

Compliance Calendar 2025



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Statutory Dates

JANUARY 2025



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IMPORTANT STATUTORY DATES



» Andaman & Nicobar

- 30th Jan Annual Return Under Sexual Harassment Act 2013

» Andhra Pradesh

- 15th Jan Apprentices Act, 1961 Apprentices Half Yearly Return
- 20th Jan 2nd Half Yearly Return of Work Committees Under ID Act
- 30th Jan Annual Return Under Sexual Harassment Act 2013
- 30th Jan Quarterly Return under Employment Exchange Act Q4
- 31st Jan Return Of Festival Holidays to Inspector Under National and Festival Holidays
- 31st Jan Apprentices Act, 1961 Joining Report for Apprentices
- 31st Jan Annual Return Under Employee Compensation Act
- 31st Jan The LWF Act
- 31st Jan Annual Return Under Factories Act

» Arunachal Pradesh

- 21st Jan Maternity Annual Return
- 31st Jan Quarterly Return Under Employment Exchange Act Q4

» Assam

- 20th Jan Half Yearly Return of Work Committees Under ID Act
- 21st Jan Annual Return Under Maternity Benefit Rules
- 31st Jan Annual Return Under Employee Compensation Act
- 31st Jan Quarterly Return Under Employment Exchange Act Q4
- 31st Jan Annual Return Under Sexual Harassment Act 2013

» Bihar

- 15th Jan Annual Return Under Factories Act
- 30th Jan Annual Return Under Employee Compensation Act (Schedule)
- 31st Jan Annual Return Under Maternity Benefit Rules
- 31st Jan Quarterly Return Under Employment Exchange Act Q4
- 31st Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Annual Return Under Payment of Gratuity Act
- 31st Jan Quarterly Return 4 Under Shop and Establishment Act

» Central Govt.

- 15th Jan Apprentices Act, 1961 Apprentices Half Yearly Return (Rule 14(7))
- 20th Jan Half Yearly Return of Work Committees under ID Act
- 20th Jan Central ID Rules, 1957 Submission Of Returns (56A)
- 30th Jan Employment Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6)
- 30th Jan Annual Return Payment of Wages in FORM 4
- 30th Jan Annual Return Minimum Wages in FORM 3
- 31st Jan Apprentices Act, 1961 Joining Report for Apprentices (Rule 14(3))

» Chandigarh

- 15th Jan 2nd Half Yearly Return Under Factories Rules
- 15th Jan Annual Return Under Factories Act
- 20th Jan Half Yearly Return of Work Committees Under ID Act
- 21st Jan Annual Return Under Maternity Benefit Act
- 31st Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Annual Return Under Payment of Gratuity Act
- 31st Jan Annual Return Under Employee Compensation Act
- 31st Jan Quarterly Return Under Employment Exchange Act Q4

» Chhattisgarh

- 15th Jan Annual Return Under Factories Act
- 21st Jan Annual Return Under Maternity Benefit Rules
- 31st Jan Annual Return Under Employee Compensation Act
- 31st Jan Quarterly Return Under Employment Exchange Act Q4
- 31st Jan Annual Return Under Payment of Gratuity Act
- 31st Jan Annual Return Under Sexual Harassment Act 2013

» Daman & Diu

- 30th Jan Combined Annual Return
- 30th Jan Annual Return
- 31st Jan Daman & Diu Annual Return Under Factory Act



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IMPORTANT STATUTORY DATES

» Goa

- **15th Jan** Annual Return Under Factories Act
- **30th Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Annual Return Under Maternity Benefit Rules
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Annual Return Under Minimum Wages Act
- **31st Jan** Annual Return Under Payment of Wages Act

» Gujarat

- **10th Jan** Apprentices Act, 1961 Payment of Stipend to Apprentices
- **15th Jan** Half Yearly Return Under Factory Rules
- **20th Jan** Gujarat Industrial Disputes Rules, 1966 Submission Of Returns
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Apprentices Act, 1961 Joining Report for Apprentices
- **31st Jan** Annual Return Under Factories Rules
- **31st Jan** Annual returns Under Employee Compensation Act 1923
- **31st Jan** Consolidated Annual Return

» Haryana

- **10th Jan** Apprentices Act, 1961 Payment of Stipend to Apprentices
- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Return of Accidents Under Factories Act
- **20th Jan** Half Yearly Return of Work Committees Under ID Act
- **21st Jan** Annual Return Under Maternity Benefit Act Haryana Rules
- **31st Jan** Annual Return Under Punjab LWF Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** S & E change of Notice By Sub Section 13 Of Punjab Shop And Establishment Act,1958

» Himachal Pradesh

- **20th Jan** Half Yearly Return of Work Committees Under ID Act
- **21st Jan** Annual Return Under Maternity Benefit Act
- **30th Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Jharkhand

