



# COMPANY PROFILE

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# ABOUT OUR COMPANY



## **STRATEGIC PURPOSE OF LABOR-LAW ADVISORY**

ARP POSITIONS ITSELF AS A CATALYST FOR SUSTAINABLE WORKFORCE GOVERNANCE, HELPING ORGANISATIONS TRANSLATE COMPLEX STATUTORY OBLIGATIONS INTO ACTIONABLE BUSINESS POLICIES.



## **CROSS-INDUSTRY RELEVANCE**

THE CONSULTANCY BRIDGES REGULATORY GAPS FOR SECTORS RANGING FROM MANUFACTURING TO SERVICES, ENSURING EACH CLIENT RECEIVES A NUANCED INTERPRETATION OF THE LAW THAT RESPECTS INDUSTRY-SPECIFIC DYNAMICS



## **LEADERSHIP AND EXPERTISE**

FOUNDERS AND SENIOR CONSULTANTS POSSESS ADVANCED CERTIFICATIONS IN EMPLOYMENT LAW, COUPLED WITH HANDS-ON EXPERIENCE IN HIGH-PROFILE COMPLIANCE PROJECTS, UNDERSCORING A COMMITMENT TO CLIENT SUCCESS.

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# BUSINESS HISTORY

## Foundational Partnership Journey



Established in 2010, ARP began as a two-founder practice focusing on core labor statutes, later expanding its partnership to incorporate specialists in industrial relations and tax law.

## Progressive expansion across labor law domains



Over the past decade, the firm diversified its portfolio to cover Provident Fund, ESIC, Gratuity, and newer regulations such as the Occupational Safety and Health Act, reflecting a proactive response to legislative evolution.

## Multi-industry client footprint



Our track record spans manufacturing, logistics, IT services, and hospitality, demonstrating adaptability of our compliance frameworks to varied operational models and workforce structures.

# COMPREHENSIVE SERVICES PROVIDED

Advisory, compliance and sector-specific solutions

## The Employees' Provident Fund & Miscellaneous Provisions Act, 1952. :-

- Registration under the Act and all kind of maintenance of records / forms / registers.
- Attending Inspections.
- Attending cases U/S 7-A
- Filing review application U/S 7-B
- Filing appeal with Appellate Tribunal U/S 7-I at New Delhi.

## The Employees State Insurance Corporation Act, 1948. :-

- Registration under the Act and all kind of maintenance of records / forms / registers.
- Attending Inspections.
- Filing appeal U/S 45 AA

## Labour Welfare Act :-

- Registration
- Submission of Return
- Attending Inspection

## Factories Act, 1948.

- Registration under the Act and all kind of maintenance of records / forms / registers.
- Obtaining Licence
- Approval of Factory Plan.
- Submission of Returns. toring, ensuring that obligations under the Factories Act, Payment of Wages Act, and other key legislation are met without gaps.

### The Contract Labour (Regulation & Abolition) Act, 1970 :-

- Obtaining Registration Certificate and Licence.
- Preparation and submission of Returns.
- Maintenance of Registers and records.

### Profession Tax Act –

- Obtaining Registration (RC) and Enrolment Certificates (EC)
- Assessment under the Act
- Submission of Monthly ONLINE Return.

### Payroll Maintenance

- Preparation of Monthly Salary Sheet.
- Deductions as per applicable laws like Income Tax, Provident Fund, Professional Tax etc.
- Computation and deposit of TDS, ESI, PF etc.
- Disbursement/ Online Payment of Salary.
- Pay slip by password protected e-mail.
- Reimbursement of telephone, medical bills etc.
- Issue of Form 16 to employees.
- Periodic Reconciliation of payments/statutory deductions etc. with books of accounts.
- Administration of gratuity, superannuation, pension schemes etc.



## **Audit under various Labour Laws :-**

The various Provisions, Forms, Registers, Records, Certificates and Returns which are the parts of compliance, maintenance of registers and records under the following Acts are checked.

- The Factories Act 1948 and Maharashtra Rules 1963
- The Minimum Wages Act, 1948 and Maharashtra Rules, 1963
- The Equal Remuneration Act, 1976 and Maharashtra Rules 1976
- Sexual Harassment of Women at Workplace Act 2013
- The Payment of Wages Act, 1936 and Maharashtra Rules 1966
- The Payment of Bonus Act, 1965
- The Payment of Gratuity Act, 1972 and Maharashtra Rules, 1972
- The Maternity Benefit Act, 1961
- The Employees Compensation Act, 1923 and Maharashtra Rules, 1934
- The Employees Provident Fund and Miscellaneous Provisions Act, 1952 & The Employees State Insurance Act, 1948
- The Maharashtra Labour Welfare Fund Act, 1953
- The Maharashtra Tax on Professionals, Trade Callings and Employment Act, 1975
- The Contract Labour (R&A) Act, 1970
- The Industrial Employment (Standing Order) Act, 1946.

### **Audit Compliance & Consulting Service:-**

We specialize in assisting businesses in successfully clearing various compliance audits, including:

- SMETA (Sedex Members Ethical Trade Audit)
- QIMA Audit
- SA8000 (Social Accountability International)
- Audit ISO 45001 (Occupational Health & Safety) Audit

Our expert consultancy ensures that your organization meets global ethical, social, and operational standards, helping you navigate complex audit requirements with confidence and efficiency.



Consulting & Solutions

# GET IN TOUCH WITH US!

Website : [www.arpconsulting.co.in](http://www.arpconsulting.co.in)

 **Mail :** [info@arpconsulting.co.in](mailto:info@arpconsulting.co.in)/  
[rakesh@arpconsulting.co.in](mailto:rakesh@arpconsulting.co.in)

 **Mumbai Address :** 21, New Ratan Apartment, S V  
Road, Borivali West, Mumbai 400092

 **Phone no :** 9833125544/9833615544

 **Tarapur Address :** 2nd Floor, Roda Apartment,  
Navapur Road, Boisar, Dist. Palghar 401506

 **Phone no :** 9833495544/9833705544

