



MKT HR Solutions Pvt. Ltd.



**YOUR TRUSTED
PARTNER IN
LABOUR LAW
ADVISORY & HR
COMPLIANCES**



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Your Trusted Compliance Partner

➔ Executive Summary

At MKT HR Solutions Pvt. Ltd., we take pride in our over two decades of experience in Labour Law Advisory & HR Compliances. We offer comprehensive services to employees, employers, and HR professionals. Our leadership team is dedicated to providing expert solutions for all labour law matters applicable to the class of Industry, including **compliance audits, HR Policies development, Statutory Registrations, Licenses and Certifications, Employee Relations and Dispute Resolution, Liaison with Authorities, Grievance Handling and many more.**

We stay updated with the latest developments in labour laws, ensuring that our advice is timely and relevant. Our commitment to excellence and client satisfaction has earned us a solid reputation in the industry. We aim to be your trusted partner, providing reliable and effective legal support to meet your unique requirements. Whether you're navigating complex regulations or resolving disputes, we're here to offer tailored solutions that align with your needs.

MKT HR Solutions Pvt Ltd.

→ Our Legacy & Leadership



Introduction

At MKT HR Solutions Pvt. Ltd., we take pride in our **over two decades of experience** in Labour Law Advisory & HR Compliances. Our unique specialization lies in proactive liaising with authorities, expertly managing statutory notices, and safeguarding companies against heavy dues and penalties. We offer comprehensive services to employees, employers, and HR professionals, with our leadership team dedicated to providing tailored, strategic solutions for all labour law matters. Whether you're navigating complex regulations, facing compliance inquiries, or resolving disputes, our team's prompt, effective responses and reliable legal support ensure your business remains compliant and protected at all times.

Special mention

Our visionary Promoter and Shareholder, **Adv. Sandipkumar Mantri**, and **Mr. Kunal Mantri** whose mentorship and guidance have been the cornerstone of our growth and reputation in the industry.

Directors/Key Management:

CA Krishna Sandeep Mantri
CA Dhanashree Ramnivas Rathi
Tanmay Sandeep Mantri

→ Our Services

01

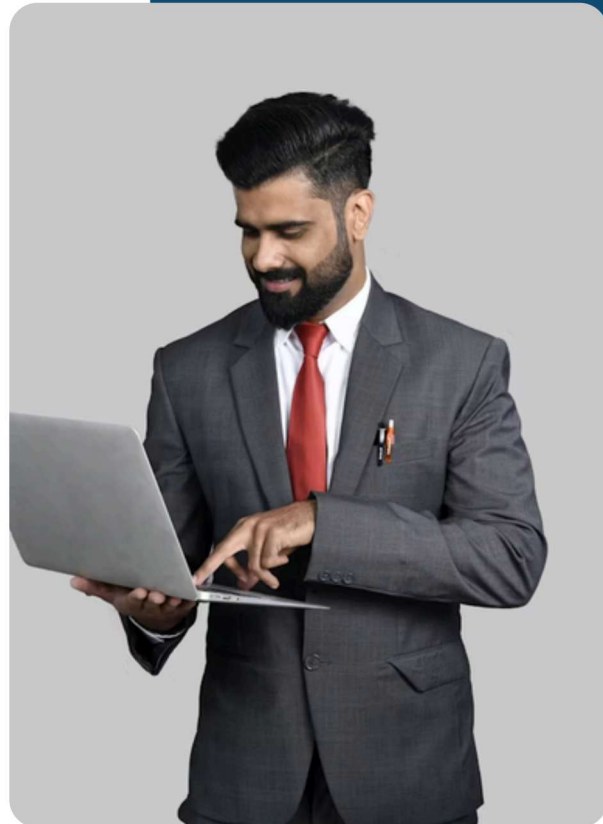
**Compliance
and Advisory
Services**

02

**Employee
Relations and
Dispute
Resolution**

03

**Specialized
Labour Law
Areas**



→ Compliance and Advisory Services



Labour Law Compliance Advisory

Expert guidance on central, state, and local labour laws, including the Employees Provident Funds (EPF), Employees State Insurance, minimum wage, working hours, employee benefits, workplace safety, and more.

