



HERTTZ GLOBAL COMPLIANCE SERVICES PVT. LTD.

"Best Statutory Compliance Services, Payroll and Contract Staffing Consultants in India" - ICON India Business Awards (FORBES recognized)

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IMPORTANT STATUTORY DATES

Kerala
 31-Jan CLRA Annual Return
 31-Jan Quarterly Return for quarter ended December
 30-Jan Annual Return under Maternity Benefit Rules
 31-Jan Annual Return under Payment of Gratuity Act
 31-Jan Annual Return under Sexual Harassment Act, 2013
 30-Jan Annual Return under Shops and Establishment Act

Madhya Pradesh
 21-Jan Annual Return under Maternity Benefit Rules
 31-Jan Annual Return under Payment of Gratuity Act
 31-Jan Annual Return under the Minimum Wages Act
 15-Jan L. WF Half Yearly 15-Jan
 31-Jan Quarterly Return for quarter ended December
 31-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Employee Compensation
 15-Jan Annual Return under Factories Act

Maharashtra
 15-Jan Annual Return under Maternity Benefit Act Rules
 07-Jan Annual Return under Sexual Harassment Act, 2013
 30-Jan International Worker Monthly Return
 31-Jan Annual Information about establishment covered under the ESIC Act
 15-Jan Half Yearly Return by contractor & Principal Employer (induplicate)
 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 for quarter ended December
 21-Jan Annual Return of Work Committees under ID Act

New Delhi
 31-Jan Annual Return under Maternity Benefit Act Delhi Rules
 30-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Workmen Compensation Act
 31-Jan Quarterly Return for quarter ended December
 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

No State
 31-Jan Annual Return under Gujarat L. WF Act
 01-Jan Consolidated Annual Return
 31-Jan Annual Return under Payment of Gratuity Act
 31-Jan Quarterly Return for quarter ended December
 15-Jan Second Half Yearly Return under Factories Rules

Orissa
 31-Jan Annual Return under Maternity Benefit Act
 31-Jan Quarterly Return for quarter ended December
 31-Jan Annual Return under Payment of Gratuity Act
 31-Jan Combined Annual Return under Factories Act

Punjab
 21-Jan Annual Return under Maternity Benefit Act Punjab Rules
 31-Jan Employment Exchanges Act, 1959 Quarterly Returns under Exchanges Act (5, Rule 6) - Q4
 31-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Workmen Compensation Act
 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

Rajasthan
 21-Jan Annual Return under Maternity Benefit Act Rules
 31-Jan Annual Return under The Contract Labour Act
 30-Jan Quarterly Return under Employment Exchange Act Q4
 30-Jan Annual Return under Sexual Harassment Act, 2013
 15-Jan Half Yearly Return under Factories Rules
 15-Jan Annual Return under Factories 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 L. WF Act
 31-Jan Annual Return under the Minimum Wages Act
 31-Jan Under Contract Labour Rules
 31-Jan Industrial Establishments (Conferral 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 Exchanges 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 Se Act Monthly

Telangana
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 31-Jan Annual Return under Payment of Gratuity Act

Uttar Pradesh
 21-Jan Annual Return under Maternity Benefit Act Rules
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 31-Jan Annual Return - The Workmen Compensation Act, 1923
 31-Jan Annual Return under Sexual Harassment Act, 2013
 15-Jan Annual Return under Factories Act
 15-Jan Annual Nomination of Occupier

Uttarakhand
 21-Jan Annual Return under Maternity Benefit Act Rules
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 31-Jan Annual Return of Deductions under the Minimum Wages Act
 30-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Workmen Compensation Act
 15-Jan Annual Return under Factories Act
 15-Jan Annual Nomination of Occupier

West Bengal
 21-Jan Annual Return under West Bengal Maternity Benefit Rules
 31-Jan Annual Return under Labour Welfare Fund Act
 31-Jan Quarterly Return for quarter ended December
 31-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Half Yearly Return under 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 - Shelters, Rest-rooms and Lunchrooms
 15-Jan Quarterly Return under Factories Act

JANUARY - 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Andaman & Nicobar
 30-Jan Annual Return under Sexual Harassment Act, 2013

