.
- With respect to the interim order complied by the Management, by depositing a sum directed by the High Court, it was concluded that unless the interim orders passed by the courts are incorporated in the final orders, the same lapses and no regard needs to be given to it.
- As there arose no statutory obligation on the part of the employer on account of non-employment of the employee during the disputed period, there was no necessity to pay contribution in respect of the same. Accordingly, the writ petition was allowed.



LIQUIDATED DAMAGES IN EMPLOYMENT CONTRACTS

EMPLOYMENT CONTRACTS

- Signed between an employer and employee.
- Agreement of hire extended by an employer to employee.
- Stipulates the rights, duties, and obligations of both parties ensuring a **legally binding relationship** between the two of them.

Common elements included in the contract:

- Employee identification – details of an employee, including permanent address.
- Job title
- Compensation and Benefits– Cost to company, method of payment, incentives, deductions, etc.
- Duration of employment – Fixed term/ probation
- Confidentiality and non – disclosure clause
- Termination clause
- Dispute Resolution
- Non – compete clauses
- Damages Clause

DAMAGES CLAUSE

Means of restoring the injured party to a position they would have been in, had the contract been duly fulfilled.

- **When can an employer seek damages ? If so, how?**
- **To what extent can the Employer claim damages?**



SECTION 27 OF THE INDIAN CONTRACT ACT, 1872

Agreement in restraint of trade, void

Every agreement by which any one is restrained from exercising a lawful profession, trade or business of any kind, is to that extent void.

Exception - Saving of agreement not to carry on business of which good-will is sold

One who sells the good-will of a business may agree with the buyer to refrain from carrying on a similar business, within specified local limits, so long as the buyer, or any person deriving title to the good-will from him, carries on a like business therein, provided that such limits appear to the Court reasonable, regard being had to the nature of the business.

SECTION 74 OF THE INDIAN CONTRACT ACT, 1872

When a contract has been broken, if a sum is named in the contract as the amount to be paid in case of such breach, or if the contract contains any other stipulation by way of penalty, the party complaining of the breach is entitled, whether or not actual damage or loss is proved to have been caused thereby, to receive from the party who has broken the contract reasonable compensation not exceeding the amount so named or, as the case may be, the penalty stipulated for.

Explanation - A stipulation for increased interest from the date of default may be a stipulation by way of penalty.

Exception - When any person enters into any bail-bond, recognizance or other instrument of the same nature, or, under the provisions of any law, or under the orders of the Central Government or of any State Government, gives any bond for the performance of any public duty or act in which the public are interested, he shall be liable, upon breach of the condition of any such instrument, to pay the whole sum mentioned therein.

Explanation - A person who enters into a contract with Government does not necessarily thereby undertake any public duty, or promise to do an act in which the public are interested.

SECTION 42 OF SPECIFIC RELIEF ACT, 1963

Injunction to perform negative agreement.

Notwithstanding anything contained in clause (e) of section 41, where a contract comprises an affirmative agreement to do a certain act, coupled with a negative agreement, express or implied, not to do a certain act, the circumstances that the court is unable to compel specific performance of the affirmative agreement shall not preclude it from granting an injunction to perform the negative agreement:

Provided that the plaintiff has not failed to perform the contract so far as it is binding on him.

**Whether a restrictive covenant in restraint of trade
applicable to contracts with employees?**

**If so, can it be a post service restriction or during the
currency of employment contract??**

**Whether an agreement to including
compliance of the notice period is valid or
opposed to public policy??**

LEDALLA RAVICHANDER VS. SATYAM COMPUTERS LTD., (City Civil Court Appeal No 259 of 2002) Telangana High Court., 02.11.2011

Background:

- The employee, offered appointment as Programmer Trainee in the year 1993, completed his training period successfully, and subsequently, posted as Software Engineer in the Company, vide appointment letter dated 15.12.1993 with retrospective effect from October, 1993. An agreement was entered into between the parties including term regarding payment of certain sums in the event of the employee leaving the services during the currency of the contract. However, the employee left the services of the Company in July 1994 abruptly.
- Against the conduct of the employee, Company filed a suit for liquidated damages before the Civil Court claiming damages to an extent of Rs.2,00,000/-. The employee contested the dispute, though acceded to the terms of the contract entered between the parties. The Court, based on the terms of the contracts, decreed damages in favour of the Company.
- Aggrieved over the order of the Court, the employee preferred an appeal before the High Court.