- **01st Jan** Annual Return Under Bihar Contract Labour (Regulation and Abolition) Rules, 1972
- **15th Jan** Annual Return Under Factories Act
- **21st Jan** Annual Return Under Maternity Benefit Rules
- **30th Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Annual Return Under Minimum Wages Act
- **31st Jan** Annual Return Under Payment of Wages Act
- **31st Jan** Quarterly Return 4 Under Shop and Establishment Act

» Jammu & Kashmir

- **21st Jan** Annual Return Under Maternity Benefit Act
- **30th Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Payment of Wages Act
- **31st Jan** Annual Return Under Minimum Wages Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Annual Return Under Employee Compensation Act

» Karnataka

- **15th Jan** Monthly Return for November Under Bangalore Profession Tax, Trade and Ceilings
- **20th Jan** 2nd Half Yearly Return of Work Committees Under ID Act
- **28th Jan** Notice for Payment of Gratuity Act (As and when required) - December
- **31st Jan** Annual Return of Fines and Unpaid Accumulations Under LWF Act - Q4
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Combined Annual Return
- **31st Jan** Half Yearly Return Under CLRA License - HY II

» Kerala

- **30th Jan** Annual Return Under Maternity Benefit Rules
- **30th Jan** Annual Return Under Shops and Establishment Act
- **31st Jan** CLRA Annual Return
- **31st Jan** Quarterly Return
- **31st Jan** Annual Return Under Payment of Gratuity Act
- **31st Jan** Annual Return Under Sexual Harassment Act 2013



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IMPORTANT STATUTORY DATES



» Madhya Pradesh

- 15th Jan LWF Half Yearly
- 15th Jan Annual Return Under Factories Act
- 21st Jan Annual Return Under Maternity Benefit Rules
- 31st Jan Annual Return Under Payment of Gratuity Act (As and When Required)
- 31st Jan Annual Return Under Minimum Wages Act
- 31st Jan Quarterly Return
- 31st Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Employee Compensation

» Maharashtra

- 07th Jan Annual Return Under Sexual Harassment Act 2013
- 15th Jan Annual Return Under Maternity Benefit Act Rules
- 15th Jan Half Yearly Return By contractor & Principal Employer
- 21st Jan Annual Return of Work Committees Under ID Act
- 30th Jan International Worker Monthly Return
- 31st Jan Annual Information About Establishment Covered Under ESIC Act
- 31st Jan Annual Return Under Maharashtra Factory Act 1963
- 31st Jan Monthly Return for December Under Maharashtra Profession Tax, Trade and Ceilings
- 31st Jan Quarterly Return

» New Delhi

- 15th Jan 2nd Half Yearly Return Under Factories Rules
- 15th Jan Annual Return Under Factories Act
- 20th Jan Half Yearly Return of Work Committees Under ID Act
- 30th Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Annual Return Under Maternity Benefit Act Delhi Rules
- 31st Jan Workmen Compensation Act
- 31st Jan Quarterly Return

» Orissa

- 31st Jan Annual Return Under Maternity Benefit Act
- 31st Jan Quarterly Return
- 31st Jan Annual Return Under Payment of Gratuity Act
- 31st Jan Combined Annual Return Under Factories Act

» Punjab

- 15th Jan 2nd Half Yearly Return Under Factories Rules
- 15th Jan Annual Return Under Factories Act
- 20th Jan Half Yearly Return of Work Committees Under ID Act
- 21st Jan Annual Return Under Maternity Benefit Act Punjab Rules
- 31st Jan Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)–Q4
- 31st Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Workmen Compensation Act

» Rajasthan

- 15th Jan Half Yearly Return 2 Under Factories Rules
- 15th Jan Annual Return Under Factories Act
- 21st Jan Annual Return Under Maternity Benefit Act Rules
- 30th Jan Quarterly Return Under Employment Exchange Act Q4
- 30th Jan Annual Return Under Sexual Harassment Act 2013
- 31st Jan Annual Return Under Contract Labour Act

» Tamil Nadu

- 31st Jan Annual Return Under Sexual Harrasment Act
- 31st Jan Annual Return Under Maternity Benefit Act Rules
- 31st Jan Annual Return Under LWF Act
- 31st Jan Annual Return Under Minimum Wages Act
- 31st Jan Under Contract Labour Rules
- 31st Jan Industrial Establishment (Conferment of Permanent Status to Workmen) Rules 1981
- 31st Jan Under Payment of Wages Rules
- 31st Jan Under Tamil Nadu Shop and Establishment Rules
- 31st Jan Under Payment of Gratuity Rules
- 31st Jan Tamil Nadu Payment of Subsistence Allowance Rules, 1981
- 31st Jan Under Tamil Nadu Minimum Wages Rules
- 31st Jan Quarterly Return Under Employment Exchange Act Q4
- 31st Jan Under Workmen Compensation Act
- 31st Jan Under Maternity Benefit Rules
- 31st Jan Annual Return Under Factories Rules
- 31st Jan Annual Return Under Shop And Establishment Act Monthly

