Role of CS: New Dimensions

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CS Role over the years

- Historically CS role has been related to following areas
  - Financial transactions & secretarial compliances
  - Statutory compliances
  - Due diligence and audit

- The role of CS has evolved over these years and continues to evolve…
  - Today Company Secretaries are wearing several hats in organizations
    - Several combinations have been seen
CS and Labor laws

- The last two decades have seen the IT industry growing at phenomenal pace
  - With growth of these industries, people are the focus
  - When people are the focus, laws relating to them become the focus
  - Labor laws become important and impact day to day working

- The management looks at compliance of these laws as key
  - Change from bricks and mortar to clicks and mortar

- Companies with global footprint need to abide with laws in different regions
  - Global policies need to be aligned with regional laws and procedures
Compliance of laws

➔ Start up
  ➔ Registrations under different laws
    ➔ PF/ESI registration
    ➔ Shops and Establishment/Factories Act

➔ On going
  ➔ Filing of different Forms and returns under difft statutes
  ➔ Maintaining Registers
  ➔ Displaying information
  ➔ Adhering to Laws and guidelines
  ➔ Assistance during Inspection
  ➔ MIS and Dashboard
  ➔ Audit of Vendor documents
Compliances

➔ Litigation
  ➔ Representation of cases
  ➔ Finalization and settlement

➔ Counseling
  ➔ Fast pace of life and low work life balance leads to situations
  ➔ 24*7 support drives employee engagement
The Future…

➔ As Companies expand the labor compliances will expand to
  ➔ Scope of work to expand
  ➔ Online submission of Forms for labor compliances

➔ Different compliances of laws will make this a specialized & key function
  ➔ Dependencies on the Consultants would increase
  ➔ Web portals for Employees for online help

➔ Global companies need regional expertise for global policies
  ➔ RIF
  ➔ Benefits
  ➔ Localization of Global Policies
Your scope in 2011

- Gain expertise in the area of Labor compliances
- Establish yourselves as experts to give your clients the best service
- Undertake assignments in this area
- Help clients during Inspections
- Build reporting Dashboards
- Audit of Vendor documents
- Give expert advice
- Counseling is a great area for growth
- Audit of companies in this area!
- Certification
A journey of a thousand miles begins with a single step......

Hope this helps you to take that step