**LEDALLA RAVICHANDER VS. SATYAM COMPUTERS LTD.,
(City Civil Court Appeal No 259 of 2002) Telangana High Court.,
Dated: 02.11.2011**

Analysis:

The question raised before the High Court was as to whether the claim for damages sought by the Company was reasonable? Also, whether the sum claimed was the actual loss suffered by the Company ?

Reasoning:

Relying on Section 74 of the Indian Contract Act as well as related precedents thereto, the Hon'ble Court held that the compensation sought has to be reasonable, whether or not the actual damages or loss is proved to have been caused by breach of the terms of the contract. In the instant case, though the employee left the services in between, he had served the Company for a certain duration after his confirmation in service, and hence, the claim for damages to the extent of Rs. 2,00,000/- was reduced to Rs.1,00,000/-.

Vijaya Bank vs Prashant B. Narnaware - Judgment dated 14 May 2025

Citation: 2025 INSC 691

Background

- Respondent (Prashant B. Narnaware) joined Vijaya Bank in 1999 and was promoted over time.
- In 2007, he applied for and was appointed as a Senior Manager under a new recruitment scheme.
- He signed an indemnity bond under clause 11(k) agreeing to serve for a minimum of 3 years or pay ₹2 lakhs if he resigned earlier.
- He resigned in 2009 (before 3 years) to join IDBI Bank and paid ₹2 lakhs under protest.
- He then filed a writ petition challenging the clause as:
 - A restraint of trade (under Section 27, Indian Contract Act),
 - Opposed to public policy (under Section 23),
 - Violative of fundamental rights under Articles 14 and 19(1)(g).

Vijaya Bank vs Prashant B. Narnaware - Judgment dated 14 May 2025
Citation: 2025 INSC 691

High Court of Karnataka

- Relying on the decision of *K.Y. Venkatesh Kumar v. BEML Ltd.*, High Court of Karnataka has quashed clause 11(k) and ordered refund of ₹2 lakhs. Order was appealed before the Hon'ble Supreme Court.

Vijaya Bank vs Prashant B. Narnaware - Judgment dated 14 May 2025
Citation: 2025 INSC 691

Observations of the Hon'ble Supreme Court

Not a Restraint of Trade (Sec. 27, Contract Act)

- Clause 11(k) does not restrain future employment but only imposes a condition during the tenure of the employment.
- Negative covenants during employment (not after termination) are valid and not hit by Section 27.
- Cited: Niranjana Golikari, Superintendence Co. v. Krishan Murgai

Not Opposed to Public Policy (Sec. 23, Contract Act)

- The clause was part of a standard contract but not unconscionable or unfair.
- The ₹2 lakh bond was justified:
 - Public sector banks face recruitment hardships and costs due to premature resignations.
 - Clause helped reduce attrition and protected institutional efficiency.

Vijaya Bank vs Prashant B. Narnaware - Judgment dated 14 May 2025
Citation: 2025 INSC 691

Quantum of Damages Reasonable

- ₹2 lakhs not exorbitant considering respondent's senior position and pay.
- The bank's policy served public interest and ensured institutional continuity.
- The Supreme Court has allowed the appeal of Vijaya Bank, upheld Clause 11(k) as it is neither a restraint of trade nor against public policy and reversed the High Court ruling.



LexPOSH



LexPOSH

Hareesh M.S v. Kerala State
Enterprises Ltd & Ors

Kerala High Court

WP(C) No. 24867 of 2024

Dated: 10.02.2025

Hareesh M.S v. Kerala State Enterprises Ltd & Ors

Kerala High Court WP(C) No. 24867 of 2024 Dated: 10.02.2025

- Branch Manager at KSFE, Vikas Bhavan Branch, issued a memo to eight female staff members for poor performance. Following this, a female employee from another branch, entered his office along with others and an altercation took place. While the petitioner filed a police complaint alleging misconduct by the female employee. Subsequently, she filed a complaint with the Internal Complaints Committee (ICC), accusing him of using obscene language and insulting her as a woman. Based on her complaint, the ICC issued a notice to the petitioner under the POSH Act.
- The issue before the court was whether the complaint qualified as sexual harassment under Section 2(n) of the POSH Act, 2013?