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IMPORTANT STATUTORY DATES

» Telangana

- **31-Jan** Quarterly Return Under Employment Exchange Act Q4
- **31-Jan** Annual Return Under Maternity Benefit Act
- **31-Jan** Annual Return Under Payment of Gratuity ActUttar Pradesh
- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Nomination of Occupier
- **21st Jan** Annual Return Under Maternity Benefit Act Rules
- **31st Jan** Quarterly Return Under Employment Exchanges Act Q4
- **31st Jan** Annual Return Under Workmens Compensation Act, 1923
- **31st Jan** Annual Return Under Sexual Harassment Act 2013

» Union Territories

- **01st Jan** Consolidated Annual Return
- **15th Jan** Second Half Yearly Return Under Factories Rules
- **31st Jan** Annual Return Under Gujarat LWF Act
- **31st Jan** Annual Return Under Payment of Gratuity Act

» Uttarakhand

- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Nomination of Occupier
- **21st Jan** Annual Return Under Maternity Benefit Act Rules
- **30th Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Annual Return of Deductions Under Minimum Wages Act
- **31st Jan** Workmen Compensation Act



» West Bengal

- **15th Jan** Quarterly Return Q1 Under Factories Act
- **21st Jan** Annual Return Under West Bengal Maternity Benefit Rules
- **31st Jan** Annual Return LWF Act
- **31st Jan** Quarterly Return
- **31st Jan** Annual Return Under Sexual Harassment Act 2013
- **31st Jan** Half Yearly Return The West Bengal Contract Labour (Regulation And Abolition) Rules, 1972 Sec.82
- **31st Jan** Annual Return Under Payment of Wages Act
- **31st Jan** Annual Return Under Factories Act
- **31st Jan** Annual Return of Canteen
- **31st Jan** Annual Return of Creche
- **31st Jan** Annual Return of Shelters, Rest-rooms And Lunch Rooms

Statutory Dates FEBRUARY 2025



FEBRUARY

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IMPORTANT STATUTORY DATES

» Andaman & Nicobar

- 01stFeb Annual Return Under The Bonus Act

» Andhra Pradesh

- 15thFeb Annual Return Under The Contract Labour Act

» Arunachal Pradesh

- 01stFeb Annual Return Under The Bonus Act

» Assam

- 01stFeb Annual Return Under the Minimum Wages Act
- 01stFeb Annual Return Under The Bonus Act
- 15thFeb Annual Return Under Payment of Wages Act

» Bihar

- 01stFeb Annual Return Under The Bonus Act
- 01stFeb Annual Return Under the Minimum Wages Act
- 15thFeb Annual Return Under Payment of Wages Act
- 15thFeb Annual Return Under The Contract Labour Act

» Central Govt.

- 01stFeb Annual Return Under The Bonus Act
- 15thFeb Annual Return Under The Contract Labour Act

» Chandigarh

- 01stFeb Annual Return Under The Bonus Act
- 01stFeb Annual Return Under the Minimum Wages Act
- 15thFeb Annual Return Under Payment of Wages Act
- 15thFeb Annual Return Under The Contract Labour Act

» Chhattisgarh

- 01stFeb Annual Return Under The Bonus Act
- 01stFeb Annual Return Under the Minimum Wages Act
- 15thFeb Annual Return Under Payment of Wages Act
- 15thFeb Annual Return Under The Contract Labour Act

» Goa

- 01stFeb Annual Return Under The Bonus Act
- 15thFeb Annual Return Under The Contract Labour Act

» Gujarat

- 01stFeb Annual Return Under Factory Act
- 15thFeb Annual Return Under The Contract Labour Act

» Haryana

- 01stFeb Annual Return Under The Bonus Act
- 01stFeb Annual Return Under The Minimum Wages Act
- 15thFeb Annual Return Under Payment of Wages Act
- 15thFeb Annual Return Under The Contract Labour Act

» Himachal Pradesh

- 01stFeb Annual Return Under The Bonus Act
- 01stFeb Annual Return of Compensatory Holidays

» Jammu & Kashmir

- 01stFeb Annual Return Under The Bonus Act
- 15thFeb Annual Return Under The Contract Labour Act



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IMPORTANT STATUTORY DATES

» Jharkhand

- 01st Feb Annual Return Under The Bonus Act
- 15th Feb Annual Return Under The Contract Labour Act

» Karnataka

- 01st Feb Annual Return Under The Bonus Act
- 01st Feb Combined Annual Return Under Factories Rules
- 15th Feb Monthly Return for January Under Bangalore Profession Tax, Trade and Ceilings
- 15th Feb Annual Return Under The Contract Labour Act

» Kerala

- 01st Feb Annual Return Under the Minimum Wages Act
- 01st Feb Annual Return Under The Bonus Act
- 15th Feb Annual Return Under Payment of Wages Act

