

COMPLIANCE CALENDAR

JANUARY

2026



Andhra Pradesh

- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)

Andhra Pradesh

- 10th | The Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987
 - Monthly PT Remittance And Filing Of Return (FORM V)
- 15th | The Andhra Pradesh Labour Welfare Fund Act, 1987
 - Quarterly Returns
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Payment Of Wages Act, 1936
 - Annual Returns (FORM IV)
- 31st | The Inter State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979
 - Half Yearly Returns (FORM XXVII)
- 31st | The Child And Adolescent Labour (Prohibition And Regulation) Act, 1986
 - Submission Of Annual Return (FORM D)
- 31st | Andhra Pradesh Labour Welfare Fund Act, 1987
 - Yearly LWF Payment And Returns (FORM F)
- 31st | The Maternity Benefit Act, 1961
 - Submission Of Annual Return (FORM L,M,O)

Arunchal Pradesh

- 31st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)

Assam

- 14th | The Assam Industrial Establishments (Conferment Of Permanent Status To Workmen) Act, 1985
 - Submission Of Half Yearly Return (FORM 1, FORM 2)
- 15th | The Child And Adolescent Labour (Prohibition And Regulation) Act, 1986
 - Annual Returns (FORM 3)
- 15th | The Factories Act, 1948
 - Annual Returns (FORM 21)
- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 22)
- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM H)
- 28th | The Assam Professions, Trades, Callings And Employments Taxation Act, 1947
 - Monthly PT Remittance And Return (FORM III - FORM IIIA - FORM VII C)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)

Bihar

- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L, M, O)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Minimum Wages Act, 1948
 - Annual Returns (FORM III)

Chandigarh

- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L, M, N, O)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Factories Act, 1948
 - Annual Returns (FORM 21)

Chhattisgarh

- 15th | The Factories Act, 1948
 - Annual Returns (FORM 27)
- 15th | The Chhattisgarh Shram Kalyan Nidhi Adhinyam, 1982
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | The Chhattisgarh Shram Kalyan Nidhi Adhinyam, 1982
 - Half-Yearly Payment Of Unclaimed Wages To The Board (FORM E)
- 15th | The Chhattisgarh Shram Kalyan Nidhi Adhinyam, 1982
 - Half-Yearly LWF Payment And Returns (FORM A)
- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 28)
- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM K, L, M)
- 21st | The Maternity Benefit Act, 1961
 - Submission Of Annual Return (FORM K)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 21st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)

Dadra and Nagar Haveli

- 15th | The Goa Shops And Establishments Act, 1973
 - Quarterly Returns (FORM XXIX)
- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L,M,N,O)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 30th | The Goa, Daman and Diu Labour Welfare Fund Act, 1986
 - Yearly Submission of extract of Registers in Form D (FORM D)
- 31st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)
- 31st | The Factories Act, 1948
 - Annual Returns (FORM 34)
- 31st | The Goa, Daman and Diu Labour Welfare Fund Act, 1986
 - Remittance of contribution (FORM A)

Delhi

- 15th | The Bombay Labour Welfare Fund Act, 1953
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | The Factories Act, 1948
 - Annual Returns (FORM 34)
- 15th | The Bombay Labour Welfare Fund Act, 1953
 - Half-Yearly LWF Payment And Returns (FORM A)
- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 22)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 31st | The Minimum Wages Act, 1948
 - Submission Of Annual Return (FORM III)
- 31st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L,M,N,O)

Goa

- 15th | The Goa Shops And Establishments Act, 1973
 - Quarterly Returns (FORM XXIX)
- 15th | The Goa Labour Welfare Fund Act, 1986
 - Quarterly Payments Unclaimed Wages To The Board
- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L,M,N,O)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XX)
- 31st | The Factories Act, 1948
 - Annual Returns (FORM 34)
- 31st | Annual Returns (FORM 34)
 - Half-Yearly Labour Welfare Fund Payment And Returns (FORM A)
- 31st | The Goa, Daman and Diu Labour Welfare Fund Act, 1986
 - Half-Yearly Remittance of contribution (FORM A)

