

Compliance Calendar For Karnataka

A compliance calendar **keeps track of all of your company's required filings, their due dates, and related details** so you can avoid incurring any fines or other penalties for late filings or missing information.



September 2022

Due Date	Statute/Return/Compliance	Form	To Be Sent To
15th	PFACT Remittance of Contribution	Challans	Concerned Regional Officer
21st	KARNATAKA TAX ON PROFESSION Challan	Form 5A	Labour Commissioner
21st	ESI ACT Remittance of Contribution	Challans	Concerned Regional Officer
25th	PFACT Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

October 2022

Due Date	Statute/Return/Compliance	Form	To Be Sent To
15th	<u>THE EMPLOYMENT EXCHANGE (CNV) ACT, 1959 & RULES</u> Quarterly Return for Jul 1st to Sep 30th.	ER-I	Local Employment Exchange
15th	<u>PF ACT</u> Remittance of Contribution	Challans	Concerned Regional Officer
21st	<u>KARNATAKA TAX ON PROFESSION</u> Challan	Form 5A	Labour Commissioner
21st	<u>ESI ACT</u> Remittance of Contribution	Challans	Concerned Regional Officer
25th	<u>PF ACT</u> Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

November 2022

Due Date	Statute/Return/Compliance	Form	To Be Sent To
15th	PFACT Remittance of Contribution	Challans	Concerned Regional Officer
21st	KARNATAKA TAX ON PROFESSION Challan	Form 5A	Labour Commissioner
21st	ESI ACT Remittance of Contribution	Challans	Concerned Regional Officer
25th	PFACT Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

December 2022

Due Date	Statute/Return/Compliance	Form	To Be Sent To
15th	PFACT Remittance of Contribution	Challans	Concerned Regional Officer
21st	KARNATAKA TAX ON PROFESSION Challan	Form 5A	Labour Commissioner
21st	ESI ACT Remittance of Contribution	Challans	Concerned Regional Officer
25th	PFACT Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

January 2023

Due Date	Statute/Return/Compliance	Form	To Be Sent To
14th	KARNATAKA LABOUR WELFARE FUND ACT Annual Return	Form D	The Welfare Commissioner
15th	FACTORIES ACT Annual Return (Model Rules)	Form 29	Chief Inspector of Factories
15th	THE EMPLOYMENT EXCHANGE (CNV) ACT, 1959 & RULES Quarterly Return for Oct 1st to Dec 31st.	ER-I	Local Employment Exchange
15th	PF ACT Remittance of Contribution	Challans	Concerned Regional Officer
21st	KARNATAKA TAX ON PROFESSION Challan	Form 5A	Labour Commissioner
21st	MATERNITY BENEFIT ACT Annual Returns and details of payment ending 31st Dec.	LMNO Rule 16(1)	Competent Authority under the Act
21st	ESI ACT Remittance of Contribution	Challans	Concerned Regional Officer

January 2023

25th	PF ACT Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer
29th	THE CONTRACT LABOUR (R&A) ACT,1970 & RULES Half yearly return by Contractor (in duplicate)	XXIV Rule 82(1)	Concerned Licencing Officer
30th	KARNATAKA MINIMUM WAGES RULES Annual Return	Form III	The Inspector
30th	KARNATAKA PAYMENT OF WAGES RULES 1963 Annual Return	Form IV	The Inspector
30th	KARNATAKA SHOPS & ESTABLISHMENTS ACT Annual Return	Form U	The Inspector
30th	INTER-STATE MIGRANT WORKMAN Half-Yearly (Jan to July - file not later than 30 days from the close of half year)/ Annual (not later than 15th of Feb)	Form XXIII & XXIV	Concerned Licencing Officer / Registering Officer
31st	THE KARNATAKA FACTORIES RULES Combine Annual Return	Form 20	The Inspector
31st	THE POSH ACT Filing of Annual Report - 31st January or within reasonable time from the end of calendar	under Section 21	Concerned District Officer

February 2023

Due Date	Statute/Return/Compliance	Form	To Be Sent To
1st	<u>THE PAYMENT OF BONUS ACT</u> Annual Return	Form D	Inspector under the area concerned
14th	<u>CONTRACT LABOUR REGULATION & ABOLITION ACT</u> Annual Return by Principal Employer	Form XXV	The Registering Officer
15th	<u>PF ACT</u> Remittance of Contribution	Challans	Concerned Regional Officer
21st	<u>KARNATAKA TAX ON PROFESSION</u> Challan	Form 5A	Labour Commissioner
21st	<u>ESI ACT</u> Remittance of Contribution	Challans	Concerned Regional Officer
25th	<u>PF ACT</u> Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

March 2023

Due Date	Statute/Return/Compliance	Form	To Be Sent To
15th	PF ACT Remittance of Contribution	Challans	Concerned Regional Officer
21st	KARNATAKA TAX ON PROFESSION Challan	Form 5A	Labour Commissioner
21st	ESI ACT Remittance of Contribution	Challans	Concerned Regional Officer
25th	PF ACT Return of Employee's qualifying/leaving & Monthly remittance Statement	1,2,10,21 and 22	Concerned Regional Officer

Form 16 Process

Form 16/ 16A is the certificate of deduction of tax at source and issued on deduction of tax by the employer on behalf of the employees. These certificates provide details of TDS / TCS for various transactions between deductor and deductee. It is mandatory to issue these certificates to Tax Payers.

Part A of Form 16

Part A of Form 16 provides details of TDS deducted and deposited quarterly details of PAN and TAN of the employer and other information.

An employer can generate and download this part of Form 16 through the TRACES (<https://www.tdscpc.gov.in/app/login.xhtml>) portal. Before issuing the certificate, the employer should authenticate its contents.

It is important to note that if you change your job in one financial year, each employer will issue a separate Part A of Form 16 for the period of employment. Some of the components of Part A are:

- Name and address of the employer
- TAN and PAN of employer
- PAN of the employee
- Summary of tax deducted and deposited quarterly, which is certified by the employer

Part B of Form 16

Part B of Form 16 is an Annexure to Part A. Part B is to be prepared by the employer for its employees and contains details of the breakup of salary and deductions approved under Chapter VI-A.

If you change your job in one financial year, you should take Form 16 from both employers. Some of the components of Part B notified newly are:

- **Detailed breakup of salary**
- **Detailed breakup of exempted allowances under Section 10**