» Madhya Pradesh

- 01st Feb Annual Return Under The Bonus Act
- 15th Feb Annual Return Under Payment of Wages Act
- 15th Feb Annual Return Under The Contract Labour Act

» Maharashtra

- 01st Feb Annual Return Under The Bonus Act
- 01st Feb Annual Return Under Employee Compensation
- 01st Feb Annual Combined Return Under Shop & Establishment
- 15th Feb Annual Return Sent By Principal Employer
- 15th Feb Annual Return of Accidents and Dangerous Occurences Under Factories Rules
- 28th Feb Monthly Return for January Under Maharashtra Profession Tax, Trade and Ceilings
- 28th Feb International Worker Monthly Return

» Manipur

- 01st Feb Annual Return Under The Bonus Act

» Meghalaya

- 01st Feb Annual Return Under The Bonus Act

» Mizoram

- 01st Feb Annual Return Under The Bonus Act

» Nagaland

- 01st Feb Annual Return Under The Bonus Act

» New Delhi

- 01st Feb Annual Return Under The Bonus Act
- 01st Feb Annual Return Under The Minimum Wages Act
- 15th Feb Annual Return Under Payment of Wages Act
- 15th Feb Annual Return Under The Contract Labour Act

» Orissa

- 01st Feb Annual Return Under The Bonus Act
- 01st Feb Annual Return Under The Minimum Wages Act
- 15th Feb Annual Return Under Payment of Wages Act
- 15th Feb Annual Return Under The Contract Labour Act

» Pondicherry

- 01st Feb Annual Return Under The Bonus Act



FEBRUARY

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IMPORTANT STATUTORY DATES

» Punjab

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under The Minimum Wages Act
- **15thFeb** Annual Return Under Payment of Wages Act
- **15thFeb** Annual Return Under The Contract Labour Act

» Rajasthan

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return of Accidents Under Factories Act
- **01stFeb** Annual Return of Deductions Under The Minimum Wages Act
- **15thFeb** Annual Return Under Payment of Wages Act

» Sikkim

- **01stFeb** Annual Return Under The Bonus Act

» Tamil Nadu

- **01stFeb** Annual Return Under The Bonus Act
- **15thFeb** Annual Return Under Payment of Wages Act
- **15thFeb** Annual Return Under The Contract Labour Act

» Telangana

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under The Minimum Wages Act
- **15thFeb** Annual Return Under Payment of Wages Act

» Tripura

- **01stFeb** Annual Return Under The Bonus Act

» Union Territories

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under the Minimum Wages Act
- **01stFeb** Annual Return Under Factories Act
- **15thFeb** Annual Return Under Payment of Wages Act
- **15thFeb** Annual Return Under The Contract Labour Act

» Uttar Pradesh

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under The Minimum Wages Act
- **15thFeb** Annual Return Under Payment of Wages Act
- **15thFeb** Annual Return Under The Contract Labour Act

» Uttarakhand

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under The Contract Labour Act (Shram Suvidha Portal)
- **15thFeb** Annual Return Under Payment of Wages Act

» West Bengal

- **01stFeb** Annual Return Under The Bonus Act
- **01stFeb** Annual Return Under The Minimum Wages Act
- **15thFeb** Annual Return Annual Return Under The Contract Labour Act



Statutory Dates

MARCH 2025



MARCH

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IMPORTANT STATUTORY DATES

» Jharkhand

- 31st Mar Annual Return Under Shops and Establishments Act

» Karnataka

- 15th Mar Monthly Return for February Under Bangalore Profession Tax, Trade and Ceilings

» Maharashtra

- 30th Mar International Worker Monthly Return
- 31st Mar Monthly Return for February Under Maharashtra Profession Tax, Trade and Ceilings

» Orissa

- 31st Mar Combined Annual Return Under Shops and Establishments Act



Statutory Dates

APRIL 2025



APRIL

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IMPORTANT STATUTORY DATES

» Andhra Pradesh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Arunachal Pradesh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Assam

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Bihar

- 30th Apr Quarterly Return Under Employment Exchange Act Q1
- 30th Apr Quarterly Return 1 Under Shops and Establishments Act

» Central Govt.

