

TalEzine Calendar

JANUARY 2026

COMPLIANCE



Professional Tax State wise - Remittance

DUE DATE	STATES	EXISTING RULES	MODE
10th January 2026	Andhra Pradesh, Telangana, Madhya Pradesh	State-wise regulations	Online
10th January 2026	Madhya Pradesh	State-wise regulations	By Challan
15th January 2026	Gujarat	Gujarat PT regulations	By Challan
20th January 2026	Karnataka	Karnataka PT regulations	By Challan & Online
21st January 2026	West Bengal	West Best PT regulations	Online
28th January 2026	Assam, Mizoram & Meghalaya	State-wise regulations	Online

PF Central

DUE DATE	STATES	EXISTING RULES	MODE
15th January 2026	Remittance of contribution	EPF & MP Act, 1952	Online
15th January 2026	Monthly Returns For Reporting Details of International Workers (Statement IW-1)	EPF & MP Act, 1952	Online
25th January 2026	Monthly Returns for exempted employer under EDLI Scheme (FORM 7(IF))	EPF & MP Act, 1952	Manual

ESI Central

DUE DATE	STATES	EXISTING RULES	MODE
15th January 2026	Remittance of contribution	ESIC Act, 1948	Online

TDS

DUE DATE	STATES	EXISTING RULES	MODE
7th December 2025	TDS Payment	Income Tax Act, 1961	Online

Labour/ Worker Welfare Fund Remittances

DUE DATE	STATES	EXISTING RULES	MODE
5th January 2026	Kerala	Worker Welfare Fund	By Challan
15th January 2026	Chandigarh, Chhattisgarh, Delhi, Gujarat, Karnataka, Madhya Pradesh, Maharashtra, Odisha, Punjab, West Bengal	Labour Welfare Fund	By Challan & Online
31st January 2026	Andhra Pradesh, Tamil Nadu, Telangana, Goa, Haryana	Labour Welfare Fund	By Challan & Online

