

Labour Law Compliance Calendar **DECEMBER 2025**



DECEMBER

Su	14	28
Mo	01	15 29
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IMPORTANT STATUTORY DATES



» Andhra Pradesh

- **10thDec** The Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987 – Monthly PT Remittance And Filing Of Return (FORM V)
- **31stDec** Annual return under National holiday act.
- The Andhra Pradesh Shops and Establishments Act, 1988 – Yearly Submission of Self Certification under AP S & E Acts and Rules
- The Minimum Wages Act, 1948 – Yearly Submission of Self-Certification (Annexure – VI)
- The Payment of Wages Act, 1936 Yearly – Submission of Self-Certification (Annexure – V)
- The Maternity Benefit Act, 1961 – Yearly Submission of Self-Certification (Annexure – II)
- The Factories Act, 1948 – Yearly Submission of Self-Certification (Annexure – I)
- The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 – Yearly Submission of Self-Certification (Annexure – VII)
- The Contract Labour (Regulation and Abolition) Act, 1970 – Yearly Submission of Self-Certification (Annexure – IV)
- The Andhra Pradesh Shops And Establishments Act, 1988 – Annual Holiday Return.

» Assam

- **28thDec** The Assam Professions, Trades, Callings And Employments Taxation Act, 1947 – Monthly PT Remittance And Return (FORM III – FORM IIIA – FORM VII C)
- **31stDec** Annual return under National holiday act.

» Arunachal Pradesh

- **31stDec** Annual return under National holiday act.

» Bihar

- **31stDec** Annual return under National holiday act.

» Delhi

- **28thDec** The Factories Act, 1948 – Annual Return Of Holidays
- **31stDec** Annual return under National holiday act.

» Goa

- **31stDec** The Goa, Daman and Diu Shops and Establishments Act, 1973 – Submission of Periodical Quarterly Returns (Form XXIX)
- **31stDec** Annual return under National holiday act.

» Gujarat

- **15thDec** The Gujarat Panchayats, Municipal Corporations And State Tax On Professions, Traders, Callings And Employments Act, 1976 – Monthly Returns (FORM 5)
- **20thDec** The Gujarat Panchayats, Municipal Corporations And State Tax On Professions, Traders, Callings And Employments Act, 1976 – Annual Returns (FORM 5A – FORM 5AA – FORM 5C)
- **31stDec** Annual return under National holiday act.

» Haryana

- **31stDec** The Punjab Labour Welfare Fund Act, 1965 (Haryana) Yearly Remittance of contribution (Statement)
- **31stDec** Annual return under National holiday act.

» Himachal Pradesh

- **31stDec** Annual return under National holiday act.



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IMPORTANT STATUTORY DATES

» Jharkhand

- **31stDec** Annual return under National holiday act.

» Jammu & Kashmir

- **31stDec** The Payment of Wages Act, 1936 – Submission of Monthly Return (FORM VII)
- **31stDec** Annual return under National holiday act.

» Karnataka

- **20thDec** The Karnataka Tax On Professions, Trades, Callings And Employments Act, 1976
– Monthly PT Remittance And Filing Of Return (FORM 9-A1, FORM 5-A)
- **31stDec** Annual return under National holiday act.

» Kerala

- **05thDec** The Kerala Shops And Commercial Establishments Workers Welfare Fund Act, 2006 – Monthly Contribution To The Fund (FORM 6, FORM 5)
- **31stDec** Annual return under National holiday act.
- **10thDec** The Madhya Pradesh Vritti Kar Adhiniyam, 1995 – Monthly PT Remittance

» Madhya Pradesh

- **31stDec** Annual return under National holiday act.

» Maharashtra

- **30thDec** The Maharashtra State Tax On Professions, Trade, Callings And Employments Act, 1975 – Monthly PT Remittance (One Time Payment Of Tax Scheme, 2019)
The Maharashtra State Tax On Professions, Trade, Callings And Employments
- **31stDec** The Maharashtra State Tax On Professions, Trade, Callings And Employments Act, 1975 – Monthly Return (Form III B)
- **31stDec** Annual return under National holiday act.

» Meghalaya

- **28thDec** The Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947 – Monthly PT Remittance And Monthly Return (FORM III – FORM IIIA – FORM VIIC)
- **31stDec** Annual return under National holiday act.

» Mizoram

- **28thDec** The Mizoram Professions, Trades, Callings and Employments Taxation Act, 1995 – Monthly Payment of Tax (FORM VI)
- **31stDec** Annual return under National holiday act.

» Nagaland

- **31stDec** Annual return under National holiday act.

» Odisha

- **31stDec** The Orissa State Tax On Professions, Trades, Callings And Employments Act, 2000 – Filing Of Monthly Returns (FORM V)

The Odisha Shops And Commercial Establishments Act, 1956 Yearly Submission Of Self Certification (FORM 15)

- **31stDec** Annual return under National holiday act.