Gujarat

- 15th | The Gujarat Panchayats, Municipal Corporations And State Tax On Professions, Traders, Callings And Employments Act, 1976
 - Monthly Returns (FORM 5)
- 15th | The Gujarat Shops And Establishments (Regulation Of Employment And Conditions Of Service) Act 2019
 - Quarterly Prohibition Of Overlapping Of Shifts (FORM L)
- 15th | The Gujarat Labour Welfare Fund Act, 1953
 - Half-Yearly LWF Payment And Returns (FORM A-1)
- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 25)
- 31st | The Gujarat Shops And Establishments (Regulation Of Employment And Conditions Of Service) Act 2019
 - Annual Returns (FORM Q)
- 31st | The Maternity Benefit Act, 1961
 - Yearly Records To Be Maintained By Employer (FORM L, M, N, O)

Haryana

- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM K, L, M & N)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XX)
- 31st | The Factories Act, 1948
 - Annual Returns (FORM 21)
- 31st | The Punjab Labour Welfare Fund Act, 1965
 - Yearly LWF Payment And Returns

Himanchal Pradesh

- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 22)
- 15th | The Factories Act, 1948
 - Annual Returns (FORM 21)
- 21st | The Maternity Benefit Act, 1961
 - Submission Of Annual Return (FORM L,M,N,O)

Jammu & Kashmir

- 15th | The Maternity Benefit Act, 1961
 - Annual Returns (FORM D)
- 15th | The Factories Act, 1948
 - Half-Yearly Returns (FORM 23)
- 15th | The Factories Act, 1948
 - Annual Returns (FORM 22)
- 15th | The Payment Of Wages Act, 1936
 - Submission of Monthly Return (FORM VII)
- 30th | The Maternity Benefit Act, 1961
 - Annual Returns (FORM D)

Jharkhand

- 15th | The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011
 - PT Remittance And Quarterly Returns (FORM JPT201-FORM JPT202-FORM JPT204)
- 15th | The Factories Act, 1948
 - Annual Returns (FORM 20)
- 21st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L, M, O)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)

Karnataka

- 15th | The Karnataka Labour Welfare Fund Act, 1965
 - Yearly LWF Payment And Returns (FORM D)
- 15th | The Karnataka Labour Welfare Fund Act, 1965
 - Quarterly Remittance of fines and unpaid accumulation
- 20th | The Karnataka Tax On Professions, Trades, Callings And Employments Act, 1976
 - Monthly PT Remittance And Filing Of Return (FORM 9, FORM 5-A)
- 30th | The Contract Labour (Regulation And Abolition) Act, 1970
 - Half-Yearly Returns (FORM XXIV)
- 30th | The Inter State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979
 - Half-Yearly Returns (FORM XXIII)
- 31st | The Payment Of Wages Act, 1936
 - Annual Returns (FORM U)
- 31st | Karnataka Shops And Commercial Establishments Act, 1961
 - Annual Returns (FORM U)
- 31st | The Maternity Benefit Act, 1961
 - Annual Returns (FORM L, M, N, O)
- 31st | The Minimum Wages Act, 1948
 - Annual Returns (FORM III, FORM U)

Kerala

- 5th | **The Kerala Shops And Commercial Establishments Workers Welfare Fund Act, 2006**
 -
- 15th | **The Kerala Labour Welfare Fund Act, 1975**
 - Half-Yearly LWF Payment And Returns (FORM A)
- 31st | **The Kerala Industrial Establishments (National And Festival Holidays) Act, 1958**
 - Annual Returns (FORM V)
- 31st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L - FORM M)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 21)
- 31st | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)

Ladakh

- 15th | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 23)
- 15th | **The Factories Act, 1948**
 - Annual Returns (FORM 22)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)

Madhya Pradesh

- 10th | **The Madhya Pradesh Vritti Kar Adhiniyam, 1995**
 - Monthly PT Remittance
- 15th | **The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982**
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | **The Madhya Pradesh Vritti Kar Adhiniyam, 1995**
 - Quarterly Returns (FORM 7)
- 15th | **The Madhya Pradesh Shram Kalyan Nidhi Adhiniyam, 1982**
 - LWF Payment And Returns (FORM A)
- 15th | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 28)
- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM K - FORM L - FORM M)
- 21st | **The Maternity Benefit Act, 1961**
 - Submission Of Annual Return (FORM K)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Minimum Wages Act, 1948**
 - Submission Of Annual Return (FORM III)