Returns under various Acts - State wise Half Yearly / Yearly Returns

STATE	ACT	RETURNS	FORM	DUE DATE
Andhra Pradesh	The Factories Act, 1948	Annual Returns	FORM AR	31st Jan 2026
	The Andhra Pradesh Shops And Establishments Act, 1988	Quarterly Returns	FORM XXVII	10th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
Gujarat	The Factories Act, 1948	Half Yearly Returns	FORM 25	15th Jan 2026
	The Gujarat Labour Welfare Fund Act, 1953	Half Yearly Returns	FORM A-1	15th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	The Gujarat Shops And Establishments Act 2019	Annual Returns	FORM Q	31st Jan 2026
Haryana	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M, N and O	21st Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XX	30th Jan 2026
	The Factories Act, 1948	Annual Returns	FORM 21	15th Jan 2026
Karnataka	The Karnataka Labour Welfare Fund Act, 1965	Annual LWF Payment & Returns	FORM D	15th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	Karnataka Shops And Commercial Establishments Act, 1961	Combined Annual Returns	FORM U	31st Jan 2026
	The Payment Of Wages Act, 1936			31st Jan 2026
	The Maternity Benefit Act, 1961			31st Jan 2026
	The Minimum Wages Act, 1948			31st Jan 2026
Kerala	The Kerala Labour Welfare Fund Act, 1975 (Factories)	Half Yearly LWF Payment & Returns	FORM A	15th Jan 2026
	The Contract Labour (Regulation And Abolition) Act, 1970	Annual Returns	FORM XXV	15th Feb 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	The Factories Act, 1948	Annual Returns	FORM 21	31st Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M	31st Jan 2026
Maharashtra	The Maternity Benefit Act, 1961	Annual Returns	FORM 11	15th Jan 2026
	The Maharashtra Labour Welfare Fund Act, 1953	Half Yearly Returns	FORM A-1	15th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
New Delhi	The Factories Act, 1948	Annual Returns	FORM 34	15th Jan 2026
	The Bombay Labour Welfare Fund Act, 1953	Half Yearly LWF Payment & Returns	FORM A	15th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM 21	31st Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M and N	31st Jan 2026
Punjab	The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, The Payment of Bonus Act, 1936, The Shops and Establishment Act & ISWM Act	Unified Annual Return	Common Form	30th Jan 2026
	The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, The Payment of Bonus Act, 1936, The Shops and Establishment Act & ISWM Act	Unified Annual Return	Common Form	30th Jan 2026
Madhya Pradesh	The Factories Act, 1948, The Contract Labour (Regulation and Abolition) Act, 1970, The Maternity Benefit Act, 1961, The Payment of Bonus Act, 1936, The Shops and Establishment Act & ISWM Act	Unified Annual Return	Common Form	30th Jan 2026
	The Madhya Pradesh Shram Kalyan Nidhi Adhiniyan, 1982 (LWF)	Half Yearly LWF Payment & Returns	Form A	15th Jan 2026
Tamil Nadu	The Professional Tax Act	Quarterly Return	Form-VII	15th Jan 2026
	The Tamil Nadu Industrial Establishments (Conferment Of Permanent Status To Workmen) Act, 1981	Annual Returns	FORM 1, 2	14th Jan 2026
	The Tamil Nadu Pay of Subsistence Allowance Act, 1981	Half Yearly Returns	FORM 2	15th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	The Factories Act, 1948	Annual Returns	FORM 22	31st Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM K	31st Jan 2026
	The Tamil Nadu Payment of Wages Rules, 1937	Notice of Paymaster	FORM VII	31st Jan 2026
	The Minimum Wages Act, 1948	Annual Returns	FORM III	31st Jan 2026
	The Payment Of Wages Act, 1936	Annual Returns	FORM IV	31st Jan 2026
	The Tamil Nadu Labour Welfare Fund Act, 1972	Annual LWF Payment & Returns	FORM A	31st Jan 2026
Uttar Pradesh	The Factories Act, 1948	Unified Annual Return	Common Form	15th Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M, N and O	21st Jan 2026
	The Shops & Establishment Act, The Payment of wages Act, The Minimum Wages Act, The Contract Labour (Regulation and Abolition) Act, 1970 & ISMW Act	Unified Annual Return	Common Form	30th Jan 2026
	The Factories Act, 1948	Unified Annual Return	Common Form	15th Jan 2026
	The Maternity Benefit Act, 1961	Annual Returns	FORM L, M, N and O	21st Jan 2026
Goa	The Goa Labour Welfare Fund Act	Half Yearly Returns	FORM A-1	31st Jan 2026
	Goa Shops & Establishments Act, 1973 and Rules 1975	Quarterly Returns	FORM XXIX	10th Jan 2026
Central	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns	FORM XXIV	30th Jan 2026
	The Employment Exchange (Compulsory Notification Of Vacancies) Act, 1959	Quarterly Exchange Return	FORM ER-1	30th Jan 2026
	The Contract Labour (Regulation and Abolition) Act, 1970	Annual Returns	Report	15th Feb 2026
Uttarakhand	The Professional Tax Act, The Shops & Establishment Act, The Payment Of Wages Act, The Minimum Wages Act, The Contract Labor (Regulation and Abolition) Act, 1970 & ISMW Act	Annual Report	Report	31st Jan 2026
	The Factories Act 1948	Unified Annual Return	Common Form	15th Jan 2026
Tamil Nadu	The Maternity Benefit Act 1961	Annual Returns	FORM L, M, N and O	21st Jan 2026
	The Shops & Establishment Act, The Payment Of Wages Act, The Minimum Wages Act, The Contract Labor (Regulation and Abolition) Act, 1970 & ISMW Act	Unified Annual Return	Common Form	30th Jan 2026

About TalentPro

TalentPro is an India leader for HR related products and services.

TalentPro brings a spectrum of HR services that add value to our people, our clients, and all other stake holders in our ecosystem.

Share



Sources:

Government Notifications, Press Releases, Labour Department Announcements through Circulars.

Disclaimer:

The information provided in this document is general and not intended as legal, regulatory, tax or accounting advice and you should obtain your independent advice regarding the matters dealt with herein. This document is not for commercial or solicitation purposes.

CONTACT US

TalentPro India HR Private Limited

Chennai (Corporate Office) No: 64 (Old No: 30), III Floor, Ethiraj Salai, Egmore, Chennai, 600008.

Mobile: +91 8891091451/8147419385/7358105178

Tel: +91 4442123497 Toll free: 18001035642

Email: south.sales@talentproindia.com