Contd...

- The petitioner contended that the complaint lacked any element of sexual harassment as defined under the POSH Act and that the ICC had no jurisdiction since the complainant was not part of his branch. The respondents contended that the ICC was only conducting a preliminary inquiry and it was within its authority to decide whether the complaint warranted further proceedings.
- The Hon'ble High Court carefully examined the contents of the complaint and found that it did not allege any act of a sexual nature such as physical contact, sexually coloured remarks, or unwelcome verbal or non-verbal conduct of a sexual kind.
- The Hon'ble High Court emphasized that unless a complaint discloses elements defined under Section 2(n), the ICC has no jurisdiction to proceed under the POSH Act. Since the complaint did not meet these criteria, the court held that the very basis for initiating proceedings under the Act was absent. Consequently, the ICC's notice was quashed and the Writ Petition was allowed.

QUIZ!

"A", cashier in a supermarket, earns Rs.14,000/- as monthly salary. On 01.06.2025, funds amounting to Rs.8,000/- goes missing from her cash box. The employer proposes to deduct Rs.8,000/- from the salary of "A" for the subsequent months. Which of the following are correct statements?

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1. A, B and C

2. C

3. **B and C**

4. D



REPORTING PERIOD – JULY 2024

Act	State	Due Date	Activity
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	15-Jul	PF Remittance
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	15-Jul	IW Returns
Employees Provident Fund & Miscellaneous Provisions Act	Pan India	25-Jul	Monthly Returns-For Exempted Employer Under EDLI Scheme (FORM 7(IF))
Employees State Insurance Corporation Act	Pan India	15-Jul	ESIC Remittance
Professional Tax Act	Andhra Pradesh	10-Jul	Professional Tax Remittance cum Return
	Telangana	10-Jul	Professional Tax Remittance cum Return
	Madhya Pradesh	10-Jul	Professional Tax Remittance
	Gujarat	15-Jul	Professional Tax Remittance
	Jharkhand	15-Jul	Professional Tax Remittance cum Return (15th of each Quarter (Apr, Jul, Oct, Jan))
	Karnataka	20-Jul	Professional Tax Remittance cum Return
	West Bengal	21-Jul	Professional Tax Remittance
	Maharashtra	31-Jul	Professional Tax Remittance cum Return
	Odisha	31-Jul	Professional Tax Remittance cum Return
	Assam	31-Jul	Professional Tax Remittance cum Return
	Nagaland	31-Jul	Professional Tax Remittance
	Meghalaya	31-Jul	Professional Tax Remittance
	Mizoram	31-Jul	Professional Tax Remittance

	Pondicherry	15-Jul	Professional Tax Remittance (Employer & Employee)
	Sikkim	31-Jul	Professional Tax Remittance
	Manipur	31-Jul	Professional Tax Remittance
	Tripura	31-Jul	Professional Tax Remittance
Kerala Shops & Commercialized Establishments Workers Welfare Fund Act	Kerala	05-Jul	WWF Remittance
Kerala Shops & Commercialized Establishments Workers Welfare Fund Act	Kerala	15-Jul	WWF Return
Labour Welfare Fund	Delhi	15-Jul	Remittance
Labour Welfare Fund	Maharashtra	15-Jul	Remittance
Labour Welfare Fund	Goa	15-Jul	Remittance
Labour Welfare Fund	Gujarat	31-Jul	Remittance
Labour Welfare Fund	Madhya Pradesh	31-Jul	Remittance
Labour Welfare Fund	Chattisgargh	31-Jul	Remittance
Labour Welfare Fund	Odisha	31-Jul	Remittance
Labour Welfare Fund	West Bengal	15-Jul	Remittance



Intro

- **Welcome to TrusComp Private Limited**

- A leading provider of cutting-edge compliance solutions, dedicated to transforming regulatory adherence through innovative technology and domain expertise.

- **Our Core Values:**

- **Trust, Transparency, Transformation:** The foundation of our commitment to ethical compliance and seamless service.
- **Simplifying Compliance Complexity:** Streamlining compliance management for businesses, ensuring adherence without the headache.

