

25 labor compliances in India, along with brief definitions, relevant forms, and general timelines:

1. **Employee Provident Fund (EPF)**
 - **Definition:** Social security scheme for financial stability.
 - **Form:** Form 5, Form 10, Form 12A.
 - **Timelines:** Monthly, by the 15th.
2. **Employee State Insurance (ESI)**
 - **Definition:** Provides medical and cash benefits.
 - **Form:** Form 01, Form 01A, Form 10.
 - **Timelines:** Monthly, by the 15th.
3. **Professional Tax (PT)**
 - **Definition:** State-level tax on employment.
 - **Form:** Form I, Form III.
 - **Timelines:** Monthly, by the 20th.
4. **Gratuity**
 - **Definition:** Lump sum payment for long-term service.
 - **Form:** Form F.
 - **Timelines:** Within 30 days of eligibility.
5. **Minimum Wages Act**
 - **Definition:** Ensures payment of minimum wages.
 - **Form:** No specific form.
 - **Timelines:** Monthly, before the 7th.
6. **Payment of Bonus Act**
 - **Definition:** Provides for the payment of a bonus.
 - **Form:** Form A.
 - **Timelines:** Annually, within 8 months.
7. **Maternity Benefit Act**
 - **Definition:** Ensures health and welfare of pregnant women.
 - **Form:** Form 7.

- **Timelines:** At joining and within 15 days.

8. **Payment of Wages Act**

- **Definition:** Regulates payment of wages.
- **Form:** No specific form.
- **Timelines:** Monthly, within 7 days.

9. **Industrial Disputes Act**

- **Definition:** Governs resolution of industrial disputes.
- **Form:** Various forms for disputes.
- **Timelines:** Based on dispute nature/stage.

10. **Factories Act**

- **Definition:** Ensures health, safety, and welfare of workers.
- **Form:** Form 2, Form 3, etc.
- **Timelines:** As per form requirements.

11. **Shops and Establishments Act**

- **Definition:** Regulates conditions of work and employment.
- **Form:** Form E.
- **Timelines:** As specified by the state.

12. **Equal Remuneration Act**

- **Definition:** Ensures equal pay for equal work.
- **Form:** No specific form.
- **Timelines:** As required by authorities.

13. **Child Labor (Prohibition) Act**

- **Definition:** Prohibits employment of children below 14.
- **Form:** No specific form.
- **Timelines:** As required by authorities.

14. **Payment of Gratuity Act**

- **Definition:** Regulates payment of gratuity.
- **Form:** Form F.
- **Timelines:** Within 30 days of eligibility.

15. **Industrial Employment (Standing Orders) Act**

- **Definition:** Specifies conditions of employment.

- **Form:** Model Standing Orders.
- **Timelines:** At the time of hiring.

16. Contract Labor (Regulation and Abolition) Act

- **Definition:** Regulates employment of contract labor.
- **Form:** Form V, Form VI.
- **Timelines:** As specified by the authorities.

17. Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act

- **Definition:** Prevents and addresses sexual harassment.
- **Form:** Internal Committee setup.
- **Timelines:** As per the Act provisions.

18. Employee Exchange (Compulsory Notification of Vacancies) Act

- **Definition:** Requires employers to notify vacancies.
- **Form:** Form A.
- **Timelines:** Within 15 days of the vacancy.

19. Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act

- **Definition:** Regulates employment and conditions of construction workers.
- **Form:** Form VI.
- **Timelines:** Monthly, by the 15th.

20. National Pension System (NPS)

- **Definition:** Contributory pension system for employees.
- **Form:** No specific form.
- **Timelines:** Monthly, by the 15th.

21. Labour Welfare Fund

- **Definition:** Welfare fund for the benefit of laborers.
- **Form:** Form D, Form E.
- **Timelines:** As specified by state laws.

22. Hazardous Waste (Management, Handling and Transboundary Movement) Rules

- **Definition:** Ensures safe handling of hazardous waste.
- **Form:** Form 3, Form 6.
- **Timelines:** As specified by the rules.

23. The Employee Compensation Act

- **Definition:** Provides compensation for occupational injuries.
- **Form:** Form EE, Form FF.
- **Timelines:** Within 30 days of the incident.

24. Working Journalist and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act

- **Definition:** Regulates employment conditions of journalists.
- **Form:** No specific form.
- **Timelines:** As per the Act provisions.

25. National and Festival Holidays Act

- **Definition:** Designates national and festival holidays.
- **Form:** No specific form.
- **Timelines:** As specified by state laws.