- 30th Apr Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)

» Chandigarh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Chhattisgarh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Goa

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Gujarat

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Haryana

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Himachal Pradesh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Jammu & Kashmir

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Jharkhand

- 30th Apr Quarterly Return 1 Under Shops and Establishments Act

» Karnataka

- 15th Apr Monthly Return for March Under Bangalore Profession Tax, Trade and Ceilings
- 30th Apr Annual Renewal for PT
- 30th Apr Quarterly Return Under Employment Exchanges Act Q1

» Kerala

- 30th Apr Quarterly Return For Quarter Ended March



APRIL

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IMPORTANT STATUTORY DATES



» Madhya Pradesh

- 30th Apr Quarterly Return For Quarter Ended March

» Maharashtra

- 15th Apr Half Yearly Return March Ending
- 30th Apr International Worker Monthly Return
- 30th Apr Monthly Return for March Under Maharashtra Profession Tax, Trade and Ceilings
- 30th Apr Quarterly Return For Quarter Ended March

» New Delhi

- 30th Apr Quarterly Return For Quarter Ended March

» Orissa

- 30th Apr Quarterly Return For Quarter Ended March

» Punjab

- 15th Apr Half Yearly Return Under Punjab LWF Act
- 30th Apr Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)-Q1

» Rajasthan

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Tamil Nadu

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Telangana

- 30th Apr Quarterly Return Under Employment Exchange Act Q1
- 30th Apr Consolidated Annual Return

» Uttar Pradesh

- 30th Apr Quarterly Return Under Employment Exchange Act Q1

» Uttarakhand

- 30th Apr Quarterly Return Under Employment Exchange Act Q1
- 30th Apr Annual Return Under Shops and Establishments Act

» West Bengal

- 15th Apr Quarterly Return Q2 Under Factories Act
- 30th Apr Quarterly Return For Quarter Ended March



Statutory Dates

MAY 2025



MAY

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IMPORTANT STATUTORY DATES

» Karnataka

- **15th May** Monthly Return for April Under Bangalore Profession Tax, Trade and Ceilings
- **31st May** Annual Return for PT

» Maharashtra

- **30th May** International Worker Monthly Return
- **31st May** Monthly Return for April Under Maharashtra Profession Tax, Trade and Ceilings



Statutory Dates

JUNE 2025



JUNE

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IMPORTANT STATUTORY DATES

» Andhra Pradesh

- **30th Jun** Integrated Combined Return Under Shops and Establishments Act

» Gujarat

- **30th Jun** Half Yearly Return Under LWF Act

» Karnataka

- **15th Jun** Monthly Return for May Under Bangalore Profession Tax, Trade and Ceilings

» Maharashtra

- **30th Jun** Annual PT Return Employer For Current Financial Year
- **30th Jun** International Worker Monthly Return
- **30th Jun** Monthly Return for May Under Maharashtra Profession Tax, Trade and Ceilings
- **30th Jun** Half Yearly Return Under LWF Act

» Telangana

- **30th Jun** Profession Tax Annual Return Fin. Yr



Statutory Dates

JULY 2025



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IMPORTANT STATUTORY DATES

» Andhra Pradesh

- **15th Jul** Apprentices Act, 1961 Apprentices Half Yearly Return
- **20th Jul** 1st Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Arunachal Pradesh

- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2

» Assam

- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2

» Bihar

- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2
- **31st Jul** Quarterly Return 2 Under Shops and Establishments Act

» Central Govt.

- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)

» Chandigarh

- **15th Jul** 1st Half Yearly Return Under Factories Rules
- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2
- **31st Jul** Proforma for Contribution Details Under The LWF Act

» Chhattisgarh

- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Goa

- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Gujarat

- **15th Jul** Half Yearly Return Under Factory Rules
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Haryana

- **15th Jul** Half Yearly Return Under Factories Rules
- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Himachal Pradesh

- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **31st Jul** Quarterly Return Under Employment Exchange Act Q2

» Jammu & Kashmir

- **31st Jul** Quarterly Return Under Employment Exchange Act Q2

» Jharkhand

- **01st Jul** Annual Return Under Bihar Contract Labour (Regulation and Abolition) Rules, 1972
- **15th Jul** Half Yearly Return Under Factories Rules
- **31st Jul** Quarterly Return 2 Under Shops and Establishments Act

» Karnataka

- **15th Jul** Monthly Return for June Under Bangalore Profession Tax, Trade and Ceilings
- **15th Jul** Half Yearly Return Under Factories Rules
- **20th Jul** 1st Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2
- **31st Jul** Annual Return of Fines and unpaid accumulations Under LWF Act - Q2
- **31st Jul** Half Yearly Return Under CLRA License - HY I



JULY

Su	13	27
Mo	14	28
Tu	01 15	29
We	02 16	30
Th	03 17	31
Fr	04	18
Sa	05	19
Su	06	20
Mo	07	21
Tu	08	22
We	09	23
Th	10	24
Fr	11	25
Sa	12	26

IMPORTANT STATUTORY DATES

» Kerala

- **30th Jul** Quarterly Return For Quarter Ended June

» Madhya Pradesh

- **15th Jul** LWF Half Yearly
- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return For Quarter Ended June

» Maharashtra

- **15th Jul** Half Yearly Return By Contractor & Principal Employer of Maharashtra Labour Welfare Fund Act
- **30th Jul** Quarterly Return For Quarter Ended June
- **30th Jul** International Worker Monthly Return
- **31st Jul** Monthly Return for June Under Maharashtra Profession Tax, Trade and Ceilings

