



Know the date before its too late

## EVERY MONTH

07<sup>th</sup>

- Deposit of TDS on salaries with Govt -  
Generate challan and retain it for filing quarterly returns

15<sup>th</sup>

- Monthly EPF-ECR TXT file
- Monthly ESIC-ECR excel file

## EVERY QUARTER [JAN, APR/MAY, JULY, OCT]

15<sup>th</sup>

- Quarterly return with Local  
Employment Exchange for the quarter ended

31<sup>st</sup>

- e-TDS statements to be filed  
for quarterly income tax returns (Form 24Q)

## ANNUALLY [JANUARY]

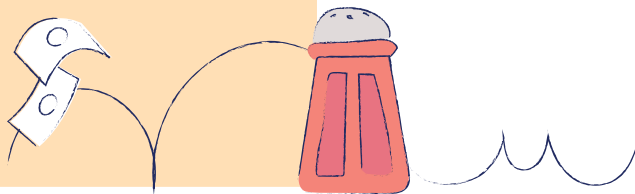
31<sup>st</sup>

- III Rule 21(4A), with Inspector under whom the area is in command
- The Factories Act, 1948, Inspector under whom the area is in command
- The Payment of Wages Act 1936 & Related Mines Rules,  
with concerned labour commissioner

“Salt was so precious in ancient Rome, it made up a portion of a soldier’s pay. The payment became known as solarium argentum, though now-a-days we just call it salary.”

## January

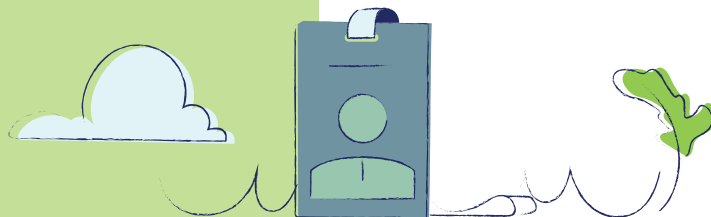
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**“The first ID cards unsurprisingly came from the Napoleonic era, but they were used to keep down wages and not allow people to try and find better, higher-paying jobs.”**

# February

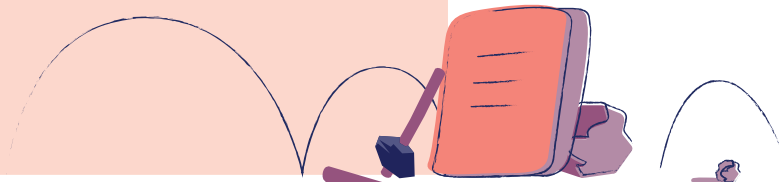
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“Archaeologists have found evidence of payroll records carved into stone in Athens dating back to 7000 BC.”

## March

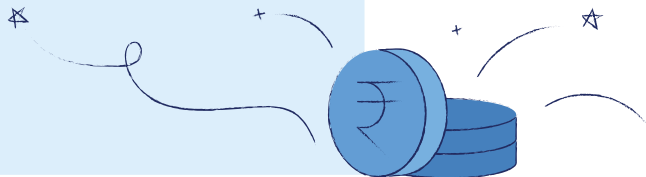
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**“The practice of paying bonus in India appears to have originated during First World War when certain textile mills granted 10% of wages as war bonus to their workers in 1917.”**

## April

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“John R. Commons, a pioneering economist, first coined the term “human resource” in his book “The Distribution of Wealth,” which was published in 1893.”

# May

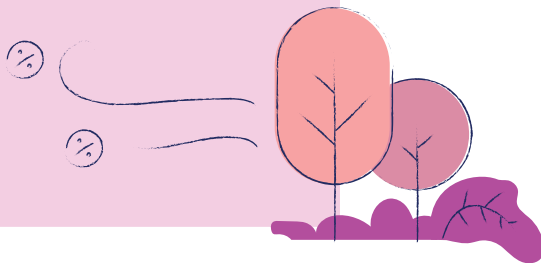
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**“The state of Hawaii has a unique tax law that can give residents who have “exceptional trees” a deduction of up to \$3,000 for maintenance expenses.”**

## June

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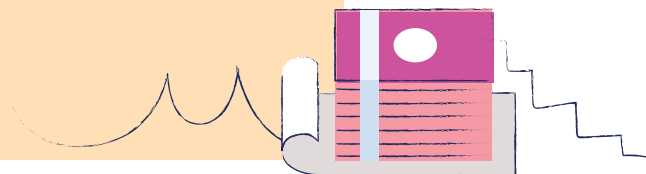




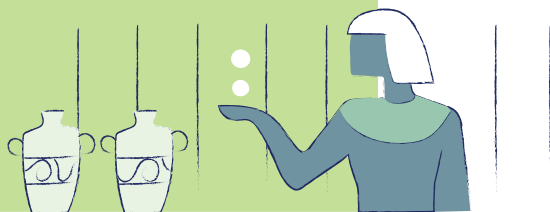
**“Just to show that they are one of the largest taxpayers, ExxonMobil adds the taxes you pay at the gas pump and its employee payroll taxes to the amount they actually pay in taxes to the government.”**

## July

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“Egyptian pharaohs used tax collectors – called scribes – to collect money from their citizens. This wasn’t typically an income tax. Instead, it was a tax on a specific type of good.”



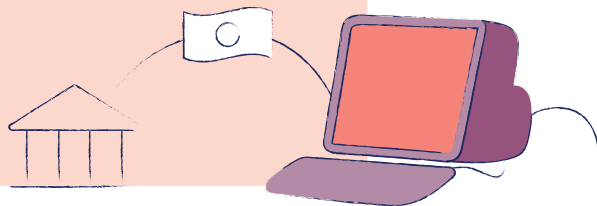
## August

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“Online payments began in the 1990s. The Stanford Federal Credit Union was the first institution to offer online banking services to customers in 1994.”

## September

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28	29	30				



**“The United States tax code  
is four times longer than  
Shakespeare’s complete  
works”**



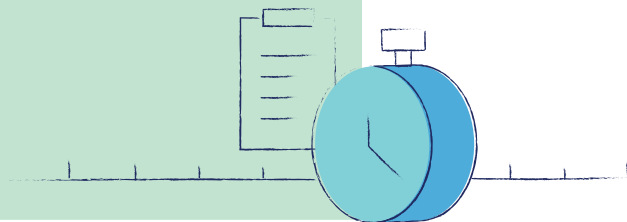
# October

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“The first employee time clock was built by Willard Legrand Bundy and was patented in 1891. At the time, it was dubbed the -Workman’s Time Recorder.”

# November

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“The Payday candy bar was invented in 1932. At first, the inventors didn't know what to call their new creation. It happened to be payday, so one of them suggested they call it a Payday bar.”

## December

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
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