

From Compliance Obligation to Compliance Confidence

Core Areas of Advisory

PF Matters

- 7A, 7Q & 14B Proceedings
- PF Wage Ceiling - Impact & Implementation
- EPFO Enrolment / Voluntary Compliance Schemes
- Employee Enrolment Campaign (EEC) - Advisory & Support
- Coverage, Membership & Contribution Issues

ESIC & Employee Compensation Matters

- ESIC coverage, contributions and inspections
- Employee compensation claims advisory
- Dispute resolution & representation
- Compliance health checks

Contractor Compliance Management

- CLRA registration & licensing
- Vendor compliance governance
- Audits of principal employer obligations
- Monthly statutory reviews

Labour Codes & Wage Definition Advisory

- New Labour Codes readiness
- Wage structure redesign
- Policy alignment & gap analysis
- Implementation roadmaps

Labour Cess Assessment & Compliance

- BOCW Cess assessment advisory
- Representation before authorities
- Documentation and audits
- Dispute mitigation

Inspections, Notices & Statutory Representation

- Response to statutory notices
- Pre-inspection preparedness
- Representation before PF/ESIC/Labour authorities
- Case strategy & closure

Retrenchment, Closure & Employment Compliance

- Retrenchment & layoff advisory
- Factory / establishment closure process
- Standing orders and employment policies
- Full & final compliance

Labour Litigation Support

- Case preparation & documentation
- Coordination with legal counsel
- Representation at tribunals
- Appellate strategy support

Who We Support

Organisations in infrastructure, manufacturing, engineering, project-based and contractor-driven operations.

Infrastructure

Manufacturing

Engineering

Project-based

Contractor-driven
operations

About V&V

V&V Compliance Advisory Consultancy is a specialised advisory practice focused on helping organisations manage complex labour-law, statutory compliance and workforce-governance requirements with greater clarity, control and confidence. Built on over 25 years of hands-on experience across corporate establishments, manufacturing environments and large, geographically dispersed project sites, V&V brings a practitioner's perspective to complex compliance and implementation challenges. Our experience is particularly relevant to construction, infrastructure and project-based operations. V&V works to bridge the gap between statutory requirements, corporate compliance systems and actual implementation at the ground level.

OUR PHILOSOPHY

Compliance should not remain merely an obligation.

When understood, structured and managed effectively, it should provide organisations with greater assurance, preparedness and confidence.

Why Choose V&V

Practical compliance solutions

Actionable, implementable and business-aligned advice.

Strong governance orientation

Policy, process and compliance governance support.

Experience in complex workforce environments

Deep domain expertise across multi-site and multi-contractor operations.

Focus on risk reduction and implementation clarity

Proactive, structured and practical compliance support.

Let's Build a More Compliant Tomorrow

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