» New Delhi

- **15th Jul** 1st Half Yearly Return Under Factories Rules
- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **30th Jul** Quarterly Return For Quarter Ended June

» Orissa

- **30th Jul** Quarterly Return For Quarter Ended june

» Punjab

- **15th Jul** 1st Half Yearly Return Under Factories Rules
- **20th Jul** Half Yearly Return of Work Committees Under ID Act
- **31st Jul** Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)-Q2

» Rajasthan

- **15th Jul** Half Yearly Return I Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchange Act Q2

» Tamil Nadu

- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2
- **31st Jul** Tamil Nadu Payment of Subsistence Allowance Rules, 1981
- **31st Jul** Industrial Establishments (Conferment of Permanent Status to Workmen) Rules 1981
- **31st Jul** Under Maternity Benefit Rules
- **31st Jul** Under Payment of Gratuity Rules
- **31st Jul** Under Tamil Nadu Shop and Establishhment Rules
- **31st Jul** Under Tamil Nadu Minimum Wages Rules
- **31st Jul** Under Contract Labour Rules
- **31st Jul** Under Payment of Wages Rules
- **31st Jul** Half Yearly Return Under Factories Rules

» Telangana

- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2

» Union Territories

- **15th Jul** First Half Yearly Return Under Factories Rules

» Uttar Pradesh

- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2

» Uttarakhand

- **15th Jul** Half Yearly Return Under Factories Rules
- **30th Jul** Quarterly Return Under Employment Exchanges Act Q2

» West Bengal

- **05th Jul** Half Yearly Return Under Factories Rules
- **15th Jul** Quarterly Return Q3 Under Factories Act
- **30th Jul** Quarterly Return For Quarter Ended June
- **31st Jul** Half Yearly return The West Bengal Contract Labour (Regulation And Abolition) Rules, 1972 Sec.82



Statutory Dates AUGUST 2025



AUGUST

Su	10	24
Mo	11	25
Tu	12	26
We	13	27
Th	14	28
Fr	01	15 29
Sa	02	16 30
Su	03	17 31
Mo	04	18
Tu	05	19
We	06	20
Th	07	21
Fr	08	22
Sa	09	23

IMPORTANT STATUTORY DATES

» Karnataka

- **15th Aug** Monthly Return for July Under Bangalore Profession Tax, Trade and Ceilings

» Maharashtra

- **30th Aug** International Worker Monthly Return
- **31st Aug** Monthly Return for July Under Maharashtra Profession Tax, Trade and Ceilings



Statutory Dates SEPTEMBER 2025



SEPTEMBER

Su	14	28
Mo	01	15 29
Tu	02	16 30
We	03	17
Th	04	18
Fr	05	19
Sa	06	20
Su	07	21
Mo	08	22
Tu	09	23
We	10	24
Th	11	25
Fr	12	26
Sa	13	27

IMPORTANT STATUTORY DATES

» Karnataka

- **15thSep** Monthly Return for August Under Bangalore Profession Tax, Trade and Ceilings

» Maharashtra

- **30thSep** Monthly Return for August Under Maharashtra Profession Tax, Trade and Ceilings
- **30thSep** International Worker Monthly Return



Statutory Dates OCTOBER 2025



OCTOBER

Su	12	26
Mo	13	27
Tu	14	28
We	01	15 29
Th	02	16 30
Fr	03	17 31
Sa	04	18
Su	05	19
Mo	06	20
Tu	07	21
We	08	22
Th	09	23
Fr	10	24
Sa	11	25

IMPORTANT STATUTORY DATES

» Andhra Pradesh

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Arunachal Pradesh

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Assam

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Bihar

- **30th Oct** Quarterly Return Under Employment Exchanges Act Q3
- **31st Oct** Quarterly Return 3 Under Shops and Establishment Act

» Central Govt.

- **30th Oct** Employment Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6)

» Chandigarh

- **30th Oct** Half Yearly Return Under Punjab LWF Act
- **31st Oct** Quarterly Return Under Employment Exchange Act Q3

» Chhattisgarh

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Goa

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Gujarat

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Haryana

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Himachal Pradesh

- **31st Oct** Quarterly Return Under Employment Exchange Act Q3

» Jammu & Kashmir

- **31st Oct** Quarterly Return Under Employment Exchange Act Q3

» Jharkhand

- **31st Oct** Quarterly Return 3 Under Shops and Establishment Act

» Karnataka

- **15th Oct** Monthly Return for September Under Bangalore Profession Tax, Trade and Ceilings
- **30th Oct** Quarterly Return Under Employment Exchange Act Q3
- **31st Oct** Annual Return of Fines and Unpaid Accumulations Under LWF Act - Q3

