

# FORM U

## COMBINED ANNUAL RETURN

[See Rule 24(9-C) of Karnataka Shops & Commercial Establishment Rules, 1963]

**This report assists Employer to file Form U at <http://www.ekarmika.com>**

- 1) Form XXV of (Rules 82(2) of the Contract Labour (Regulation & Abolition) Karnataka Rules, 1974
- 2) Form III (Rule 22(4)) Karnataka Minimum Wages Rules, 1958
- 3) Form XX (Rule 20(1)) Karnataka Payment of Wages Rules, 1963
- 4) Form L (Rule 16) Karnataka Maternity Benefits Rules, 1963

1	Name of the Establishment					
2	Full Postal Address					
		<b>Location</b>	<b>Address</b>	<b>Telephone</b>	<b>Fax</b>	<b>Mobile</b>
a	Establishment					
b	Registered/Head Office					
3	Name and Residential Address of the Employer or a person Responsible for Conduct and Control of the Business :					
	<b>Name</b>	<b>Designation</b>	<b>Address</b>	<b>Telephone</b>	<b>Email</b>	<b>Mobile</b>
4	Name and Residential Address of the Manager / Authorised Signatory					
5	Nature of business of the Establishment					
6-A)	Particulars of employment					

	Description	Male	Female	Total	
	No. of Persons on Roll as on 01/01/2016(beginning of the year)	2	0	2	
	No. of Persons on Roll as on 31/12/2016(at the end of the year)	4	1	5	
	No. of Days worked	248	248	496	
	No. of man days worked during the year			0	
	No. of Man hours worked including O.T. during the year			0	
	Total Amount of salary / wages paid including O.T. wages and Allowances	1434134	321606	1755740	
6-B)	No. of employees whose employment is ceased :				
	No. of employees discharged / dismissed / terminated / retrenched / resigned / retired during the year	Amount of Compensation paid	No. of employees suspended during the year	Amount of subsistence allowance paid	
	1	476201.00	0	0	
7	Particulars of Earned Leave with Wages				
	Category of Employees	Total No. of Persons Employed	No. of employees eligible for Earned Leave	No. of employees availed / granted Earned Leave	No. of employees paid wages / salary in lieu of Earned Leave
i)	Men	5	3	1	
ii)	Women	1	1	0	
8	Whether the following Welfare Measures are provided ?				
i)	Canteen				
ii)	Creches				
iii)	Shelters, Rest Rooms and Lunch Rooms				
iv)	Transport Facility				
9	Maternity Benefits :				
9-A)	Particulars of Maternity Benefits :				
1	Total number of Women workers who worked for a period of 160 days in the last 12 months immediately preceding the date of delivery				
2	Number of Women workers discharged / dismissed in the last 12 months				
3	Number of Women workers for whom pre-natal confinement and post-natal confinement is provided by the employer with free of cost				
4	Number of women workers died	a Before Delivery			

		b After Delivery					
9-B)	Leave / Additional Leave details :						
	<b>Item</b>	<b>No. of women applied fo leave</b>	<b>Leave sanctioned</b>	<b>Leave rejected</b>			
	Miscarriage						
	Illness (Additional Leave under Sec 10)						
9-C)	Maternity benefit paid						
	Item	No. of claims received	No. of Leaves sanctioned	No. of claims rejected	Total benefit paid in Rupees		
	Confinement						
	Miscarriage						
	Illness						
	Medical Bonus						
10	Particulars of Deductions made from Salary (Wages) :						
		<b>No. of Employees involved</b>		<b>Total amount of deductions made</b>			
i)	Fines	1		1000.00			
ii)	Damages / Loss	0		0.00			
iii)	Breach of Contract	0		0.00			
iv)	Others	0		0.00			
	Total	1		0.00			
11	Contract Labour						
	<b>Name and Address of the Contractors</b>	<b>Period of Contract From</b>	<b>Period of Contract To</b>	<b>Nature of Work</b>	<b>No. of contract workmen employed</b>	<b>No. of days worked</b>	<b>No. of Mandays Worked</b>