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

Arunachal Pradesh
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 21-Jan Maternity Annual Return

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

Bihar
 31-Jan Annual Return under Maternity Benefit Rules
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 30-Jan Annual Return under Employee Compensation Act (Schedule)
 31-Jan Annual Return under Sexual Harassment Act, 2013
 31-Jan Annual Return under Payment of Gratuity Act
 15-Jan Annual Return under Factories Act
 31-Jan Quarterly Return under Sand E Act

Central Govt
 15-Jan Apprentices Act, 1961 Apprentices Half Yearly Return (Rule 14(7))
 31-Jan Apprentices Act, 1961 Joining Report for Apprentices (Rule 14(3))
 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
 20-Jan Half Yearly Return of Work Committees under ID Act
 20-Jan Central ID Rules, 1957 Submission of Returns (56A)

Chandigarh
 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
 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

Chhattisgarh
 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
 15-Jan Annual Return under Factories Act

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

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

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

Haryana
 21-Jan Annual Return under Maternity Benefit Act Haryana Rules
 31-Jan Annual Return under Punjab L. WF Act
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 10-Jan Apprentices Act, 1961 Payment of Stipend to Apprentices
 31-Jan Annual Return under Employee Compensation Act
 31-Jan Annual Return under Sexual Harassment Act, 2013
 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
 31-Jan S&E Change of Notice by Sub Section 13 of Punjab S&E Act, 1958

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

Jammu & Kashmir
 31-Jan Annual Return under The Payment of Wages Act
 31-Jan Annual Return under The Minimum Wages Act
 21-Jan Annual Return under The Maternity Benefit Act
 31-Jan Quarterly Return under Employment Exchange Act Q4
 31-Jan Annual Return under Employee Compensation Act
 30-Jan Annual Return under Sexual Harassment Act, 2013

Jharkhand
 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
 01-Jan Annual Return under Bihar Contract Labour (regulation and Abolition) Rules, 1972
 31-Jan Annual Return under the Minimum Wages Act
 31-Jan Annual Return under Payment of Wages Act
 15-Jan Annual Return under Factories Act
 31-Jan Quarterly Return under Sand E Act

Karnataka
 28-Jan Notice for Payment of Gratuity Act (as and when required) Dec
 31-Jan Annual Return of Fines and unpaid accumulations under L. WF Act-Q4
 31-Jan Quarterly Return under Employment Exchanges Act Q4
 15-Jan Monthly Return for Nov under Bangalore Profession Tax, Trade and Ceilings
 31-Jan Combined Annual Return
 20-Jan 2nd Half Yearly Return of Work Committees under ID Act
 31-Jan Half Yearly Return under CLRA License-HY II



HOLIDAYS

- 01 New Year's Day
- 14 Pongal
- 15 Thiruvalluvar Day
- 16 Uzhavar Thirunal
- 26 Republic Day

FEBRUARY - 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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06	07	08	09	10	11	12
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20	21	22	23	24	25	26
27	28					

IMPORTANT STATUTORY DATES

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 the 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 the Payment of Wages Act
15-Feb Annual Return Under the Contract Labour Act
Central Govt
01-Feb Annual Return Under the Bonus 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 the 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 the Payment of Wages Act
15-Feb Annual Return Under the Contract Labour Act
Goa
01-Feb Annual Return Under the Bonus Act
01-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 the 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
01-Feb Annual Return Under the Contract Labour Act
Jharkhand
01-Feb Annual Return Under the Bonus Act
01-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 Jan Under Bangalore Profession Tax, Trade and Ceilings
Kerala
01-Feb Annual Return Under the Minimum Wages Act
01-Feb Annual Return Under the Bonus Act
15-Feb Annual Return Under the Minimum Wages Act
Madhya Pradesh
01-Feb Annual Return Under the Bonus Act
01-Feb Annual Return Under the Minimum 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 of Jan Under Maharashtra Profession Tax, Trade 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
No State
01-Feb Annual Return Under the Bonus Act
01-Feb Annual Return under the Minimum Wages Act
01-Feb Annual Return under the Factories 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 of Deductions under the Minimum Wages Act
01-Feb Annual Return under the Minimum Wages Act
01-Feb Annual Return Under the Bonus Act
01-Feb Annual Return of Accident and Factories 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
Uttar Pradesh
01-Feb Annual Return under payment of Wages Act
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
Uttarkhand
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 Under the Contract Labour Act