- **Expertise and Leadership:**

- **Founded by Industry Leaders:**

- **Mr. S Deenadayalan:** Chairman of the CEO Group of Companies, with 25+ years of consulting experience.
- **Mr. Anand Gopalan:** Managing Partner at Advit Law Chambers and a recognized authority on labor law.
- **Mr. PPK Mahindhra:** Managing Partner at JZ Tec and a technology expert driving innovation in compliance through automation.

- **Born from Convergence:** TrusComp was established through the union of domain expertise in consulting, labor law, and technology, creating a powerful platform for comprehensive compliance solutions.

Intro Cont..

- **7+ Years of Compliance Expertise:**

- Over seven years dedicated to delivering specialized compliance solutions tailored to diverse industries.

- **60+ Compliance Specialists:**

- A highly skilled team of compliance experts providing top-tier, reliable service across all client engagements.

- **100+ Clients:**

- Serving a range of clients, from SMEs to large enterprises, committed to excellence in regulatory adherence.



Some of our esteemed clients

- **End-to-End Labor Law Compliance Management (S&E and Factory)**
- **Compliance Calendar**
- **Records & Registers**
- **Remittances & Returns**
- **Licenses & Registrations (Renewals & Amendments)**
- **Inspection Handling & Audit Appearance**
- **Vendor Audit**
- **Employer Audit (S&E and Factory)**
- **Payroll Compliance**
- **UAN and IP Generation (SS Bot - Social Security Bot)**
- **Compliance Risk Assessment**
- **Training and Awareness Programs**

Key Benefits of TrusComp



Risk Mitigation:

Drastically minimize risks related to non-compliance, legal penalties, and reputational damage with automated checks and alerts.



Operational Efficiency:

Automate compliance processes to reduce the manual workload, freeing up resources for more strategic activities.



Data Accuracy & Integrity:

Ensure high levels of data accuracy by eliminating human errors through automated audits and reports.



Cost Savings :

Reduce labor and operational costs by leveraging a fully automated compliance platform.



Regulatory Readiness:

Always stay prepared for government inspections and audits with easily accessible, up-to-date compliance records.



Data-Driven Decision Making:

Use real-time insights from our comprehensive reporting and analytics to optimize your compliance strategy and vendor management.

Software Architecture: The Engine Behind Our Solution

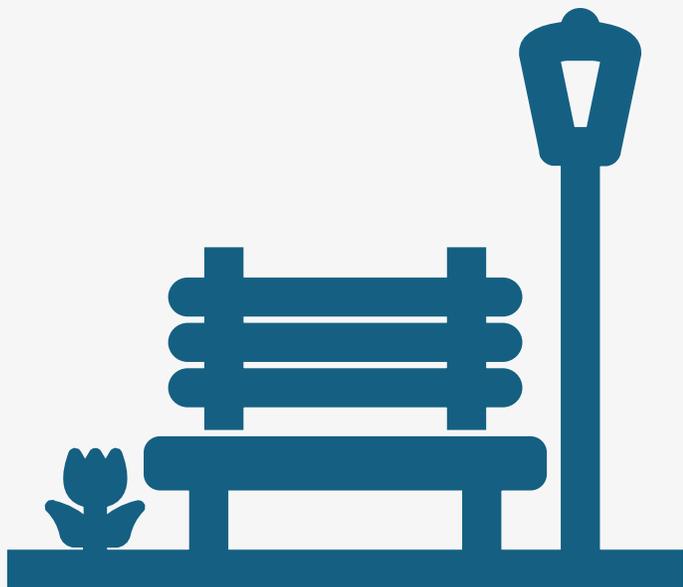
- **Cloud-Based Infrastructure:**
 - Our solution is hosted on a scalable, resilient cloud infrastructure that ensures high availability and redundancy.
- **Multi-Tier Architecture:**
 - The system employs a multi-layered structure, ensuring optimal performance, separation of concerns, and modularity for future enhancements.
- **Open API Integration:**
 - Seamlessly integrates with existing systems such as HRM, ERP, and financial platforms, providing a unified experience.
- **Data Security:**
 - All data is encrypted in transit and at rest, adhering to ISO 27001 standards to ensure maximum security and privacy.
- **User Access Management:**
 - Role-based access control ensures that only authorized personnel have access to sensitive data and functionality.
- **Scalability:**
 - Our platform can scale to meet the growing compliance needs of large enterprises, ensuring consistent performance no matter the workload.



