



# Alliant Global Services

## Global Knowledge Center

# China

# Statutory Holidays



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# Statutory Holidays

## Legislation Governing Statutory Holidays

Statutory holidays are governed by the 2018 Labour Law ([中华人民共和国劳动法](#)).

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

## Schedule of 2026 statutory holidays

Several statutory holidays are based on the lunar calendar. Hence, the solar calendar dates on which they occur changes every year.

When statutory holidays fall on a non-working day, employees are entitled to time off in lieu.

Additionally, to enable employees to visit distant family members and support tourism, the government annually adjusts certain holidays to allow for longer consecutive days off work. As such, some days traditionally classed as working days are designated as rest days; and some non-working days are designated as working days to make up for the days that employees would usually be required to work.

There are seven employer-paid statutory holidays (New Year's Day, Spring Festival, Tomb-sweeping Day, Labor Day, Dragon Boat Festival, Mid-Autumn Festival and National Day) that in 2026 are observed over 33 days.

The 2026 statutory holiday schedule and the adjusted holiday dates are indicated in the table below.

Statutory Holiday	2026 Dates	Adjusted Dates
New Year's Day	Thursday, 1 January 2026 to Saturday, 3 January 2026 (3 days)	Sunday, January 4 is designated as a working day.
Spring Festival	Sunday, 15 February to Monday, 23 February (9 days)	Saturday, 14 February, and Sunday, 28 February are designated as working days.
Tomb-sweeping Day/Qingming Festival	Saturday, 4 April to Monday, 6 April (3 days)	N/A
Labor Day	Friday, May 1 to Tuesday, 5 May (5 days)	Saturday, 9 May is designated as a working day.
Dragon Boat Festival	Friday 19 June to Sunday 21 June (3 days)	N/A
Mid-Autumn Festival	Friday, 25 September to Sunday, 27 September (3 days)	Sunday, 20 September is designated as a working day.
National Day	Thursday, 1 October to Wednesday 7 October (7 days)	Saturday, 10 October is designated as a working day.

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), and National Day and Mid-Autumn Festival (eight days). 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.

## Pay in lieu provisions

There is no legal prohibition on employers requiring an employee to work on a statutory holiday.

If an employee works on a statutory holiday, the employee will be considered as having worked overtime and become entitled to overtime pay equal to 300% of their regular wage, calculated on an hourly basis, for the period of the statutory holiday worked. (Article 44, 2018 Labour Law ([中华人民共和国劳动法](#))).

## Working on a statutory holiday

When an employee is exceptionally required to work on a statutory holiday they are entitled to 300% of their regular wage, calculated on an hourly basis, for the period of the statutory holiday worked (Article 44, Labour Law of the PRC 2018).

Employers cannot avert paying employees overtime for working on a statutory public holiday by compensating them time off in lieu.

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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We are broker-neutral, and therefore represent our clients without any favoritism or conflict of interest. Asinta - a strategic partnership of independent global employee benefits advisors, enhances our agility and our current and in-depth knowledge of market intelligence. Our model enables Alliant to offer advice and ensure compliance when placing local coverage. Our team's talents and skills are the foundation of this approach.

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- New country expansion
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- Cost analytics
- Country compliance and legislative news
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For more information, please contact us at: [globalbenefits@alliant.com](mailto:globalbenefits@alliant.com).

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## Alliant Global Services

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