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
- ❖ ESI (The Employees State Insurance Act 1948)
- ❖ S&E (Shops and Commercial Establishments Act)
- ❖ Catering Establishment Act
- ❖ Professional Tax
- ❖ Labour Welfare Fund Act 1972
- ❖ CLRA (The Contract Labour Regulation & Abolition Act 1970)
- ❖ The Minimum Wages Act -1948
- ❖ The Payment of Wages Act - 1936
- ❖ The Payment of Bonus Act - 1965
- ❖ The Maternity Benefit Act 1961
- ❖ Gratuity Payment Act 1972
- ❖ Directorate of Industrial Safety and Health - (Factory Plan Approval & License)
- ❖ Pollution Licence Act 1981 (Licence & Inspection)
- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filing & Returns



HOLIDAYS



MARCH - 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Jharkhand
31- Mar Annual Return under S and E Act

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

Maharashtra
30- Mar International Worker Monthly Return
31- Mar Monthly Return for Feb Under Bangalore Profession Tax , Trade and Ceilings.

Orissa
31- Mar Combined Annual Return under Shops and Establishments Act

Notes

MARCH - 2022

SUN	MON	TUE	WED	THU	FRI	SAT
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
- ❖ ESI (The Employees State Insurance Act 1948)
- ❖ S&E (Shops and Commercial Establishments Act)
- ❖ Catering Establishment Act
- ❖ Professional Tax
- ❖ Labour Welfare Fund Act 1972
- ❖ CLRA (The Contract Labour Regulation & Abolition Act 1970)
- ❖ The Minimum Wages Act -1948
- ❖ The Payment of Wages Act - 1936
- ❖ The Payment of Bonus Act - 1965
- ❖ The Maternity Benefit Act 1961
- ❖ Gratuity Payment Act 1972
- ❖ Directorate of Industrial Safety and Health - (Factory Plan Approval & License)
- ❖ Pollution Licence Act 1981 (Licence & Inspection)
- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS

APRIL - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Andhra Pradesh
30- Apr Quarterly Return under Employment Exchange Act Q1

Arunachal Pradesh
30- Apr Quarterly Return Under Employment Exchanges Act Q1

Assam
31- Apr Quarterly Return Under Employment Exchanges Act Q1

Bihar
30- Apr Quarterly Return Under Employment Exchanges Act Q1
30- Apr Quarterly Return 1 under S and E Act

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

Chandigarh
30- Apr Quarterly Return under Employment Exchange Act Q1

Chattisgarh
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 Exchanges Act Q1

Haryana
30- Apr Quarterly Return Under Employment Exchanges 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 S and E 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 31st 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 Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6) - Q

Rajasthan
30- Apr Quarterly Return under Employment Exchange Act Q1

Tamil Nadu
30- Apr Quarterly Return Under Employment Exchanges Act Q1

Telangana
30- Apr Quarterly Return Under Employment Exchanges Act Q1
30- Apr Consolidated Annual Return

Uttar Pradesh
30- Apr Quarterly Return Under Employment Exchanges Act Q1

Uttarakhand
30- Apr Quarterly Return Under Employment Exchanges Act Q1
30- Apr Annual Return under S n E Act

West Bengal
15- Apr Quarterly Return Q2 under Factories Act
30- Apr Quarterly Return for quarter ended 31st March

APRIL - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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03	04	05	06	07	08	09
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24	25	26	27	28	29	30

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
- ❖ ESI (The Employees State Insurance Act 1948)
- ❖ S&E (Shops and Commercial Establishments Act)
- ❖ Catering Establishment Act
- ❖ Professional Tax
- ❖ Labour Welfare Fund Act 1972
- ❖ CLRA (The Contract Labour Regulation & Abolition Act 1970)
- ❖ The Minimum Wages Act -1948
- ❖ The Payment of Wages Act - 1936
- ❖ The Payment of Bonus Act - 1965
- ❖ The Maternity Benefit Act 1961
- ❖ Gratuity Payment Act 1972
- ❖ Directorate of Industrial Safety and Health - (Factory Plan Approval & License)
- ❖ Pollution Licence Act 1981 (Licence & Inspection)
- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS

Annual closing of 01.04.2021 Accounts Thursday for Commercial Banks & Co-operative Banks

02. Telugu New Year's

14. Tamil New Year's Day

14. Dr. B.R.Ambedkar's Birthday

14. Mahaveer Jayanthi

15. Good Friday

MAY - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
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IMPORTANT STATUTORY DATES

Karnataka

31- May Annual Return for PT

15- May Monthly Return for Feb Under Bangalore

Profession Tax, Trade and Ceilings

Maharashtra

30- May International Worker Monthly Return

31- May Monthly Return for April Under Maharashtra

Profession Tax , Trade and Ceilings

MAY - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
01	02	03	04	05	06	07
08	09	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
- ❖ ESI (The Employees State Insurance Act 1948)
- ❖ S&E (Shops and Commercial Establishments Act)
- ❖ Catering Establishment Act
- ❖ Professional Tax
- ❖ Labour Welfare Fund Act 1972
- ❖ CLRA (The Contract Labour Regulation & Abolition Act 1970)
- ❖ The Minimum Wages Act -1948
- ❖ The Payment of Wages Act - 1936
- ❖ The Payment of Bonus Act - 1965
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- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS

- 01. May Day
- 03. Ramzan (Idul Fitr)

JUNE - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Andhra Pradesh

30 - June Integrated Combined Return under Shop & Establishment

Gujarat

30 - June Half Yearly Return under LWF Act, 30th June

Karnataka

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

Maharashtra

30 - June Annual PT Return Employer for current financial year

30 - June International Worker Monthly Return

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

30 - June Half Yearly Return under LWF Act, 30th June

Telangana

30 - June Profession Tax Annual Return Fin. Yr

JUNE-2022

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- ❖ Pollution Licence Act 1981 (Licence & Inspection)
- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS



JULY - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

- Punjab**
 - 31-July Employment Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6)-Q2
 - 15-July 1st Half Yearly Return under Factories Rules
 - 20-July Half Yearly Return of Work Committees under ID Act
- Rajasthan**
 - 30-July Quarterly Return under Employment Exchange Act Q2
 - 15-July Half Yearly Return I under Factories Rules
- Tamil Nadu**
 - 30- July Quarterly Return Under Employment Exchanges Act Q2
 - 31- July Tamil Nadu Payment of Subsistence Allowance Rules, 1981
 - 31-July Industrial Establishments (Conferment of Permanent Status to Workmen) Rules, 1981
 - 31July Under Maternity Benefit Rules
 - 31-July Under Payment of Gratuity Rules
 - 31-July Under Tamil Nadu Shop and Establishment Rules
 - 31-July Under Tamil Nadu Minimum Wages Rules
 - 31-July Under Contract Labour Rules
 - 31-July Under Payment of Wages Rules
 - 31-July Half Yearly Return under Factories Rules
- Telangana**
 - 30- July Quarterly Return Under Employment Exchanges Act Q2
- Uttar Pradesh**
 - 30-July Quarterly Return Under Employment Exchanges Act Q2
 - 15-July Half Yearly Return under Factories Rules
- West Bengal**
 - 30-July Quarterly Return for quarter ended June
 - 31-July Half Yearly Return The West Bengal Contract Labour (Regulation And Abolition) rules, 1972 sec.82
 - 15-July Quarterly Return Q3 under Factories Act
 - 05-July Half Yearly Return under Factories Rules

