

# Calendar



## WITH IMPORTANT STATUTORY DATES

### OUR SERVICES

- Time and attendance
- Leave management
- Payroll
- Compliance
- HR workflow
- Employee self service
- Performance management
- Travel claims

#### Payroll Management

- Salary disbursement
- Help desk
- Employee compliance management
- Recruitment support
- Joining formalities
- Payroll processing
- Full and final settlement
- Employee compliance management

#### Manpower Outsourcing

- Establishment audit
- Establishment visits
- Managing registers and records
- Filing challans & returns
- Registrations & renewal
- Inspection management
- Vendor audit

#### HR Audit & Compliance



#### Recruitment

- Executive search
- Recruitment process outsourcing
- Resume sourcing
- Lower-mid level recruitment
- Back office recruitment
- Lateral hiring
- Campus connect

- Organising open workshop
- Empanelled trainers available
- Classroom facility available

#### Learning & Development

#### HR Shared Services

- HR Policy design and administration
- Design of organisational structures aligned to future growth
- Reward and Benefit design
- Talent Review and Succession planning
- Employee Satisfaction surveys
- HR Analytics

# JANUARY 2019

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15 Makar Sankranti	16	17	18	19
20	21	22	23	24	25	26 Republic Day
27	28	29	30	31		

## IMPORTANT STATUTORY DATES

### Central Govt.

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

### Andaman & Nicobar

- 30-Jan Annual Return Under Sexual Harassment Act 2013

### Andhra Pradesh

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

### Arunachal Pradesh

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

### Assam

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

### Bihar

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

### Chandigarh

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

### Chhattisgarh

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

### Daman & Diu

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

### Goa

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

### Gujarat

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

### Haryana

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

### Himachal Pradesh

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

### Jammu & Kashmir

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

### Jharkhand

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

### Karnataka

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

### Kerala

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

### Madhya Pradesh

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

### Maharashtra

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

### New Delhi

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

### Orissa

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

### Punjab

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

### Rajasthan

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

### Tamil Nadu

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

### 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 Act

### Uttar Pradesh

- 15-Jan Annual Return Under Factories Act
- 15-Jan Annual Nomination of Occupier
- 21-Jan Annual Return Under Maternity Benefit Act Rules
- 31-Jan Quarterly Return Under Employment Exchanges Act Q4
- 31-Jan Annual Return Under Workmens Compensation Act, 1923
- 31-Jan Annual Return Under Sexual Harassment Act 2013

### Union Territories

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

### Uttarakhand

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

### West Bengal

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

# Dates are subject to change as per Govt. Notification

# FEBRUARY 2019

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

## IMPORTANT STATUTORY DATES

### Central Govt.

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

### Andaman & Nicobar

01-Feb Annual Return Under The Bonus Act

### Andhra Pradesh

15-Feb Annual Return Under The Contract Labour Act

### Arunachal Pradesh

01-Feb Annual Return Under The Bonus Act

### Assam

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

### Bihar

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

### Chandigarh

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

### Chhattisgarh

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

### Goa

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

### Gujarat

01-Feb Annual Return Under Factory Act  
15-Feb Annual Return Under The Contract Labour Act

### Haryana

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

### Himachal Pradesh

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

### Jammu & Kashmir

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

### Jharkhand

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

### Karnataka

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

### Kerala

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

### Madhya Pradesh

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

### Maharashtra

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

### Manipur

01-Feb Annual Return Under The Bonus Act

### Meghalaya

01-Feb Annual Return Under The Bonus Act

### Mizoram

01-Feb Annual Return Under The Bonus Act

### Nagaland

01-Feb Annual Return Under The Bonus Act

### New Delhi

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

### Orissa

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

### Pondicherry

01-Feb Annual Return Under The Bonus Act

### Punjab

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

### Rajasthan

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

### Sikkim

01-Feb Annual Return Under The Bonus Act

### Tamil Nadu

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

### Telangana

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

### Tripura

01-Feb Annual Return Under The Bonus Act

### Union Territories

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

### Uttar Pradesh

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

### Uttarakhand

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

### West Bengal

01-Feb Annual Return Under The Bonus Act  
01-Feb Annual Return Under The Minimum Wages Act  
15-Feb Annual Return Annual Return Under The Contract Labour Act

