INDIALAW

Workplace Compliance and Risk Management

Workplace Compliance Law Firm in India for POSH, Audits, and Risk Management

PRACTICE PROFILE • OCTOBER 2026

Overview

Our Workplace Compliance and Risk Management practice helps organizations navigate landscape of employment laws and regulations. We provide strategic advice to ensure compliance while minimizing legal exposure, implementing proactive measures that align with business objectives and encourage positive workplace cultures.

Our Services

- Comprehensive employment law compliance audits
- Guidance on statutory wage and working hour requirements
- Advice on employee classification and contractor relationships
- Compliance with workplace safety and health regulations
- Implementation of anti-discrimination and anti-harassment measures
- Guidance on maternity benefits and parental leave compliance
- Development of POSH (Prevention of Sexual Harassment) frameworks
- Advice on data privacy and employee information protection
- Compliance with social security and benefit requirements
- Management of retrenchment and reorganization compliance
- Implementation of workplace investigation protocols
- Training programs for management and HR professionals
- Guidance on regulatory reporting and disclosure requirements
- Compliance with disability accommodation requirements
- Development of ESG-aligned employment practices

Key Professionals



K.P. Sreejith
Founder



Shiju P V
Managing Partner



Tannya Baranwal
Associate Partner

Frequently Asked Questions

Q1 **What does workplace compliance and risk management cover in India?**

It covers the full spectrum of employer obligations under Indian labour and employment statutes, including wage and hour compliance, employee classification, POSH Act frameworks, workplace safety, social security contributions, and data privacy under the DPDP Act. The goal is to identify gaps before they become regulatory or litigation risks.

Q2 **When should an organization invest in a workplace compliance audit?**

Key triggers include expanding into new Indian states, onboarding contract labour at scale, preparing for M&A due diligence, or responding to a regulatory inspection or employee complaint. Companies that have not reviewed compliance posture in over 12 months should also prioritise an audit.

Q3 **Which Indian statutes primarily govern workplace compliance?**

Core statutes include the Factories Act, Shops and Establishments Acts (state level), the POSH Act 2013, EPF and ESI Acts, Payment of Wages Act, Maternity Benefit Act, and the new labour codes once notified. The DPDP Act 2023 also applies to employee personal data handling.

Q4 How long does a comprehensive employment compliance audit typically take?

For a single-state operation with under 500 employees, a thorough audit usually takes four to six weeks. Multi-state or multi-entity engagements take longer, driven by the number of applicable state laws, volume of contractor relationships, and complexity of benefit structures.

Q5 What documents should a company prepare before starting a compliance review?

Standard requirements include employment contracts, HR policy manuals, payroll registers, PF and ESI filings, POSH committee records, contractor agreements, leave records, and any prior inspection reports or show-cause notices. Organised documentation significantly reduces turnaround time.

Q6 What is the most common workplace compliance mistake Indian employers make?

Misclassifying employees as independent contractors is widespread and attracts liability under EPF, ESI, and gratuity statutes. A second frequent error is failing to constitute or properly train Internal Complaints Committees under the POSH Act, which carries penalties and reputational exposure.

Related Practice Areas

Labour And Employment | Industrial Relations and Collective Bargaining | Employment Disputes and Litigation | Employment Contracts and Policies