» Puducherry

- **31stDec** Annual return under National holiday act.
- The Puducherry Village And Commune Panchayats Act, 1973, The Puducherry Municipalities Act, 1973 – Half-Yearly Returns



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IMPORTANT STATUTORY DATES

» Punjab

- **31st Dec** The Punjab State Development Tax Act, 2018 – Monthly PT Remittance (FORM PSDT-8)
- **31st Dec** Annual return under National holiday act.

» Rajasthan

- **31st Dec** Annual return under National holiday act.

» Sikkim

- **31st Dec** The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006 – Monthly PT Remittance
- **31st Dec** Annual return under National holiday act.

» Tamil Nadu

- **31st Dec** The Tamil Nadu Catering Establishments Act, 1958 Yearly Display and submission of Statement of Holidays (FORM IV E)
- **31st Dec** Annual return under National holiday act.

» Telangana

- **10th Dec** The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 – Monthly PT Remittance And Filing Of Return (FORM V)
- **31st Dec** Annual return under National holiday act.

The Child And Adolescent Labour (Prohibition And Regulation) Act, 1986 – Submission Of Annual Return

» Tripura

- **31st Dec** The Tripura Professions, Trades, Callings And Employments Taxation Act, 1997 – Monthly PT Remittance And Monthly Return (FORM VII – FORM VIII)
- **31st Dec** Annual return under National holiday act.

» Uttar Pradesh

- **31st Dec** Annual return under National holiday act.

» Uttarakhand

- **31st Dec** Annual return under National holiday act.

» West Bengal

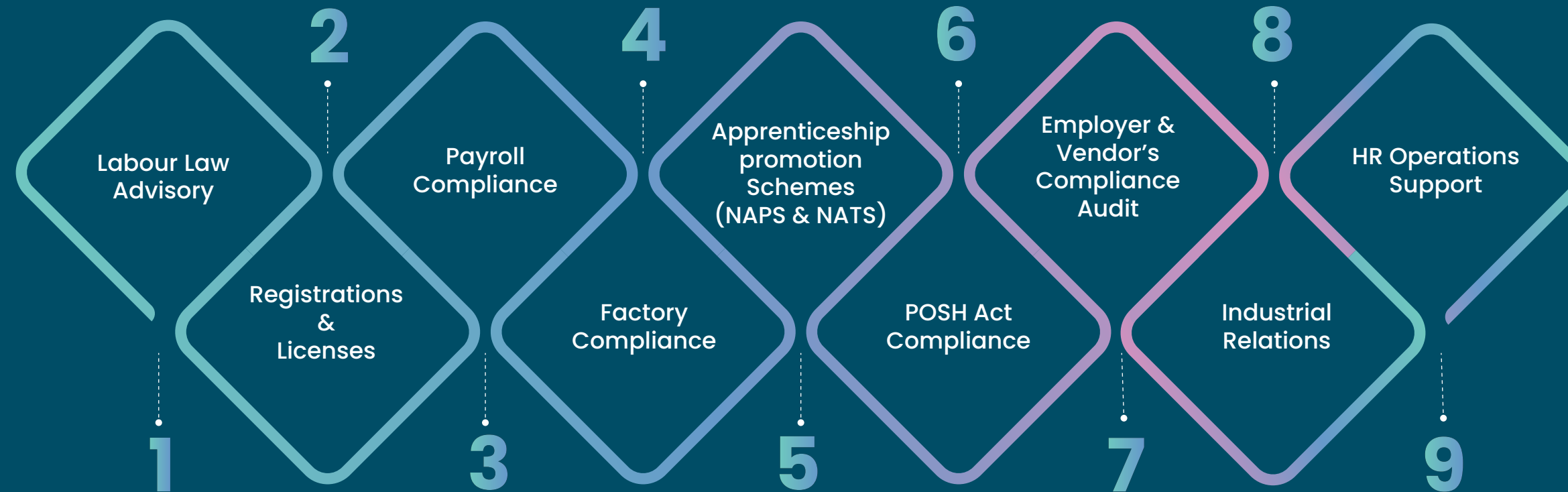
- **31st Dec** The West Bengal State Tax On Professions, Trades, Callings And Employments Act, 1979 – Monthly Payment Of Monthly PT
- **31st Dec** Annual return under National holiday act.

» Central Govt.

- **15th Dec** The Employees State Insurance Act, 1948 – Monthly ESIC Contribution Challan (Challan)
- **15th Dec** Employees Provident Fund And Miscellaneous Provisions Act, 1952 – Monthly Remittance Of PF Contribution (Challan)
- **15th Dec** International Worker Monthly Return under Employees Provident Fund And Miscellaneous Provisions Act, 1952 (Statement IW-1)
- **30th Dec** IU Monthly Returns-For exempted employer under EDLI Scheme (FORM 7(IF))



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