



## VEERAYEE HR INFOTECH SOLUTIONS PRIVATE LIMITED – PRESENTS LABOUR LAW COMPLIANCE CALENDAR – JANUARY' 2026 – PAN INDIA

Andhra Pradesh		Karnataka		Nagaland		Tripura	
10th	The Andhra Pradesh Tax on Professions, Trades, Callings and Employments Act, 1987 - Monthly PT Remittance And Filing Of Returns (Form V)	15th	The Karnataka Labour Welfare Fund Act, 1965 & Rules, 1968 - Annual Returns (FORM D)	21st	The Maternity Benefit Act, 1961 & (Punjab) Rules, 1967 - Annual Returns (FORM L,M,N & O)	21st	The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 - Monthly PT Remittance And Filing Of Return (FORM V)
30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (Form XXIV)	20th	The Karnataka Tax On Professions, Trades, Callings And Employments Act,1976 - Monthly PT Remittance And Filing Of Return ( FORM 9A, FORM 5A)	31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)	21st	The Maternity Benefit Act, 1961 and The Tripura Maternity Benefit Rules, 1971 - Annual Returns (FORM L,M,N)
31st	The Andhra Pradesh Shops and Establishments Act, 1988 and Rules, 1990 - Quarterly Return (Form XXVII)	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (Form XXIV)	Odisha		31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)
31st	The Andhra Pradesh Labour Welfare Fund Act, 1987 - Half Yearly Payment & Returns (FORM F)	31st	The Karnataka Shops & Commercial Establishment Act, 1961 - Annual Returns (FORM U)			31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)
31st	The Factories Act,1948 - Annual Returns (Form AR)	31st	The Karnataka Factories Rules, 1969 - Combine Annual Return Form-20 (XXV,III,D,IV,K,L,M)	15th	The Odisha Labour Welfare Fund Act, 2005 and Rules, 2015 - Half Yearly Return (FORM F)	UT of Chandigarh	
Arunachal Pradesh		Kerala		31st	The Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000 - Filing Of Monthly Returns (FORM V)		
				Puducherry		21st	The Maternity Benefit Act, 1961 & (Punjab) Rules, 1967 - Annual Returns (FORM L,M,N,O)
31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)	5th	The Kerala Shops And Commercial Establishments Workers Welfare Fund Act,2006 - Monthly Contribution To The Fund (FORM 6, FORM 5)			31st	The Factories Act, 1948 - Annual Returns (Form 22)
31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	15th	The Kerala Labour Welfare Fund Act,1975 - Half Yearly LWF Payment And Returns (Form A)	15th	The Puducherry Village And Commune Panchayats Act, 1973, The Puducherry Municipalities Act, 1973 - Half Yearly Returns	31st	The Minimum wages Act, 1948 - Annual Returns (FORM III)
Assam		21st	The Maternity Benefit Act, 1961 and (Kerala) Rules, 1964 - Annual Returns (FORM L & M)	21st	The Maternity Benefit Act, 1961 and (Pondicherry) Rules, 1967 - Annual Returns (FORM K)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)
		30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XXIV)	31st	The Minimum Wages Act, 1948 and (Pondicherry) Rules, 1964 - Annual Returns (FORM III)	Uttar Pradesh	
31st	The Minimum Wages Act, 1948 (Assam) Rules, 1952 - Annual Returns (FORM III)	31st	The Kerala Industrial Establishments National & Festival Holidays Act, 1958 and Rules, 1959 - Annual Returns (FORM V)	31st	The Payment of Wages Act, 1936 and (Pondicherry) Rules, 1937 - Annual Returns (FORM IV)		
31st	The Assam Professions, Trades, Callings And Employments Taxation Act, 1947 - PT Remittance And Monthly Return (FORM III, FORM IIIA, FORM VIIC)			31st	Self-Certification by IT/ITeS Establishments - ( From VIII , XII , V , O , L )	15th	The Factories Act, 1948 - Annual Returns (Form 22)

