

Alliant Global Services

Global Knowledge Center

China - Statutory Holidays Guide

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Statutory Holidays

Legislation governing statutory holidays

Statutory Holidays and key related provisions are set by the National New Year and Memorial Day Holiday Measures ([全国年节及纪念日放假办法](#)). Schedule of 2023 Statutory Holidays

Schedule of 2024 statutory holidays

On 25 October 2023, the State Council released the Circular of the General Office of the State Council on the Arrangement of Public Holidays in 2024 ([国务院办公厅关于2024年部分节假日安排的通知](#)) confirming the official China Public Holiday 2024 schedule and the holiday dates adjusted, for certain holidays.

All employees are entitled to the following employer-paid statutory holidays: New Year's Day (three day), Spring Festival (eight days), Tomb-sweeping Day (three days), Labor Day (five days), Dragon Boat Festival (three days), Mid-Autumn Festival (three days) and National Day (seven days), which together will be observed over 32 days in 2024. In particular, the Spring Festival (Chinese New Year) and the National Day are holidays that are typically set to be observed over a weeklong period.

The table below presents the 2024 statutory holidays schedule and the adjusted holiday dates.

Statutory Holiday	Observance Dates	Substituted Additional Workdays ⁽⁷⁾
New Year's Day	Thursday, 30 December 2023 to Monday, 1 January 2024	
Spring Festival ⁽¹⁾	Saturday, 10 February to Saturday, 17 February	Sunday, 4 February, and Sunday, 18 February
Tomb-sweeping Day ⁽²⁾	Thursday, 4 April to Saturday, 6 April	Sunday, 7 April
Labor Day ⁽³⁾	Wednesday 1 May, to Sunday, 5 May	Sunday, 28 April & Saturday, 11 May
Dragon Boat Festival ⁽⁴⁾	Saturday, 8 June to Monday, 10 June	
Mid-Autumn Festival ⁽⁵⁾	Sunday, 15 September to Tuesday, 17 September	Saturday, 14 September
National Day ⁽⁶⁾	Tuesday, 1 October to Monday, 7 October	Sunday, 29 September and Saturday, 12 October

(1) The first, second and third day of the first month of the lunar calendar.

(2) The day of Tomb- sweeping Day in the lunar calendar.

(3) 1 May to 5 May.

(4) The day of the Dragon Boat Festival in the lunar calendar.

(5) The day of Mid-Autumn Festival in the lunar calendar.

(6) 1 October to 7 October.

(7) To allow employees a minimum of at least continuous days off, non-working days (Saturdays and Sundays) are sometimes officially declared as working days

Pay in Lieu provisions of the Labor Law

The legislation is silent on the possibility of payments in lieu.

Working on a statutory Holiday

On specific occasions, when an employee is required to work on a statutory holiday, they are entitled to 300% of their base salary.

Holidays that fall on a non-working day

When a statutory holiday falls on a non-working day, the following day is substituted as a paid day off.

Bridging of holidays

The legislation is silent on bridging of holidays. However, to allow employees a minimum of at least continuous days off, non-working days (Saturdays and Sundays) are sometimes officially declared as working days. In other words, when holidays are bridged by additional paid days off, the additional days are made up for by officially declaring non-working rest days, as working days.

It is important to note that private sector employers are entitled to set their own holiday schedules, provided the official holiday calendar is observed.

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