JULY-2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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- Andhra Pradesh**
 - 15-July Apprentices Act, 1961 Apprentices Half Yearly Return
 - 30-July Quarterly Return under Employment Exchange Act Q2
 - 1st Half Yearly Return of Work Committees under ID Act
- Arunachal Pradesh**
 - 30- July Quarterly Return under Employment Exchanges Act Q2
- Assam**
 - 30-July Quarterly Return under Employment Exchanges Act Q2
 - 20-July Half Yearly Return of Work Committees under ID Act
- Bihar**
 - 30-July Quarterly Return under Employment Exchanges Act Q2
 - 15-July Half Yearly Return under Factories Rules
 - 31-JulyQuarterly Return 2 under S and E Act
- Central Govt**
 - 30-JulyEmployment Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6)
 - 20-JulyHalf Yearly Return of Work Committees under ID Act
 - Chandigarh
 - 31-July Proforma for Contribution Details under the LWF Act
 - 30-JulyQuarterly Return under Employment Exchange Act Q2
 - 15-July1st Half Yearly Return under Factories Rules
 - 20-JulyHalf Yearly Return of Work Committees under ID Act
 - Chhattisgarh
 - 30-July Quarterly Return under Employment Exchange Act Q2
 - 15-July Half Yearly Return under Factories Rules
- Goa**
 - 30-JulyQuarterly Return under Employment Exchange Act Q2
 - 15-JulyHalf Yearly Return under Factories Rules
- Gujarat**
 - 30-July Quarterly Return under Employment Exchanges Act Q2
 - 15-JulyHalf Yearly Return under Factory Rules
- Haryana**
 - 30-JulyQuarterly Return under Employment Exchanges Act Q2
 - 15-JulyHalf Yearly Return under Factories Rules
 - 20-JulyHalf Yearly Return of Work Committees under ID Act
- Himachal Pradesh**
 - 31-JulyQuarterly Return under Employment Exchange Act Q2
 - 20-JulyHalf Yearly Return of Work Committees under ID Act
- Jammu & Kashmir**
 - 31- July Quarterly Return under Employment Exchange Act Q2
- Jharkhand**
 - 01-JulyAnnual Return under Bihar CONTRACT LABOUR (REGULATION AND ABOLITION) RULES, 1972
 - 15-JulyHalf Yearly Return under Factories Rules
 - 31-JulyQuarterly Return 2 under S and E Act
- Karnataka**
 - 31 - July Annual Return of Fines and unpaid accumulations under LWF Act - Q2
 - 30 - July Quarterly Return under Employment Exchanges Act Q2
 - 15 - July Monthly Return for June under Bangalore Profession Tax, Trade and Ceilings
 - 15 - July Half Yearly Return under Factories Rules
 - 20 - July1st Half Yearly Return of Work Committees under ID Act
 - 31 - July Half Yearly Return Under CLRA License - HY I
- Kerala**
 - 30-JulyQuarterly return for quarter ended June
- Madhya Pradesh**
 - 30-July Quarterly Return for quarter ended june
 - 15-July LWF Half Yearly 15 July
 - 15-July Half Yearly Return under Factories Rules
- Maharashtra**
 - 31- July Monthly Return for June Under Maharashtra Profession Tax , Trade and Ceilings
 - 30 - July Quarterly Return for quarter ended June
 - 15 - July Half Yearly Return by contractor & Principal Employer of Maharashtra Labour Welfare Fund Act
 - 30-July International Worker Monthly Return
- New Delhi**
 - 30-July Quarterly Return for quarter ended june
 - 15-July 1st Half Yearly Return under Factories Rules
 - 20-July Half Yearly Return of Work Committees under ID Act
- No State**
 - 15-July First Half Yearly Return under Factories Rules
- Orisa**
 - 30-July Quarterly Return for quarter ended June

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
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- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS

10. Bakrid (Idul Azha)

AUGUST - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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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 Trade and Ceilings

AUGUST - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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HOLIDAYS

- 09. Muharram
- 15. Independence Day
- 19. Krishna Jayanthi
- 19. Vinayaga Chaturthi

SEPTEMBER - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Karnataka

15 - sep Monthly Return for Aug 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

SEPTEMBER-2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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HOLIDAYS