Payroll Compliance Management

Managing payroll to ensure compliance with wage laws and statutory deductions (PF, ESI, PT, LWF)

Maintenance of Records and Registers

Guidance on maintaining all statutory registers and records as required by law.

Filing of Returns

Timely preparation and submission of all statutory returns to government authorities.



Liaison with Authorities

Representation before labour authorities and support during inspections and inquiries.

Statutory Registrations, Licenses and Certifications

Assistance with obtaining all necessary registrations and licenses under various labour laws

Compliance Audits

In-depth audits to identify non-compliance and recommend corrective actions

Updates on Labour Law Amendments

Regular updates on changes and amendments in labour laws.

Notice Board Compliances

Advice on mandatory displays and notices as required under various labour laws.

Contract Drafting and Review

Preparation and review of employment contracts, offer letters, and appointment letters to ensure full legal compliance

Policy Development

Drafting and implementing legally compliant workplace policies (codes of conduct, anti-discrimination, safety protocols)

→ Employee Relations and Dispute Resolution



Employee Rights Protection

Ensuring adherence to laws protecting employees from discrimination, harassment, and unfair treatment

Dispute Resolution

Mediation, conciliation, and arbitration to resolve employer-employee disputes and avoid litigation

Grievance Handling

Guidance on establishing effective grievance redressal procedures



Industrial Relations

Advice on trade unions, collective bargaining, and harmonious industrial relations.

Termination Advice

Support for legally compliant termination processes, including retrenchment and layoffs.

Disciplinary Proceedings

Guidance on legally sound disciplinary actions.

Policy Drafting

Our expertise in trade union agreements includes consultation, negotiation support, and legal documentation to ensure fair and sustainable workplace relationships.

→ Specialized Labour Law Areas



Factories Act Compliance

Ensuring adherence to safety, health, and welfare provisions under the Factories Act, 1948

POSH Act Compliance

Implementation of policies, Internal Complaints Committees (ICC), training, Inquiries and audits related to the Prevention of Sexual Harassment at the Workplace



Maternity Benefit Act Compliance

Support for maternity leave entitlement management, Statutory returns, Policy drafting & Inspection Compliance.

Contract Labour Act Compliance

Guidance on regulations for contract labour employment

Employee Benefits Advisory

Guidance on various employee benefits and related legal requirements such as EPF, ESI, LWF.

Mega Project Advisory

Guidance on PSI Scheme eligibility assessment, documentation & Compliance related to local employment.

→ **Statutory Compliance Audit**



Thorough Evaluation of Labour Law Compliance

We assess your organization's adherence to laws including the Factories Act, (CLRA), ESIC, EPF, Maternity Benefits Act, Payment of Gratuity Act, and others.

Identify Compliance Gaps Before They Turn into Legal Risks

Our audits are designed not just to review your existing compliance practices but also to uncover gaps, risks, or oversights that could lead to future complications.



Verification of Statutory Registers and Records

Our team inspects whether all required registers, returns, forms, and notices are properly maintained and filed in accordance with statutory timelines.

Custom Audit Checklists

We use industry-specific checklists to ensure every statutory touchpoint is covered based on your business operations—be it manufacturing, IT, construction, or retail

Industries we serve

At MKT HR Solutions Pvt. Ltd., we offer our expert Labour Law Advisory and HR Compliance services to all industries and sectors across India. and extensive experience enable us to cater to businesses of every size, type, and field whether you are a startup, SME, large enterprise, or multinational. We have proudly delivered solutions to a wide range of industries, including but not limited to:

OUR DIVERSE CLIENT PORTFOLIO

Manufacturing Units	
• Steel	• Textiles
• Plastic	• Chemical
• Engineering	

Services & Commerce	
• Retail	• E-Commerce
• Hospitality	• Showrooms
• Jewellers	• Automobile

Construction & Manpower	
• Labour Contractors	
• Manpower Suppliers	
• Construction Companies	

