

Karnataka State Statutory Compliance Calendar – January 2018

Submission Of Returns/Compliance With Labour Legislations During January, 2018.

Name Of the act	Description of returns	Last date of submission of returns
Employees' Provident Funds & Miscellaneous Provisions Act, 1952	EPF Contributions Online ECR / Challan Submission (Part AB CD)	Payment to be remitted On or before 15th January
Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (In respect of International Workers)	Submit Monthly Statement IW-1 relating to details of Employees qualifying for membership as International Workers. along with Form 5 Workers. along with Form 5 (for Unexempted)/ Form 4 PS(for Exempted)	Before 15th January
Employees' State Insurance Act, 1948	ESI Contributions / Challan Submission 'Form-5'	Payment to be remitted On or before 15th January
Karnataka Labour Welfare Fund Act, 1965	Remit Labour Welfare Fund (LWF) contributions and submit statement in 'Form D'	Before 15th January
Karnataka Labour Welfare Fund Act, 1965	Remit un-paid accumulation dues, like salary, bonus, and fines realized from the employees and other allowance, as required under Section -7 along with the statement in Form 'B'.	Before 15th January
Professional Tax Act 1975	Employers to submit Form 5 & remit Tax deducted from employees' wages/salary	Before 20th January
Employment Exchanges (Compulsory. Notification of Vacancies) Act, 1959'	Submit Form ER-1. Quarterly Return The Local Employment. Exchange for The Quarter Ended	Before 31st January
Karnataka Shops and Commercial Establishments Act, 1961	Submit to FORM "U" Combined Annual Return [See Rule 24(9-C)	Before 31st January

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Factories Act, 1948 and the Karnataka Factories Rules, 1969	Submit Form 20 {See Rule 134(1)} Combined Annual Return	Before 31st January
Maternity Benefits Act 1961	Submit Form K, L & M	Before 31st January
Minimum Wages Act 1948	Submit . FORM III. Annual Return. Rule 21(4-A) of karnataka minimum wages rules. 1958. Return for the year ending the 31st December.	Before 31st January

Note :

- ★ If there is no International Workers entitled to become member of EPF, the employer shall send a “nil” Return.
- ★ The Employer who submits annual return in Form-20 under the Karnataka Factories Rules, (or) in Form-U under Karnataka Shops & Establishments Act, such Employer need not submit similar information under the following enactments.
 - Form –xxv (Rule 82(2) of Contract Labour (Regulation & Abolition) Karnataka Rules, 1974
 - Form III (Rule 22(4) of Karnataka Minimum Wages Rules, 1958
 - Form xx (Rule 20(1) of Karnataka Payment of Wages Rules, 1963
 - Form L (Rule 16) of Karnataka Maternity Benefit Rules, 1963
- ★ Where Annual Return is submitted under Form 20 of the Factories Rules, 1969, such establishments are exempted from submitting separate return in Form-D under the Payment of Bonus Rules. However, Shops & Commercial Establishments are required to submit Annual Return in Form-D prescribed under the Payment of Bonus Rules, 1975.
- ★ Every employer shall send a Return in the prescribed Form D under the Payment of Bonus Rules, 1975 to the Inspector so as to reach him within 30 days after the expiry of time limit specified in Section-19 of the Payment of Bonus Act. [i.e. Eight months from the close of Accounting Year of the establishment]



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Mail info@systechsoftwares.com / HRconnect@systechsoftwares.com



SYSTECH Softwares Private Limited.

No. 19/6, 10th cross, Sampige Road, Malleswaram, Bangalore, Karnataka 560003