

**VEERAYEE HR INFOTECH SOLUTIONS PRIVATE LIMITED - PRESENTS**  
**LABOUR LAW COMPLIANCE CALENDAR - FEBRUARY' 2026 - PAN INDIA**

| Andhra Pradesh |  | Kerala         |   | Rajasthan |   |
|----------------|--|----------------|---|-----------|---|
| 10th           | The Andhra Pradesh Tax on Professions, Trades, Callings and Employments Act, 1987 - Monthly PT Remittance And Filing Of Returns (Form V)       | 1st            | The Kerala Minimum Wages Act, 1948 - Annual Returns (FORM III)  | 15th      | The Minimum Wages Act, 1948, (Rajasthan) Rules, 1959 - Annual Returns (FORM III)                  |
| Assam          |  | 5th            | The Kerala Shops And Commercial Establishments Workers Welfare Fund Act, 2006 - Monthly Contribution To The Fund (FORM 6, FORM 5) | 15th      | The Payment of Wages Act, (Rajasthan) Rules, 1961 - Annual Returns (FORM IV)                      |
| 29th           | The Assam Professions, Trades, Callings And Employments Taxation Act, 1947 - PT Remittance And Monthly Return (FORM III, FORM IIIA, FORM VIIC) | 15th           | The Payment of Wages Act, 1936 and Kerala (General) Rules, 1958 - Annual Returns (FORM IV)  | Sikkim    |   |
| Chattisgarh    |  | 15th           | The Kerala Shops and Commercial Establishments Act, 1960 & (Amendment) Rules, 2015 - Annual Returns (FORM I)                      | 29th      | The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006 - Monthly PT Remittance |
| 1st            | The Employee's Compensation Act, 1923 - Annual Returns   | Madhya Pradesh |   | Telangana |   |
| 15th           | The Payment of Wages Act, 1936 - Annual Returns (FORM IV)  | 1st            | The Employee's Compensation Act, 1923 - Annual Returns  | 1st       | Schedule under the Workmen Compensation Act, 1923 - Annual Returns                                |

**VEERAYEE HR INFOTECH SOLUTIONS PRIVATE LIMITED - PRESENTS**  
**LABOUR LAW COMPLIANCE CALENDAR - FEBRUARY' 2026 - PAN INDIA**

|                   |   |             |   |               |  |
|-------------------|---|-------------|---|---------------|--|
| Goa Daman and Diu |   | 10th        | The Madhya Pradesh Vritti Kar Adhiniyam, 1995 - Monthly PT Remittance   | 10th          | The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 - Monthly PT Remittance And Filing Of Return (FORM V) |
| 1st               | The Goa, Daman and Diu Minimum Wages Rules, 1975 - Annual Returns (FORM III)  | 15th        | The Payment of Wages Act, 1936 & ( Madhya Pradesh) Rules, 1962 - Annual Returns (FORM IV)   | Tripura       |  |
| 15th              | The Payment of Wages Act, 1936 - Annual Returns (FORM IV)   |             |   | 21st          | The Tripura Professions, Trades, Callings And Employments Taxation Act, 1997 - Monthly PT  |
| Gujarat           |   | Maharashtra |   | Tamil Nadu    |  |
| 1st               | The Minimum Wages Act, 1948 - Annual Returns (FORM III), Annexure V Under Combined Annual Returns   | 1st         | The Factories Act, 1948 - Annual Returns (From 27)  | 1st           | The Minimum Wages Act, 1948 and (Tamil Nadu) Rules, 1953 - Annual Returns (FORM III)   |
| 1st               | The Factories Act, 1948 - Annexure V Under Combined Annual Returns  | 29th        | The Maharashtra State Tax On Professions, Trade, Callings And Employments Act, 1975 - Monthly PT Remittance And Filing Of Return (Online) |               |  |
| 15th              | The Gujarat Panchayats, Municipal Corporations And State Tax On Professions, Traders, Callings And Employments Act, 1976 - Monthly Returns (FORM 5) | 29th        | The Maharashtra Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2017 - Annual Returns (FORM R)         | Uttar Pradesh |  |

**VEERAYEE HR INFOTECH SOLUTIONS PRIVATE LIMITED - PRESENTS**  
**LABOUR LAW COMPLIANCE CALENDAR - FEBRUARY' 2026 - PAN INDIA**

|                 |  |           |  |   |
|-----------------|--|-----------|--|---|
| 15th            | The Payment Of Wages Act,1936 - Annual Returns (Form IV) | Manipur   | 1st  | The Contract Labour (Regulation And Abolition) Act,1970 - Annual Returns (Form XIV)         |
| Haryana         |  | 29th      | The Manipur State Tax on Professions, Trades, Callings and Employment Act, 1979 - Monthly PT Remittance                          | West Bengal   |
| 1st             | The Minimum Wages Act, 1948 - Annual Returns (FORM III)  | Meghalaya | 21th<br>The West Bengal State Tax On Professions, Trades, Callings And Employments Act, 1979<br>- Payment Of Monthly PT (Online) |   |
| 15th            | The Payment Of Wages Act,1936 - Annual Returns (Form IV) | 29th      |  |   |
| Jammu & Kashmir |  | Mizoram   | Central  |   |
| 15th            | The Payment Of Wages Act,1936 - Annual Returns (Form IV) | 29th      | The Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995 - Monthly Payment of Tax (FORM VI)                  | 1st<br>The Payment of Bonus Act, 1965 and Rules, 1975 - Annual Returns (FORM D)             |
|                 |  | New Delhi | 15th   | The Contract Labour (R&A) Act, 1970 & (West Bengal) Rules, 1972 - Annual Returns (FORM XXV) |

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

|           |  |            |  |  |  |
|-----------|--|------------|--|--|--|
| Jharkhand |  | 1st        | The Minimum Wages Act, 1948 - Annual Returns (FORM III)  | 15th   | The Employees State Insurance Act,1948<br>- ESI Monthly Contribution Challan<br>Employees Provident Fund And Miscellaneous Provisions Act, 1952<br>- Remittance of PF Monthly Contribution Challan<br>- Monthly Returns for Reporting Details of International Workers(statement IW-1) |
| 1st       | The Employee's Compensation Act, 1923 - Annual Returns   | Odisha     |  |  |  |
| Karnataka |  | 29th       | The Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000 - Filing Of Monthly Returns (FORM V) |  |  |
| 1st       | The Factories Act, 1948 - Annual Returns (From 20)   | Puducherry |  | <b>Disclaimer: 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.</b><br><br><b>For further confirmation, please refer to the respective States/Central requirements.</b> |  |
| 20th      | The Karnataka Tax On Professions, Trades, Callings And Employments Act,1976 - Monthly PT Remittance And Filing Of Return ( FORM 9A, FORM 5A) | 1st        | Schedule under the Workmen Compensation Act, 1923 - Annual Returns   |  |  |
|           |  | Punjab     |  |  |  |
|           |  | 15th       | The Payment of Wages Act, 1936 - Annual Returns (FORM IV)  |  |  |