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<b>Chhattisgarh</b>		31st	The Minimum wages Act, 1948 - Annual Returns (FORM III)	<b>Punjab</b>		21st	The Maternity Benefit Act, 1961 - Annual Returns (FORM L,M,N & O)
15th	Chhattisgarh Shram Kalyan Nidhi Adhiniyam 1982 and Rules, 1984 - LWF_Half Yearly Return (Form A)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	15th	The Factories Act, 1948 - Half Yearly Returns (FORM 22)	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (Form XXIV)
21st	The Maternity Benefit Act, 1961 & (Chhattisgarh) Rules, 1965 - Annual Returns (FORM K)	31st	The Factories Act, 1948 - Annual Returns (Form 21)	21st	The Maternity Benefit Act, 1961 & (Punjab) Rules, 1967 - Annual Returns (FORM L,M,N & O)	31st	The Minimum wages Act, 1948 - Annual Returns (FORM III)
31st	The Minimum Wages Act 1948 and Chhattisgarh Rules, 1958 - Annual Returns (FORM III)	<b>Madhya Pradesh</b>		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)
<b>Dadra &amp; Nagar Haveli</b>		10th	The Madhya Pradesh Vritti Kar Adhiniyam, 1995 - Monthly PT Remittance	31st	The Minimum Wages Act, 1948, (Punjab) Rules 1950 - Annual Returns (FORM III)	<b>Uttarakhand</b>	
10th	The Goa, Daman, and Diu Shops and Establishments Act, 1973 and (Dadra and Nagar Haveli) Rules, 2000 - Quarterly Return (FORM XXIX)	15th	M.P. Shram Kalyan Nidhi Adhiniyam 1982 & Rules 1984 - LWF_Half Yearly Return (FORM A)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	21st	The Maternity Benefit Act, 1961 - Annual Returns (FORM L,M,N & O)
21st	The Maternity Benefit Act, 1961 (Goa, Daman and Diu) Rules, 1967 - Annual Returns (FORM L)	21st	The Maternity Benefit Act, 1961 & (Madhya Pradesh) Rules, 1965 - Annual Returns (FORM K, L, M, N)	31st	The Punjab State Development Tax Act, 2018 - Monthly PT Remittance (FORM PSDT-8)	31st	The Minimum wages Act, 1948 - Annual Returns (FORM III)
31st	The Goa, Daman and Diu Labour Welfare Fund Act, 1986 - Half Yearly Return (FORM A)	31st	The Minimum Wages Act 1948 and (Madhya Pradesh) Rules, 1958 - Annual Returns (FORM III)	31st	The Factories Act, 1948 - Annual Returns (FORM 21)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)
<b>Gujarat</b>		31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	<b>Rajasthan</b>		<b>West Bengal</b>	
15th	The Gujarat Panchayats, Municipal Corporations And State Tax On Professions, Traders, Callings And Employments Act, 1976 - Monthly Returns (FORM 5)	<b>Maharashtra</b>		21st	The Maternity Benefit Act, 1961 (Rajasthan) Rules, 1967 - Annual Returns (FORM L)	15th	The Factories Act, 1948 - Quarterly Returns (Form 23-A)
15th	The Gujarat Labour Welfare Fund Act, 1953 & (Gujarat) Rules, 1962 - Half Yearly Returns (FORM A-1)	15th	The Bombay Labour Welfare Fund Act & Rules, 1953 - Half Yearly Return (FORM A-1)	31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)	15th	The West Bengal Labour Welfare Fund Rules, 1974 - Half Yearly LWF Payment And Returns (Form D)
		15th	The Bombay Labour Welfare Fund Act & Rules, 1953 - Quarterly Returns (FORM C)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	21st	The Maternity Act , 1961 and West Bengal Rules, 1965 - Annual Returns (FORM L,M,N)



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15th	The Factories Act, 1948 - Half Yearly Returns (Form 25)	31st	The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 and Rules, 2018- Annual Returns (FORM R)	Sikkim		21st	The West Bengal State Tax On Professions, Trades, Callings And Employments Act, 1979 - Payment Of Monthly PT (Online)
30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XXIV)	31st	The Maternity Benefit Act, 1961 & Rules, 1965 - Annual Returns (FORM 11)	31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)		
21st	The Maternity Benefit Act, 1961 And (Gujarat) Rules, 1964 - Annual Returns (Form K)	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XXIV)	31st	The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006 - Monthly PT Remittance	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XXIV)
31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)			Tamil Nadu		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 & (Central) Rules, 1950 - Annual Returns (FORM III)	15th	The Tamil Nadu Industrial Payment Of Subsistence Allowance Act, 1981 - Half Yearly Returns (Form 2)	31st	The Minimum Wages Act, 1948 & (West Bengal) Rules, 1951 - Annual Returns (FORM III)
31st	The Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 and Rules, 2020 - Annual Returns (FORM Q)	31st	The Manipur Shops and Establishments Act, 1972 and Rules, 1973 - Annual Returns (FORM III)	15th	The Tamil Nadu Labour Welfare Fund Act, 1972 - Quarterly Payments Of Unclaimed Wages To The Board (Form C)	31st	The West Bengal Payment of Wages Rules, 1958 - Annual Returns (FORM IV)
		31st	The Manipur State Tax on Professions, Trades, Callings and Employment Act, 1979 - Monthly PT Remittance	21st	The Maternity Benefit Act, 1961 and (Tamil Nadu) Rules, 1967 - Annual Returns (FORM K)		
Haryana				30th	The Tamil Nadu Industrial Establishments (Conferment of Permanent Status of Workmen) Act, 1981 - Annual Returns (FORM 2)		
21st	The Maternity Benefit Act, 1961 & (Haryana) Rules, 1967 - Annual Returns (FORM K,L,M & N)			30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XXIV)	15th	The Employees State Insurance Act, 1948 - ESI Monthly Contribution Challan Employees Provident Fund And Miscellaneous Provisions Act, 1952 - Remittance of PF Monthly Contribution Challan - Monthly Returns for Reporting Details of International Workers(statement IW-1)
30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (From XX)	31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)	31st	The Factories Act, 1948 - Annual Returns (Form 22)		
31st	The Minimum Wages Act, 1948, (Punjab) Rules 1950 - Annual Returns (FORM III)	31st	The Payment of Wages Act, 1936 and (Tamil Nadu) Rules, 1937 - Annual Returns (FORM IV)				
31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	31st	The Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947 - Monthly PT Remittance And Monthly Return (FORM III-FORM IIIA-FORM VIIC)	31st	The Tamil Nadu Labour Welfare Fund Act, 1972 and Rules, 1973 - Annual Returns (FORM A)	25th	Employees Provident Fund And Miscellaneous Provisions Act, 1952 - Monthly Returns for Exempted Emp Under EDLI Scheme (Form 7(IF))

