

Date: 14-12-2024

Circular No – 074 / 2024

To
All Members of the Association

**Submission of Returns / Compliance with labour Legislations during
December 2024**

The following returns/statutory compliances are required to be ensured by all concerned Establishments during the month of December 2024:

Sl. No.	Enactment	Description of Return/Action to be taken	Last date of submission of Returns/Action
1	EPF & MP Act, 1952	Remittance of EPF Contributions	Before December 15
2	EPF Act (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(for Un-exempted)/ Form 4 PS (for Exempted) *	Before December 15
3	ESI Act, 1948	Remittance of ESI contributions	Before December 15
4	Professional Tax Act	Submit Form 5 & pay Tax deducted from Employees' Salary/Wages	Before December 20
5	Karnataka Labour Welfare Fund Act 1965	Deduct contribution from the Remit salary payable for the month of January 2025 December 2024	Before January 15



Note:-

* If there is no International Workers who qualifies to become member of EPF, the Employer shall send a "nil" return

**For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/-
[B.C. PRABHAKAR]
PRESIDENT**