# Dates are subject to change as per Govt. Notification

# MARCH 2019

SUN	MON	TUE	WED	THU	FRI	SAT
31					1	2
3	4 Maha Shivaratri	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21 Holi	22	23
24	25	26	27	28	29	30

## IMPORTANT STATUTORY DATES

**Jharkhand**  
31-Mar Annual Return Under Shops and Establishments Act

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

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

**Orissa**  
31-Mar Combined Annual Return Under Shops and Establishments Act

# Dates are subject to change as per Govt. Notification

# APRIL 2019

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17 Mahavir Jayanti	18	19 Good Friday	20
21	22	23	24	25	26	27
28	29	30				

## IMPORTANT STATUTORY DATES

### Central Govt.

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

### Andhra Pradesh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Arunachal Pradesh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Assam

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Bihar

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

### Chandigarh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Chhattisgarh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Goa

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Gujarat

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Haryana

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Himachal Pradesh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Jammu & Kashmir

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Jharkhand

30-Apr Quarterly Return 1 Under Shops and Establishments Act

### Karnataka

15-Apr Monthly Return for March Under Bangalore Profession Tax, Trade and Ceilings

30-Apr Annual Renewal for PT

30-Apr Quarterly Return Under Employment Exchanges Act Q1

### Kerala

30-Apr Quarterly Return For Quarter Ended March

### Madhya Pradesh

30-Apr Quarterly Return For Quarter Ended March

### Maharashtra

15-Apr Half Yearly Return March Ending

30-Apr International Worker Monthly Return

30-Apr Monthly Return for March Under Maharashtra Profession Tax, Trade and Ceilings

30-Apr Quarterly Return For Quarter Ended March

### New Delhi

30-Apr Quarterly Return For Quarter Ended March

### Orissa

30-Apr Quarterly Return For Quarter Ended March

### Punjab

15-Apr Half Yearly Return Under Punjab LWF Act

30-Apr Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)-Q1

### Rajasthan

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Tamil Nadu

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Telangana

30-Apr Quarterly Return Under Employment Exchange Act Q1

30-Apr Consolidated Annual Return

### Uttar Pradesh

30-Apr Quarterly Return Under Employment Exchange Act Q1

### Uttarakhand

30-Apr Quarterly Return Under Employment Exchange Act Q1

30-Apr Annual Return Under Shops and Establishments Act

### West Bengal

15-Apr Quarterly Return Q2 Under Factories Act

30-Apr Quarterly Return For Quarter Ended March

# Dates are subject to change as per Govt. Notification

# MAY 2019

SUN	MON	TUE	WED	THU	FRI	SAT
			1 Maharashtra Day	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18 Buddha Purnima
19	20	21	22	23	24	25
26	27	28	29	30	31	

## IMPORTANT STATUTORY DATES

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

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

# Dates are subject to change as per Govt. Notification

# JUNE 2019

SUN	MON	TUE	WED	THU	FRI	SAT
30						1
2	3	4	5 Ramzan Eid	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

## IMPORTANT STATUTORY DATES

### Andhra Pradesh

30-Jun Integrated Combined Return Under Shops and Establishments Act

### Gujarat

30-Jun Half Yearly Return Under LWF Act

### Karnataka

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

### Maharashtra

30-Jun Annual PT Return Employer For Current Financial Year

30-Jun International Worker Monthly Return

30-Jun Monthly Return for May Under Maharashtra Profession Tax, Trade and Ceilings

30-Jun Half Yearly Return Under LWF Act

### Telangana

30-Jun Profession Tax Annual Return Fin. Yr

# Dates are subject to change as per Govt. Notification

# JULY 2019

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

## IMPORTANT STATUTORY DATES

### Central Govt.

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

### Andhra Pradesh

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

### Arunachal Pradesh

30-Jul Quarterly Return Under Employment Exchanges Act Q2

### Assam

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

### Bihar

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

### Chandigarh

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

### Chhattisgarh

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

### Goa

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

### Gujarat

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

### Haryana

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

### Himachal Pradesh

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

### Jammu & Kashmir

31-Jul Quarterly Return Under Employment Exchange Act Q2

### Jharkhand

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

### Karnataka

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

### Kerala

30-Jul Quarterly Return For Quarter Ended June

### Madhya Pradesh

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

### Maharashtra

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

### New Delhi

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

### Orissa

30-Jul Quarterly Return For Quarter Ended June

### Punjab

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

### Rajasthan

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

### Tamil Nadu

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

### Telangana

30-Jul Quarterly Return Under Employment Exchanges Act Q2

### Union Territories

15-Jul First Half Yearly Return Under Factories Rules

### Uttar Pradesh

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

### Uttarakhand

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

### West Bengal

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

# Dates are subject to change as per Govt. Notification



# AUGUST 2019

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12 Bakri Eid	13	14	15 Independence Day	16	17
18	19	20	21	22	23	24 Janmashtami
25	26	27	28	29	30	31