Data Security Features

- **Encryption & Data Back-Up:**
 - All data is encrypted in transit and at rest using industry-standard algorithms, with regular backups stored in geographically dispersed data centers to ensure data protection and recovery.
- **Multi-factor Authentication (MFA):**
 - Ensure only authorized personnel access the system with MFA, reducing the risk of unauthorized access.
- **Role-Based Access Control:**
 - Granular access control ensures that users only have access to the information necessary for their role.
- **Continuous Security Measures:**
 - Regular third-party security audits and ongoing employee training programs ensure up-to-date security protocols and threat awareness.
- **Secure APIs:**
 - Our APIs are secured using OAuth or equivalent secure authentication methods to protect data during integration with external systems.
- **Regulatory Compliance:**
 - Our platform is compliant with global data protection regulations, including ISO 27001 and GDPR, ensuring data privacy and security across all operations.





Case Study - Government-Owned Utility Company

- **Case Study: Government-Owned Utility Company**

- **The Challenge:**

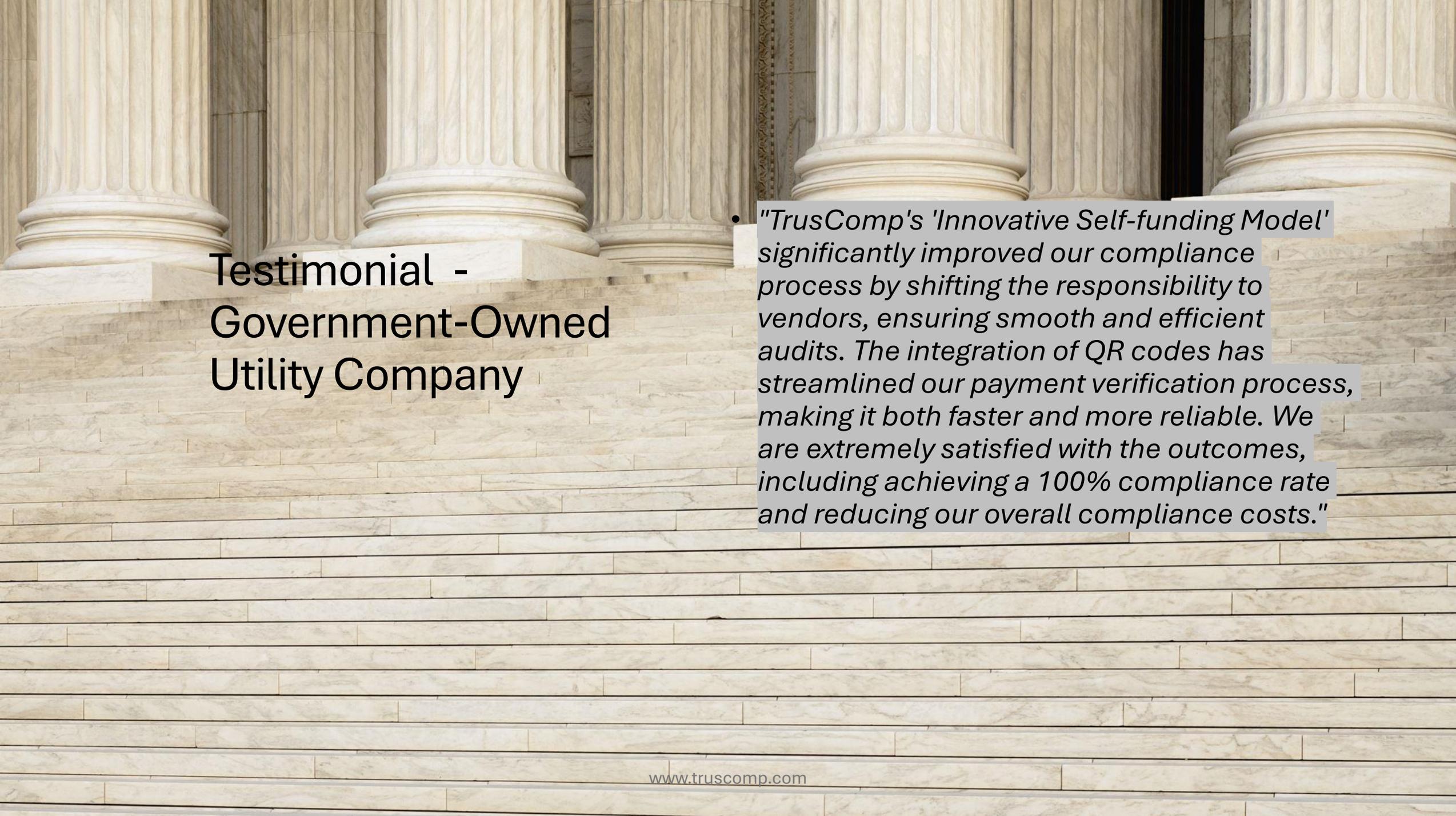
The client, a government-owned utility company, faced severe non-compliance issues across their 2400+ vendors. The complexity of managing vendors—some providing services infrequently—left the company vulnerable to legal and financial risks.