Maharashtra

- 15th | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM 11)
- 15th | **The Bombay Labour Welfare Fund Act, 1953**
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | **The Maharashtra Labour Welfare Fund Act, 1953**
 - Half-Yearly LWF Payment And Returns (FORM A-1)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Maharashtra State Tax On Professions, Trade, Callings And Employments Act, 1975**
 - Monthly PT Remittance (One Time Payment Of Tax Scheme, 2019)
- 31st | **The Maharashtra State Tax On Professions, Trade, Callings And Employments Act, 1975**
 - Monthly Return (Form III B)

Manipur

- 31st | **The Manipur Shops and Establishments Act, 1972**
 - Submission of Annual Statement (FORM III)

Meghalaya

- 15th | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 35)
- 28th | **The Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947**
 - Monthly PT Remittance And Monthly Return (FORM III - FORM IIIA - FORM VIIC)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 34)

Mizoram

- 15th | **The Factories Act, 1948**
 - Annual Returns (FORM 30)
- 15th | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 31)
- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L,M,N,O)
- 28th | **The Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995**
 - Monthly Payment of Tax (FORM VI)
- 28th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)

Nagaland

- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Half-Yearly LWF Payment And Returns (FORM F)
- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Quarterly Payment Of Unclaimed Wages To The Board
- 21st | **The Maternity Benefit Act, 1961**
 - Submission of Annual Return (Form L, M, N, O)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (Form 13 - FORM XX)
- 31st | **The Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000**
 - Filing Of Monthly Returns (FORM V)
- 31st | **The Factories Act, 1948**
 - Combined Annual Returns (FORM 21)

Nagaland

- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)

Odisha

- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Half-Yearly LWF Payment And Returns (FORM F)
- 15th | **The Odisha Labour Welfare Fund Act, 2005**
 - Quarterly Payment Of Unclaimed Wages To The Board
- 21st | **The Maternity Benefit Act, 1961**
 - Submission of Annual Return (Form L, M, N, O)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (Form 13 - FORM XX)
- 31st | **The Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000**
 - Filing Of Monthly Returns (FORM V)
- 31st | **The Factories Act, 1948**
 - Combined Annual Returns (FORM 21)

Puducherry

- 15th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Annual Returns (FORM I)
- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L,M,N,O)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 30th | **The Payment of Wages Act, 1936**
 - Yearly Submission of Annual return - Particulars of Paymaster (FORM VII)
- 31st | **The Factories Act, 1948**
 - Annual return - Particulars of Paymaster (FORM 19)
- 31st | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 20)
- 31st | **Various Act**
 - Submission of Self Certification (FORM XI)

Punjab

- 15th | **The Factories Act, 1948**
 - Half-Yearly Returns (FORM 22)
- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L,M,N,O)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 21)
- 31st | **The Punjab State Development Tax Act, 2018**
 - Monthly PT Remittance (FORM PSDT-8)

Rajasthan

- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L,M,N)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XX)
- 30th | **The Inter State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979**
 - Half-Yearly Returns (FORM XXIII)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 23)

Sikkim

- 15th | **The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006**
 - Quarterly Return (FORM 5)
- 31st | **The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006**
 - Monthly PT Remittance

Tamil Nadu

- 15th | **The Tamil Nadu Industrial Establishments (Conferment Of Permanent Status To Workmen) Act, 1981**
 - Annual Returns (FORM 1 - FORM 2)
- 15th | **The Tamil Nadu Labour Welfare Fund Act, 1972**
 - Quarterly Remittance of fines and unpaid accumulations
- 15th | **The Tamil Nadu Payment Of Subsistence Allowance Act, 1981**
 - Half-Yearly Returns (FORM 2)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Tamil Nadu Labour Welfare Fund Act, 1972**
 - Yearly LWF Payment And Returns (FORM A)
- 31st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM K)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 22)
- 31st | **The Payment Of Wages Act, 1936**
 - Annual Returns (FORM IV)
- 31st | **The Minimum Wages Act, 1948**
 - Yearly Self-Certification By The Employer (FORM XII)
- 31st | **The Payment Of Wages Act, 1936**
 - Yearly Self-Certification By The Employer (FORM VIII)
- 31st | **Payment Of Gratuity Act, 1972**
 - Yearly Self-Certification By The Employer (FORM V)
- 31st | **The Tamil Nadu Shops And Establishments Act, 1947**
 - Yearly Self-Certification By The Employer (FORM O)
- 31st | **The Maternity Benefit Act, 1961**
 - Yearly Self-Certification By The Employer (FORM L)
- 31st | **The Inter State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979**
 - Half-Yearly Returns (FORM XXIII)
- 31st | **The Tamil Nadu Catering Establishments Act, 1958**
 - Submission of Annual Return (FORM XIII)
- 31st | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Yearly Self-Certification By The Employer (FORM XXX)

