



HR, Workforce Management & Labour Compliance Consultancy

Pune-based professional support for organisations across India

20+ YEARS OF PROFESSIONAL EXPERIENCE

Managing People. Ensuring Compliance. Enabling Growth.

www.wfcs.in | +91 9373926919 | mukesh.u@wfcs.in

About WorkForce Compliance Solutions

WorkForce Compliance Solutions (WCS) is an HR, workforce management and labour compliance consultancy helping organisations manage people and compliance requirements through practical, management-focused processes.

WCS is founded by **Mukesh N. Upadhyay**, an HR professional with more than 20 years of experience in HR management, labour laws, statutory compliance and compliance audits. His experience includes both managing compliance and reviewing or auditing it, providing a practical understanding of documentation, process gaps and corrective action.

Professional exposure spans manufacturing, automotive, construction, real estate, infrastructure, EPC, information technology, engineering and project-based organisations.

20+	3,300+	22
Years of professional experience	Workforce managed or supported	Project or site locations
2,500+	800+	10
Blue-collar exposure	White-collar exposure	HR professionals led

Vision

To be a trusted HR and Workforce Compliance partner, helping organisations build compliant, efficient and people-focused workplaces.

Mission

To deliver practical HR and compliance solutions that strengthen workforce management, reduce compliance risks and support sustainable business growth.

Professional Network

WCS works with advocates and compliance specialists when a matter requires additional legal or regulatory expertise.

Our Services

HR Advisory & Workforce Management	Policies, SOPs, manpower processes, attendance, leave, employee documentation, HR MIS and HRMS support.
Payroll, PF & ESIC Compliance	Payroll input validation, salary and deduction checks, PF, ESIC, Professional Tax, TDS, payslip and full-and-final support.
Contractor Labour Compliance	Contractor onboarding, licences, registrations, wage and attendance records, Principal Employer, CLRA and BOCW support.
Construction & Site Compliance	Site workforce onboarding, deployment and wage controls, statutory records, contractor tracking, site audits and closure.
Labour Compliance Audit	Requirements review, payroll and wage compliance, gap assessment, corrective-action planning and closure verification.
HR Policies & Fractional HR	Policy development, employment documentation, senior HR advisory, governance, reporting and flexible retained support.

Industries We Serve

Construction | Real Estate | Infrastructure & EPC | Manufacturing | Contractors & Subcontractors | SMEs | Automotive & Engineering | Information Technology

Our Approach

01 Understand	02 Assess	03 Identify	04 Correct	05 Monitor
----------------------	------------------	--------------------	-------------------	-------------------

Contact WCS

Office: Office No. 626, Building C, Gera Imperium Gateway, Near Nashik Phata Metro Station, Old Mumbai-Pune Highway, PCMC, Pune, Maharashtra - 411034

Mobile / WhatsApp: +91 9373926919 **Email:** mukesh.u@wfcs.in **Website:** www.wfcs.in

Business Hours: Monday-Saturday, 9:30 AM-6:30 PM. Online enquiries may be submitted at any time.

Professional note: Service scope, deliverables and responsibilities are defined for each engagement. Website and health-check information is preliminary and does not constitute a statutory audit, certification, legal opinion or guarantee of compliance.