» Kerala

- **31st Oct** Quarterly Return For Quarter Ended September

» Madhya Pradesh

- **31st Oct** Quarterly Return For Quarter Ended September



OCTOBER

Su	12	26
Mo	13	27
Tu	14	28
We	01	15 29
Th	02	16 30
Fr	03	17 31
Sa	04	18
Su	05	19
Mo	06	20
Tu	07	21
We	08	22
Th	09	23
Fr	10	24
Sa	11	25

IMPORTANT STATUTORY DATES

» Maharashtra

- **15th Oct** Half Yearly Return September Ending
- **30th Oct** International Worker Monthly Return
- **30th Oct** Quarterly Return For Quarter Ended September
- **31st Oct** Monthly Return for September Under Maharashtra Profession Tax , Trade and Ceilings

» New Delhi

- **31st Oct** Quarterly Return For Quarter Ended September

» Orissa

- **31st Oct** Quarterly Return For Quarter Ended September

» Punjab

- **15th Oct** Half Yearly Return Under Punjab LWF Act
- **31st Oct** Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)-Q3

» Rajasthan

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Tamil Nadu

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Telangana

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Uttar Pradesh

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» Uttarakhand

- **30th Oct** Quarterly Return Under Employment Exchange Act Q3

» West Bengal

- **15th Oct** Quarterly Return Q4 Under Factories Act
- **30th Oct** Quarterly Return For Quarter Ended September



Statutory Dates

NOVEMBER 2025



NOVEMBER

Su	09	23
Mo	10	24
Tu	11	25
We	12	26
Th	13	27
Fr	14	28
Sa	01	15 29
Su	02	16 30
Mo	03	17
Tu	04	18
We	05	19
Th	06	20
Fr	07	21
Sa	08	22

IMPORTANT STATUTORY DATES



» Himachal Pradesh

- 30th Nov Festival And Other Holidays Under Punjab National and Festival Holidays Act

» Karnataka

- 15th Nov Monthly Return for October Under Bangalore Profession Tax, Trade and Ceilings

» Maharashtra

- 30th Nov Monthly Return for October Under Maharashtra Profession Tax, Trade and Ceilings
- 30th Nov International Worker Monthly Return

» Punjab

- 30th Nov Grant Of Festival And Other Holidays Under Punjab National and Festival Holidays Act



Statutory Dates DECEMBER 2025



DECEMBER

Su	14	28
Mo	01	15 29
Tu	02	16 30
We	03	17 31
Th	04	18
Fr	05	19
Sa	06	20
Su	07	21
Mo	08	22
Tu	09	23
We	10	24
Th	11	25
Fr	12	26
Sa	13	27

IMPORTANT STATUTORY DATES

» Arunachal Pradesh

- **30th Dec** Annual Return Under Sexual Harassment Act 2013

» Assam

- **31st Dec** Return of Festival Holidays to Inspector Under National and Festival Holidays

» Bihar

- **31st Dec** Return of Festival Holidays to Inspector Under National and Festival Holidays

» Central Govt.

- **30th Dec** Annual Return Under Sexual Harassment Act 2013
- **30th Dec** Annual Return Under the Minimum Wages Act

» Chandigarh

- **31st Dec** Return Of Festival Holidays to Inspector Under Punjab National and Festival Holidays Act

» Chattisgarh

- **31st Dec** Return of Festival Holidays to Inspector Under National and Festival Holidays Act
- **31st Dec** National Festival Holidays

» Dadra & Nagar Haveli

- **30th Dec** Annual Return Under Sexual Harassment Act 2013

» Daman & Diu

- **30th Dec** Annual Return Under Sexual Harassment Act 2013

» Goa

- **30th Dec** Annual Return Under Sexual Harassment Act 2013
- **31st Dec** National Festival Holidays

» Gujarat

- **30th Dec** Annual Return Under Sexual Harassment Act 2013
- **31st Dec** Half Yearly Return Under LWF Act
- **31st Dec** Annual Return of Holidays Under Factory Act

» Haryana

- **31st Dec** Return Of Festival Holidays to Inspector Under Punjab National and Festival Holidays Act

» Jammu & Kashmir

- **31st Dec** Return of Festival Holidays to Inspector Under National and Festival Holidays

» Jharkhand

- **31st Dec** Return of Festival Holidays to Inspector Under National and Festival Holidays Act

» Karnataka

- **15th Dec** Monthly Return For November Under Bangalore Profession Tax, Trade and Ceilings
- **30th Dec** Annual Return Under Sexual Harassment Act 2013
- **31st Dec** Return Of Festival Holidays to Inspector Under National and Festival Holidays Act



DECEMBER

Su	14	28
Mo	01	15 29
Tu	02	16 30
We	03	17 31
Th	04	18
Fr	05	19
Sa	06	20
Su	07	21
Mo	08	22
Tu	09	23
We	10	24
Th	11	25
Fr	12	26
Sa	13	27