Education & Healthcare	
• Schools	• Pharma
• Biotech	• Healthcare Institutions

**Banking & Financial Institutions,
Information Technology & many more**

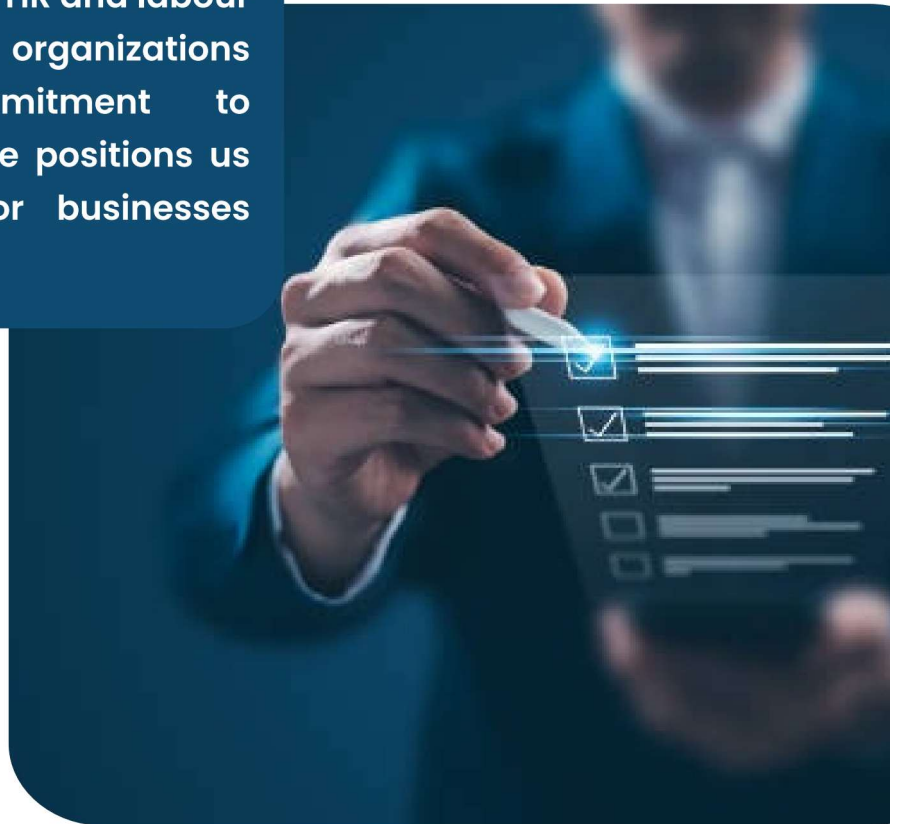
No matter your sector, we are equipped to address your unique HR and labour compliance needs.

Our Coverage of Labour Laws is Comprehensive

- Shops and Commercial Establishments Act (S&E) – 2016
- The Employees Provident Funds and Miscellaneous Provision Act (EPF) – 1952
- The Employees State Insurance Corporation Act (ESIC) – 1948
- The Professional Tax Act (PT) – 1975
- The Labour Welfare Fund Act (LWF) – 1965
- The Contract Labour (Regulation & Abolition) Act (CLRA) – 1970
- The Child Labour (Prohibition & Regulation Act) – 1986
- The Minimum Wages Act – 1948
- The Payment of Wages Act – 1936
- The Payment of Bonus Act – 1965
- The Maternity Benefit Act – 1961
- The Payment of Gratuity Act – 1972
- The Trade Unions Act – 1926
- The Industrial Establishment (N&FH) Act – 1963
- The Employment Exchange (Compulsory Notification of Vacancies) Act – 1959
- Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act – 2013
- The Employees Compensation Act – 1923
- The Industrial Employment (Standing Orders) Act – 1946 – Model Standing Order Only
- The Industrial Disputes Act – 1947
- The Apprentice Act – 1961
- The Interstate Migrant Workmen (Regulation of Employment and Conditions of Services) Act – 1979
- The Factories Act – 1948
- The Equal Remuneration Act – 1976

→ Expanding Our Reach

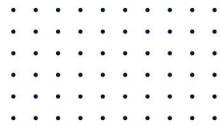
While we are proudly based in Chh. Sambhaji Nagar & Jalna, Maharashtra. Our services extend far beyond the region. Trusted by over 500 clients across Maharashtra and are actively expanding our reach to provide expert HR and labour law solutions to organizations nationwide. Our commitment to excellence and compliance positions us as a trusted partner for businesses throughout India.





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Thank You



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