



EMPLOYMENT LAWS APPLICABILITY

As Per Employee Strength

INDIA

*This is a general guideline for employment law in India, which may vary from state to state.





0 to 4

- Shops and Establishment
- Professional Tax
- Minimum Wages Act
- Payment of Wages Act
- Equal Remuneration Act
- Employee/Workmen Compensation Act



5 to 9

- Shops and Establishment
- Professional Tax
- Minimum Wages Act
- Payment of Wages Act
- Equal Remuneration Act
- Employee/Workmen Compensation Act
- Labour Welfare Fund (LWF)



10 to 19

- Shops and Establishment
- Professional Tax
- Minimum Wages Act
- Payment of Wages Act
- Equal Remuneration Act
- Employee/Workmen Compensation Act
- Labour Welfare Fund (LWF)
- ESIC Act
- Sexual Harassment of Women At Workplace (POSH) Act
- Gratuity Act
- Maternity Benefit Act



20 to Above

- Shops and Establishment
- Professional Tax
- Minimum Wages Act
- Payment of Wages Act
- Equal Remuneration Act
- Employee/Workmen Compensation Act
- Labour Welfare Fund (LWF)
- ESIC Act
- Sexual Harassment of Women At Workplace (POSH) Act
- Gratuity Act
- Maternity Benefit Act
- Employee Provident Fund Act (EPF)
- Employment Exchange Act (if Employee 25)
- Statutory Bonus Act
- House Rent Allowance Act (HRA) (if Employee 50+)
- Contract Labour License (CLRA) (if Employee 50+)

About OBOX

OBOX is a full-service HR solutions company providing a single point of contact for seamless expansion into India. OBOX can help you grow your business faster by freeing it from the administrative hassles of human resources, employee benefits, payroll administration, and labour law compliance.

Partnering with OBOX can help you grow your business, stay compliant and take better care of your employees in India.



Maintaining end-to-end HR compliance is critical to success. **However, the risk of non-compliance can result in penal actions, financial loss, reputational harm, degradation of corporate integrity, employee disputes, and also prosecution of directors in different circumstances.**

This applicability document can facilitate compliance with labour and employment rules to protect and grow the enterprise's worth over time.

STAY COMPLIANT

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