IMPORTANT STATUTORY DATES

» Kerala

- 31st Dec National Festival Holidays

» Madhya Pradesh

- 31st Dec National Festival Holidays

» Maharashtra

- 15th Dec Half Yearly Return Under LWF Act
- 30th Dec International Worker Monthly Return
- 31st Dec Monthly Return for November Under Maharashtra Profession Tax, Trade and Ceilings

» Manipur

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Meghalaya

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Mizoram

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Nagaland

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» New Delhi

- 31st Dec Return Of Festival Holidays to Inspector Under Delhi National and Festival Holidays Act

» Orissa

- 30th Dec Annual Return Under Sexual Harassment Act 2013
- 31st Dec Self Certification Undertaking

» Pondicherry

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Punjab

- 31st Dec Return Of Festival Holidays to Inspector Under Punjab National and Festival Holidays Act

» Rajasthan

- 31st Dec Annual Return of Holidays Under Factories Act

» Sikkim

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Tamil Nadu

- 31st Dec Return Of Festival Holidays to Inspector Under National and Festival Holidays Act

» Telangana

- 30th Dec Annual Return Under Sexual Harassment Act 2013

» Tripura

- 30th Dec Annual Return Under Sexual Harassment Act 2013



DECEMBER

Su	14	28
Mo	01	15 29
Tu	02	16 30
We	03	17 31
Th	04	18
Fr	05	19
Sa	06	20
Su	07	21
Mo	08	22
Tu	09	23
We	10	24
Th	11	25
Fr	12	26
Sa	13	27

IMPORTANT STATUTORY DATES

» Union Territories

- 30th Dec Annual Return Under Sexual Harassment Act 2013
- 31st Dec Annual Return of Holidays Under Factories Act

» Uttar Pradesh

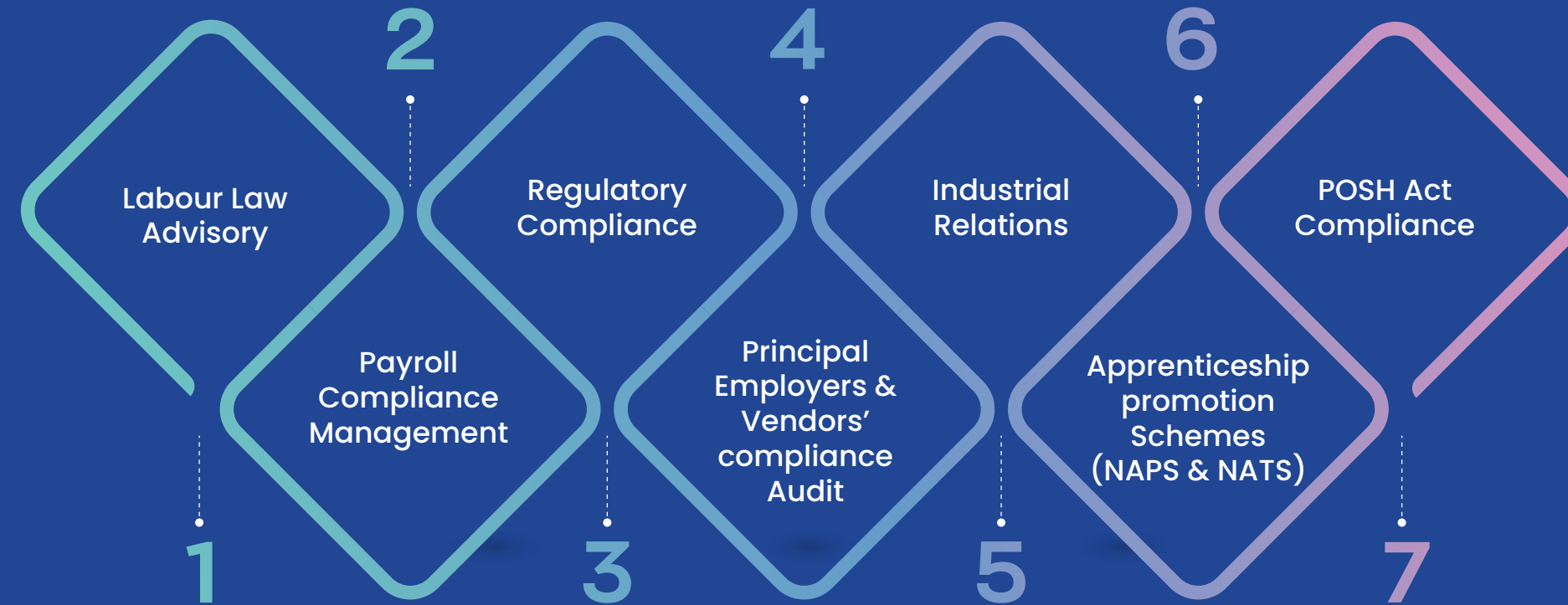
- 31st Dec National and Festival holidays

» Uttarakhand

- 31st Dec Annual Return to the Labour Welfare Commissioner
- 31st Dec National Festival



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