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31st	The Factories Act,1948 - Annual Returns (Form 21)	Mizoram	31st	The Minimum Wages Act, 1948 and (Tamil Nadu) Rules, 1953 - Annual Returns (FORM III)	30th	Employment Exchanges (Compulsory Notification Of Vacancies) Act, 1959 - Employment Exchange Quarterly Return (FORM ER-I)	
Himachal Pradesh		21st	The Maternity Benefit Act, 1961 - Annual Returns (FORM L,M,N & O)	31st	The Payment of Wages Act, 1936 and (Tamil Nadu) Rules, 1937 - Annual Returns (FORM IV)	31st	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Annual Returns
31st	The Maternity Benefit Act, 1961 and (Himachal Pradesh) Rules, 1973 - Annual Returns (FORM L)	31st	The Minimum Wages Act, 1948 & (Central) Rules, 1950 - Annual Returns (FORM III)	31st	Self-Certification by IT/ITes Establishments - ( Form VIII , XII , V , O , L )	31st	The Apprentices Act, 1961 -Quarterly Returns (FORM APPRENTICESHIP 1)
31st	The Minimum wages Act, 1948 - Annual Returns (FORM III)	31st	The Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995 - Monthly Payment of Tax (FORM VI)	31st	The Tamil Nadu Catering Establishments Act, 1958 and Rules 1959 - Annual Returns (FORM XIII)	31st	The Contract Labour ( Regulation And Abolition) Act, 1970 - Annual Returns (Form XXV) - Principal Employer
Jammu & Kashmir		New Delhi		Telangana		31st	The Payment of Bonus Act, 1965 and Rules, 1975 (Form D)
31st	The Minimum Wages Rules, 1972 - Annual Returns (FORM III)	15th	The Bombay Labour Welfare Fund Rules, 1953 - Half Yearly Return (FORM A)	10th	The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 - Monthly PT Remittance And Filing Of Return (FORM V)	<div>HAPPY NEW YEAR JANUARY 2026</div>	
Jharkhand		15th	The Factories Act,1948 - Annual Returns (FORM 34) & Half Yearly Returns (FORM 22)	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (Form XXIV)		
15th	The Jharkhand Tax On Profession, Trades, Callings And Employments Act, 2011 - Quarterly PT Remittance And Quarterly Returns (FORM JPT201, FORM JPT202, FORM JPT204)	21st	The Maternity Benefit Act, 1961 - Annual Returns (FORM L,M,N & O)	31st	The Andhra Pradesh Labour Welfare Fund Rules, 1988 - Annual Returns (FORM F)		
30th	The Bihar Shops and Establishments Act, 1953 and (Jharkhand) Rules, 2001 - Quarterly Return (FORM XIX)	30th	The Contract Labour ( Regulation And Abolition) Act, 1970 - Half Yearly Returns (Form XXIV)	31st	The Telangana Shops and Establishments Act, 1988 and Rules, 1990 - Quarterly Return (Form XXVII)		
31st	The Minimum Wages Act, 1948, (Punjab)Rules 1950 - Annual Returns (FORM III)	31st	The Minimum Wages Act, 1948, (Delhi) Rules, 1950 - Annual Returns (FORM III)	<div>Note:This compliance calendar contains information only on Remittances and returns required to be submitted to the respective states and the central government under the various labour laws.</div> <div>For further confirmation, please refer to the respective States/Central requirements.</div>			
31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)	31st	The Payment of Wages Act, 1936 - Annual Returns (FORM IV)				