



# Alliant Global Services

Global Knowledge Center

## China Statutory Holidays



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### China - Statutory Holidays Guide



## Contents

|  |   |
|--|---|
| Statutory Holidays .....                       | 2 |
| Legislation Governing Statutory Holidays ..... | 2 |
| Schedule of 2025 statutory holidays .....      | 2 |
| Pay in lieu provisions .....                   | 3 |
| Working on a statutory holiday .....           | 3 |
| Holidays that fall on a non-working day .....  | 3 |
| Bridging of holidays.....                      | 3 |
| About Alliant Global.....                      | 4 |

# 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 2025 statutory holidays

On 12 November 2024, the State Council released the Circular of the General Office of the State Council on the Arrangement of Public Holidays in 2025 ([国务院办公厅关于2025年部分节假日安排的通知](#)) confirming the official China Public Holiday 2025 schedule and the holiday dates adjusted, for certain holidays.

All employees are entitled to the following employer-paid statutory holidays: New Year's Day (one day), Spring Festival (eight days), Tomb-sweeping Day (three days), Labor Day (five days), Dragon Boat Festival (three days), National Day and Mid-Autumn Festival (eight days), which together will be observed over 25 days in 2025. 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 2025 statutory holidays schedule and the adjusted holiday dates.

| Statutory Holiday  | Observance Dates                             | Substituted Additional Work Days              |
|--|--|---|
| New Year's Day   | Wednesday, 1 January 2025                    |   |
| Spring Festival <sup>(1)</sup>                                     | Tuesday, 28 January to Tuesday, 4 February   | Sunday, 26 January, and Saturday, 8 February  |
| Tomb-sweeping Day <sup>(2)</sup>                                   | Friday, 4 April to Sunday, 6 April           |   |
| Labor Day <sup>(3)</sup>   | Thursday, 1 May, to Monday, 5 May            | Sunday, 27 April                              |
| Dragon Boat Festival <sup>(4)</sup>                                | Saturday, 31 May to Monday, 2 June           |   |
| Mid-Autumn Festival <sup>(5)</sup> and National Day <sup>(6)</sup> | Wednesday, 1 October to Wednesday, 8 October | Sunday, 28 September, and Saturday 11 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) In 2025, National Day and the Mid-Autumn Festival are scheduled to be observed contiguously from Monday, 1 October 2025 to Wednesday 8 October.

## Pay in lieu provisions

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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## Alliant Global Services

[GlobalBenefits@alliant.com](mailto:GlobalBenefits@alliant.com)

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