OCTOBER - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

- Andhra Pradesh
 - 30 - Oct Quarterly Return under Employment Exchange Act Q3
- Arunachal Pradesh
 - 30 - Oct Quarterly Return Under Employment Exchanges Act Q3
- Assam
 - 30 - Oct Quarterly Return Under Employment Exchanges Act Q3
- Bihar
 - 30 - Oct Quarterly Return Under Employment Exchanges Act Q3
 - 31 - Oct Quarterly Return 3 under S and E Act
- Central Govt
 - 30 - Oct Employment Exchanges Act, 1959 Quarterly Returns Under Exchanges Act (5, Rule 6)
- Chandigarh
 - 30 - Oct Half Yearly Return under Punjab LWF Act
 - 30 - Oct Quarterly Return under Employment Exchange Act Q3
- Chattisgarh
 - 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 Exchanges Act Q3
- Haryana
 - 30 - Oct Quarterly Return Under Employment Exchanges 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 S and E Act
- Karnataka
 - 15 - Oct Monthly Return for Sep Under Bangalore Profession Tax, Trade and Ceilings
 - 30 - Oct Quarterly Return Under Employment Exchanges 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 Monthly Return for Sep Under Bangalore Profession Tax, Trade and Ceilings
 - 30 - Oct Quarterly Return Under Employment Exchanges Act Q3
 - 31 - Oct Annual Return of Fines and unpaid accumulations under LWF Act Q3
- 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 Exchanges Act, 1959 Quarterly Returns Under Exchanges 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

OCTOBER-2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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HOLIDAYS

- 02. Gandhi Jayanthi
- 04. Maha Navami
- 05. Vijaya Dasami
- 06. Eid-E-Milad
- 24. Diwali

NOVEMBER - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

Himachal Pradesh

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

Karnataka

15 - Nov Monthly Return for Oct Under Bangalore Profession Tax, 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

NOVEMBER-2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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HOLIDAYS



DECEMBER - 2022

SUN	MON	TUE	WEN	THU	FRI	SAT
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IMPORTANT STATUTORY DATES

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

Central Govt
30 - Dec Annual Return Under Sexual Harassment Act, 2013
30 - Dec Annual Return under the Minimum Wages Act

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

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 Holiday

Gujarat
31 Dec Half Yearly Return under LWF Act, 31th Dec
30 - Dec Annual Return Under Sexual Harassment Act, 2013
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
31 Dec Return Of Festival Holidays to Inspector under National and Festival Holidays Act
15 Dec Monthly Return for Nov Under Bangalore Profession Tax , Trade and Ceilings
30 - Dec Annual Return Under Sexual Harassment Act, 2 013

Kerala
31 Dec National festival Holiday

Madhya Pradesh
30 - Dec National festival Holiday

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

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

No State
30 - Dec Annual Return Under Sexual Harassment Act, 2013
31 - Dec Annual Return of Holidays under Factories Act

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

Pondicherry
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

Uttar Pradesh
31 - Dec National and festival holidays

Uttarakhand
31 - Dec Annual Return to the Labour Welfare Commissioner
31 - Dec National festival Holiday

DECEMBER-2022

SUN	MON	TUE	WEN	THU	FRI	SAT
			01	02	03	04
05	06	07	08	09	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OUR SERVICES

- ❖ End to End Payroll Processing
- ❖ EPF (The Employees Provident Fund Act 1952)
- ❖ ESI (The Employees State Insurance Act 1948)
- ❖ S&E (Shops and Commercial Establishments Act)
- ❖ Catering Establishment Act
- ❖ Professional Tax
- ❖ Labour Welfare Fund Act 1972
- ❖ CLRA (The Contract Labour Regulation & Abolition Act 1970)
- ❖ The Minimum Wages Act -1948
- ❖ The Payment of Wages Act - 1936
- ❖ The Payment of Bonus Act - 1965
- ❖ The Maternity Benefit Act 1961
- ❖ Gratuity Payment Act 1972
- ❖ Directorate of Industrial Safety and Health - (Factory Plan Approval & License)
- ❖ Pollution Licence Act 1981 (Licence & Inspection)
- ❖ Fire Licence Act 2005 (Fire NOC)
- ❖ Contract Staffing - All Categories
- ❖ Compliance Audit
- ❖ PSARA (Private Security Agency Regulation Act)-2005
- ❖ PoSH (Prevention of Sexual Harassment) Act - 2013
- ❖ DIC (District Industries Certificate)
- ❖ IT, GST, Taxation, Filling & Returns



HOLIDAYS

25. Christmas

JANUARY - 2023

SUN	MON	TUE	WEN	THU	FRI	SAT
						01
02	03	04	05	06	07	08
09	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

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