



# Alliant Global Services

Global Knowledge Center

## Luxembourg Statutory Holidays



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### Luxembourg - 2025 Statutory Holidays



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# Statutory Holidays

## Legislation governing statutory holidays

Statutory holidays are governed by Title III, Chapter II of the Labor Code ([le Code du Travail](#)). There are 11 employer-paid statutory holidays observed over 11 working days per calendar year. (Labor Code, Art. L. 232-2)

## Granting the statutory holiday

Employers are required to grant leave to all their employees on statutory holidays. If the statutory holiday falls on a workday on which the employee would normally not have worked, the employer is required to grant a compensatory day of leave to be taken within three months.

An exception applies if a company's circumstances make it impossible to grant leave on a statutory holiday, in which case the employer must pay increased wages to employees working on a statutory holiday. (Labor Code, Art. L. 232-7)

## Payment during statutory holidays

When a statutory holiday falls on a normal workday (i.e., Monday to Saturday) where the employee would normally have worked, the employer must pay the employee's usual pay. The pay is required even if a statutory holiday falls on a workday on which the employee would normally not have worked.

## Schedule of 2025 statutory holidays

| Statutory Holiday | 2025 Dates <sup>(1) (2)</sup> |
|-------------------|-------------------------------|
| New Year's Day    | Wednesday, 1 January          |
| Easter Monday     | Monday, 21 April              |
| Labor Day         | Thursday, 1 May               |
| Europe Day        | Friday, 9 May                 |
| Ascension Day     | Thursday, 29 May              |
| Whit Monday       | Monday, 9 June                |
| National Holiday  | Monday, 23 June               |
| Assumption        | Friday, 15 August             |
| All Saints' Day   | Saturday, 1 November          |
| Christmas Day     | Thursday, 25 December         |
| Boxing Day        | Friday, 26 December           |

(1) If a statutory holiday falls on a Sunday or on a day of the week on which the employee would not have worked (typically a Saturday), the employee is entitled to a compensatory leave day paid at 100% of their usual pay to be taken within three months. In 2025, All Saints' Day falls on a Saturday.

(2) In 2025, no two holidays overlap. Therefore, employees are not entitled to any compensatory leave days (see details below).

## Pay in lieu

Article L. 232-3 of the Labor Code expressly prohibits payments in lieu of statutory holidays. In fact, Article L. 232-5 of the Labor Code states that one or more statutory holidays can be replaced by a corresponding number of days, but the substitution cannot result in a different number of paid days, that is 11 paid days.

## Statutory holidays that fall on a non-working day

If a statutory holiday falls on a Sunday or on a day of the week on which the employee would not have worked, the employee is entitled to a compensatory leave day paid at 100% of their usual pay, to be taken by the employee within three months of the statutory holiday. (Labor Code, Art. L. 232-6)

## Working on a statutory holiday

If an employer's business circumstances require that employees work on a statutory holiday, employees are entitled to additional pay, which depends on whether the statutory holiday falls on a workday (i.e., Monday through Saturday) or a Sunday, and in the case of part-time employees, on whether the employee would have worked on that day if it had not been a statutory holiday. (Labor Code, Art. L. 232-6)

Employees are entitled to receive their regular salary for each legal public holiday that falls on a working day. This also applies to legal public holidays falling on a Sunday, which are replaced by alternative public holidays.

When a legal or alternative public holiday falls on a non-working day, employees are entitled to a compensatory day off within three months. If operational constraints prevent this, the compensatory leave should be taken before the end of the calendar year, except for holidays in November and December, which may be taken in the first three months of the following year.

Public holidays that fall on a weekday where an employee would have worked for four hours or less, entitle the employee to a half-day of compensatory leave in addition to their regular pay for the hours they would have worked.

### ***Working on a statutory holiday that falls on a workday***

When an employee is required to work on a statutory holiday that falls on a normal workday for the employee, then the employer must pay the employee 100% of their normal workday pay, plus 200% of their average hourly pay times the number of hours the employee actually worked on the statutory holiday (half of which is income tax exempt). An employee's average hourly pay is equal to their monthly salary divided by 173.

If an employee is required to work on a statutory holiday that falls on a workday (i.e., Monday through Saturday) on which the employee would normally not have worked, the employer must grant the employee their usual pay, and a compensatory day of leave to be taken within three months. (Labor Code, Art. L. 232-6)

### ***Working on a statutory holiday that falls on a Sunday***

When an employee works on a statutory holiday that falls on a Sunday, the employer must grant the employee one day of compensatory leave to be taken within three months of the statutory holiday, and pay the employee:

- their average hourly pay times the number of hours actually worked; plus
- 100% of their average hourly pay per hour worked on a statutory holiday; plus
- 70% of their average hourly pay per hour worked on a Sunday; plus
- one compensatory day of leave to be taken within three months.

In sum, the employee is paid 270% of their average hourly pay for hours worked, plus a compensatory leave day. (Labor Code, Art. L. 232-3)

Furthermore, if the hours worked on the statutory holiday consist of overtime hours, the employee is also entitled to either a 40% salary increase, or compensatory rest time of 1.5 hours per overtime hour worked.

## Bridging holidays

The Labor Code is silent on bridging holidays with weekly rest days.

## Overlapping holidays

In cases where statutory holiday dates coincide, employees are entitled to a compensatory employer-paid leave day to be taken within three months. (Labor Code, Art. L. 232-3).

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## Alliant Global Services

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