## IMPORTANT STATUTORY DATES

### Karnataka

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

### Maharashtra

30-Aug International Worker Monthly Return

31-Aug Monthly Return for July Under Maharashtra Profession Tax, Trade and Ceilings

# Dates are subject to change as per Govt. Notification

# SEPTEMBER 2019

SUN	MON	TUE	WED	THU	FRI	SAT
1	2 Ganesh Chaturthi	3	4	5	6	7
8	9	10 Muharram	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## IMPORTANT STATUTORY DATES

### Karnataka

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

### Maharashtra

30-Sep Monthly Return for August Under Maharashtra Profession Tax, Trade and Ceilings

30-Sep International Worker Monthly Return

# Dates are subject to change as per Govt. Notification

# OCTOBER 2019

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2 Gandhi Jayanti	3	4	5
6	7	8 Dussehra	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27 Diwali	28	29	30	31		

## IMPORTANT STATUTORY DATES

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

**Andhra Pradesh**  
30-Oct Quarterly Return Under Employment Exchange Act Q3

**Arunachal Pradesh**  
30-Oct Quarterly Return Under Employment Exchange Act Q3

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

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

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

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

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

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

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

**Himachal Pradesh**  
31-Oct Quarterly Return Under Employment Exchange Act Q3

**Jammu & Kashmir**  
31-Oct Quarterly Return Under Employment Exchange Act Q3

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

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

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

**Madhya Pradesh**  
31-Oct Quarterly Return For Quarter Ended September

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

**New Delhi**  
31-Oct Quarterly Return For Quarter Ended September

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

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

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

**Tamil Nadu**  
30-Oct Quarterly Return Under Employment Exchange Act Q3

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

**Uttar Pradesh**  
30-Oct Quarterly Return Under Employment Exchange Act Q3

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

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

# Dates are subject to change as per Govt. Notification

# NOVEMBER 2019

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## IMPORTANT STATUTORY DATES

### Himachal Pradesh

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

### Karnataka

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

### Maharashtra

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

30-Nov International Worker Monthly Return

### Punjab

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

# Dates are subject to change as per Govt. Notification

# DECEMBER 2019

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25 Christmas	26	27	28
29	30	31				

## IMPORTANT STATUTORY DATES

### Central Govt.

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

### Arunachal Pradesh

30-Dec Annual Return Under Sexual Harassment Act 2013

### Assam

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

### Bihar

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

### Chandigarh

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

### Chattisgarh

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

### Dadra & Nagar Haveli

30-Dec Annual Return Under Sexual Harassment Act 2013

### Daman & Diu

30-Dec Annual Return Under Sexual Harassment Act 2013

### Goa

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

### Gujarat

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

### Haryana

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

### Jammu & Kashmir

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

### Jharkhand

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

### Karnataka

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

### Kerala

31-Dec National Festival Holidays

### Madhya Pradesh

31-Dec National Festival Holidays

### Maharashtra

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

### Manipur

30-Dec Annual Return Under Sexual Harassment Act 2013

### Meghalaya

30-Dec Annual Return Under Sexual Harassment Act 2013

### Mizoram

30-Dec Annual Return Under Sexual Harassment Act 2013

### Nagaland

30-Dec Annual Return Under Sexual Harassment Act 2013

### New Delhi

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

### Orissa

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

### Pondicherry

30-Dec Annual Return Under Sexual Harassment Act 2013

### Punjab

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

### Rajasthan

31-Dec Annual Return of Holidays Under Factories Act

### Sikkim

30-Dec Annual Return Under Sexual Harassment Act 2013

### Tamil Nadu

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

### Telangana

30-Dec Annual Return Under Sexual Harassment Act 2013

### Tripura

30-Dec Annual Return Under Sexual Harassment Act 2013

### Union Territories

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

### Uttar Pradesh

31-Dec National and Festival holidays

### Uttarakhand

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

# Dates are subject to change as per Govt. Notification