

Labour Law Compliance Calendar **JANUARY 2026**



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IMPORTANT STATUTORY DATES

» Central Govt.

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** International Worker Monthly Return
- **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** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Apprentices Act, 1961 Joining Report for Apprentices (Rule 14(3))

» Andaman & Nicobar

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013

» Andhra Pradesh

- **10th Jan** The Andhra Pradesh Tax On Professions, Trades, Callings And Employments Act, 1987 - Monthly PT Remittance And Filing Of Return (FORM V)
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** Apprentices Act, 1961 Apprentices Half Yearly Return
- **20th Jan** 2nd Half Yearly Return of Work Committees Under ID Act
- **30th Jan** Quarterly Return under Employment Exchange Act Q4
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Apprentices Act, 1961 Joining Report for Apprentices
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act
- **31st Jan** Annual Return Under Factories Act

» Arunachal Pradesh

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Assam

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **20th Jan** Half Yearly Return of Work Committees Under ID Act
- **28th Jan** The Assam Professions, Trades, Callings And Employments Taxation Act, 1947 - Monthly PT Remittance And Return (FORM III - FORM IIIA - FORM VII C)
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Bihar

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** Annual Return Under Factories Act
- **30th Jan** Annual Return Under Employee Compensation Act (Schedule)
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Quarterly Return 4 Under Shop and Establishment Act



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IMPORTANT STATUTORY DATES

» Chandigarh

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **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** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Chhattisgarh

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** Annual Return Under Factories Act
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Daman & Diu

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Daman & Diu Annual Return Under Factory Act

» Haryana

- **10th Jan** Apprentices Act, 1961 Payment of Stipend to Apprentices
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **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
- **30th Jan** Half Yearly Return Under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** S & E change of Notice By Sub Section 13 Of Punjab Shop And Establishment Act, 1958

» Himachal Pradesh

- **15th Jan** Annual Return Under Maternity Benefit Act
- **20th Jan** Half Yearly Return of Work Committees Under ID Act
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Goa

- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Quarterly Return Under Employment Exchange Act Q4
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act



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IMPORTANT STATUTORY DATES

» Gujarat

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Jharkhand

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** Annual Return Under Factories Act
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1972
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return Under Employee Compensation Act
- **31st Jan** Quarterly Return 4 Under Shop and Establishment Act

» Karnataka

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **20th Jan** 2nd Half Yearly Return of Work Committees Under ID Act
- **20th Jan** The Karnataka Tax On Professions, Trades, Callings And Employments Act, 1976 – Monthly PT Remittance And Filing Of Return (FORM 9-A1, FORM 5-A)
- **30th Jan** Half Yearly Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Annual Return of Fines and Unpaid Accumulations Under LWF Act – Q4
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Jammu & Kashmir

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4

» Kerala

- **10th Jan** The Kerala Tax On Professions, Trades, Callings And Employments Act, 1976 – Monthly PT Remittance And Filing Of Return (FORM 9-A1, FORM 5-A)
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **30th Jan** Annual Return Under Shops and Establishment Act

» Madhya Pradesh

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **15th Jan** Annual Return Under Factories Act
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Employee Compensation
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act



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IMPORTANT STATUTORY DATES

» Maharashtra

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **21st Jan** Annual Return of Work Committees Under ID Act
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **30th Jan** 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
- **31st Jan** Monthly Return for December Under Maharashtra Profession Tax, Trade and Ceilings
- **31st Jan** Annual Return Under Maharashtra Factory Act 1963
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Meghalaya

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **28th Jan** The Meghalaya Professions, Trades, Callings And Employments Taxation Act, 1947 – Monthly PT Remittance And Monthly Return (FORM III – FORM IIIA – FORM VIIC)
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013

» New Delhi

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **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** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Workmen Compensation Act
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Orissa

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Combined Annual Return Under Factories Act
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Punjab

- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **20th Jan** Half Yearly Return of Work Committees Under ID Act
- **31st Jan** Employment Exchange Act, 1959 Quarterly Returns Under Exchange Act (5, Rule 6)-Q4
- **31st Jan** Workmen Compensation Return Act
- **31st Jan** The Punjab State Development Tax Act, 2018 – Monthly PT Remittance (FORM PSDT-8)

» Rajasthan

- **15th Jan** Half Yearly Return 2 Under Factories Rules
- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **30th Jan** Quarterly Return Under Employment Exchange Act Q4