- **Our Solution:**

We implemented our Vendor Labor Compliance Audit Solution with an **Innovative Self-funding Model**, where vendors bore the cost of their audits. The solution enabled vendors to conduct self-audits, reducing the number of non-compliance cases, and integrated a QR code system for easy verification of compliance certificates.

- **Results:**

- **Achieved 100% Vendor Compliance:** The client eliminated non-compliance across all vendors.
- **Cost Reduction:** Self-audits and automated processes led to significant savings in compliance management costs.
- **Streamlined Payment Processing:** The use of QR codes enabled faster and more efficient payment approvals, enhancing operational efficiency.
- **Enhanced Risk Management:** The client successfully mitigated legal and financial risks, protecting their reputation and securing business stability.



Testimonial - Government-Owned Utility Company

- *"TrusComp's 'Innovative Self-funding Model' significantly improved our compliance process by shifting the responsibility to vendors, ensuring smooth and efficient audits. The integration of QR codes has streamlined our payment verification process, making it both faster and more reliable. We are extremely satisfied with the outcomes, including achieving a 100% compliance rate and reducing our overall compliance costs."*

Cost Structure

- Complexity:
 - Pricing is determined by the complexity of compliance requirements, ranging from basic checks to advanced, state-specific, and industry-specific regulations.
- Resource Deployment:
 - For clients requiring on-site support, costs are based on the number of man-days and the level of expertise needed to meet compliance requirements effectively.
- Volume-based Pricing:
 - Organizations managing high volumes of compliance tasks or requiring recurring services benefit from volume-based discounts, reducing the per-task cost as the scale increases.
- Add-on Services:
 - Additional services, such as specialized training, supplementary compliance checks, and integration with existing systems, are available and priced separately.
- Flexible and Transparent:
 - Our pricing model ensures flexibility, providing detailed breakdowns with no hidden fees, delivering maximum value to our clients.

Timelines and Milestones

- Phase 1: Needs Analysis
 - Initial Consultation (Week 1),
 - Gap Analysis (Week 2)
 - Customization Requirements (Week 2)
- Phase 2: Project Planning
 - Timeline Development (Week 3)
 - Resource Allocation (Week 3)
- Phase 3: Technical Setup
 - Online Access and Configuration (Week 4)
- Phase 4: User Onboarding
 - Training Sessions (Week 4-5)
 - Documentation (Week 5)
 - Initial Login (Week 5)
- Phase 5: Pilot Testing
 - Test Compliance Processes (Week 6-7)
 - Feedback Loop and Adjustments (Week 6-7)
- Phase 6: Full-Scale Deployment
 - Go-Live (Week 8-9)
 - Monitoring (Ongoing)
- Phase 7: Ongoing Support
 - Technical Support (Ongoing)
 - Periodic Review (Quarterly)
 - Compliance Updates (Ongoing)

Next Steps

- Schedule a Free Consultation:
 - Let our experts understand your needs and demonstrate the capabilities of our solution.
- Request a Demo:
 - Experience first-hand how our tool can revolutionize your vendor labour compliance management.
- Customize Your Solution:
 - Work with our team to tailor the system as per your specific requirements.
- Special Offer
 - Sign up within the next 30 days and receive a **10% discount** on your first Purchase Order (PO).

Don't miss this opportunity to streamline your compliance processes, mitigate risks, and ensure 100% legal safeguarding.

www.truscomp.com



**Let's connect again
At
5PM on 07th July, 2025**

*Thank
you*

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