

## COMPLIANCE WITH MOHRE

Labour Law refers to the body of laws, regulations, and rules that govern the relationship between employers, employees, and labor unions. It ensures fair treatment of workers, protects their rights, and sets standards for workplace practices. Labour laws vary by country but share common objectives such as ensuring employee well-being, promoting workplace safety, and regulating employment conditions.

Labor laws protect employee rights by preventing discrimination, harassment, and unfair treatment. They regulate employment conditions, setting standards for wages, working hours, leave, and termination while ensuring workplace safety. These laws promote social justice by balancing power between employers and employees. Additionally, they provide mechanisms for resolving workplace disputes fairly and efficiently.



- **Employee Contracts:** DC360 HRMS ensures that employee contracts are in compliance with MOHRE regulations, incorporating all necessary legal terms related to job roles, compensation, and other key employment conditions. The system provides automated reminders for contract renewals and amendments to maintain legal adherence.
- **Working Hours:** The system tracks and ensures compliance with MOHRE - regulated working hours, including overtime, break periods, and rest days. DC360 HRMS helps organizations manage shifts and ensure that employees' working hours adhere to the prescribed legal standards.
- **Leave Policies:** DC360 HRMS ensures that leave policies are in line with MOHRE requirements, including annual leave, sick leave, maternity leave, and public holidays. The system tracks leave balances, ensuring employees receive their entitled time off, and helps HR manage leave requests efficiently.
- **Wages and Benefits:** The system helps ensure that employees are paid in accordance with MOHRE regulations, including minimum wage standards, overtime pay, and mandatory benefits like end-of-service gratuity. DC360 HRMS supports accurate payroll processing and ensures compliance with wage and benefits laws.
- **Termination and Resignation:** DC360 HRMS manages the termination and resignation processes, ensuring compliance with MOHRE's guidelines on notice periods, severance pay, and legal procedures. The system helps HR manage documentation and ensures that both the employee and employer fulfill their obligations.
- **HR Letters:** The system generates HR letters, such as employment verification, salary certificates, and termination letters, ensuring they comply with legal standards and reflect the correct information. This ensures transparency and reduces the risk of disputes or misunderstandings between employees and the organization.