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IMPORTANT STATUTORY DATES

» Tamil Nadu

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Under Workmen Compensation Act
- **31st Jan** Annual Return Under Factories Rules
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Sikkim

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** The Sikkim Tax On Professions, Trades, Callings And Employments Act, 2006 – Monthly PT Remittance

» Telangana

- **10th Jan** The Telangana Tax On Professions, Trades, Callings And Employments Act, 1987 – Monthly PT Remittance And Filing Of Return (FORM V)
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) Act

» Tripura

- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** The Tripura Professions, Trades, Callings And Employments Taxation Act, 1997 – Monthly PT Remittance And Monthly Return (FORM VII – FORM VIII)

» Uttar Pradesh

- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Nomination of Occupier
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchanges Act Q4
- **31st Jan** Annual Return Under Workmens Compensation Act, 1923

» Uttarakhand

- **15th Jan** Annual Return Under Factories Act
- **15th Jan** Annual Nomination of Occupier
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Quarterly Return Under Employment Exchange Act Q4
- **31st Jan** Workmen Compensation Act



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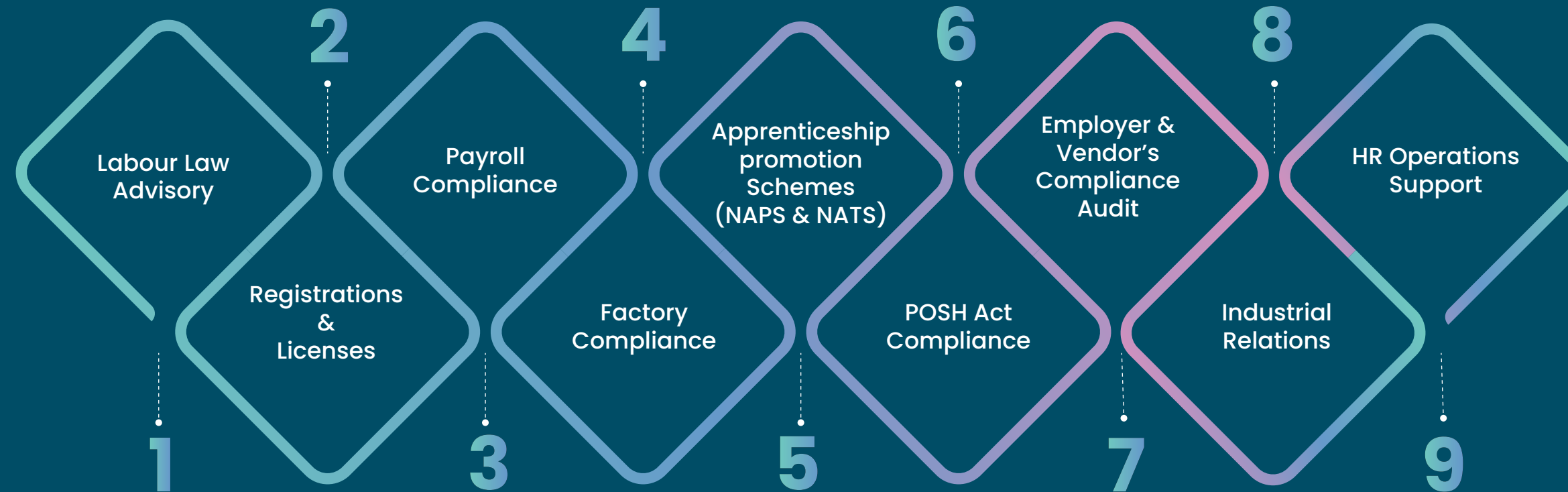
IMPORTANT STATUTORY DATES

» West Bengal





- **15th Jan** Quarterly Return Q1 Under Factories Act
- **15th Jan** Annual Return Under Maternity Benfit Act 1961
- **30th Jan** Half Yearly Return under Contract Labour Regulation and Abolition Act 1970
- **30th Jan** Annual Return under Payment wages Act 1936
- **30th Jan** Annual Return under Minimum Wages Act 1948
- **30th Jan** Annual Return under Sexual Harassment Act 2013
- **31st Jan** Remittance under the Labour Welfare Fund (LWF) 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
- **31st Jan** The West Bengal State Tax On Professions, Trades, Callings And Employments Act, 1979 – Monthly Payment Of Monthly PT



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