Telangana

- 10th | **The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987**
 - Monthly PT Remittance And Filing Of Return (FORM V)
- 15th | **The Telangana Labour Welfare Fund Act, 1987**
 - Quarterly Remittance of fines and unpaid accumulations
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **Telangana Labour Welfare Fund Act, 1987**
 - Yearly LWF Payment And Returns (FORM F)
- 31st | **The Maternity Benefit Act, 1961**
 - Submission Of Annual Return
- 31st | **The Inter State Migrant Workmen (Regulation Of Employment And Conditions Of Service) Act, 1979**
 - Half-Yearly Returns (FORM XXVII)

Tripura

- 1st | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Submission Of Unified Annual Return
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 35)
- 31st | **The Maternity Benefit Act,1961**
 - Submission of Annual Return (FORM L,M,N)
- 31st | **The Tripura Professions, Trades, Callings And Employments Taxation Act, 1997**
 - Monthly PT Remittance And Monthly Return (FORM VII - FORM VIII)

Uttar Pradesh

- 15th | **The Factories Act, 1948**
 - Annual Returns (FORM 21)
- 21st | **The Maternity Benefit Act,1961**
 - Submission of Annual Return (FORM L,M,N,O)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Minimum Wages Act, 1948**
 - Annual Returns Of Deductions From Wages (FORM III)

Uttarakhand

- 15th | **The Minimum Wages Act, 1948**
 - Annual Returns (FORM III)
- 21st | **The Maternity Benefit Act,1961**
 - Submission of Annual Return
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 21)

West Bengal

- 15th | **The West Bengal Labour Welfare Fund Act, 1974**
 - Half-Yearly LWF Payment And Returns (FORM D)
- 15th | **The Factories Act, 1948**
 - Quarterly Returns (FORM 23A)
- 21st | **The West Bengal State Tax On Professions, Trades, Callings And Employments Act, 1979**
 - Payment Of Monthly PT
- 21st | **The Maternity Benefit Act, 1961**
 - Annual Returns (FORM L,M,N)
- 30th | **The Contract Labour (Regulation And Abolition) Act, 1970**
 - Half-Yearly Returns (FORM XXIV)
- 30th | **The West Bengal Labour Welfare Fund Act, 1974**
 - Yearly Register Of Unclaimed Wages And Payment To The Board (FORM H)
- 31st | **The Factories Act, 1948**
 - Annual Returns (FORM 22)
- 31st | **The Payment Of Wages Act, 1936**
 - Annual Returns (FORM IV)

Central

- 15th | **The Employees State Insurance Act,1948**
 - Monthly ESIC Contribution Challan (Challan)
- 15th | **Employees Provident Fund And Miscellaneous Provisions Act, 1952**
 - Monthly Remittance Of PF Contribution (Challan)
- 15th | **Employees Provident Fund And Miscellaneous Provisions Act, 1952**
 - Monthly Returns- For reporting details of international workers (Statement IW-1)
- 25th | **Employees Provident Fund And Miscellaneous Provisions Act, 1952**
 - Monthly Returns-For exempted employer under EDLI Scheme (FORM 7(IF)
- 30th | **Employment Exchanges (Compulsory Notification Of Vacancies) Act, 1959**
 - Quarterly Employment Exchange Return (FORM ER-1)
- 31st | **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**
 - Submission of Annual Report by Internal Committee (Annual Report)

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