



Alliant Global Services

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Spain Statutory Holidays



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Spain - Statutory Holidays Guide



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Statutory Holidays

Legislation governing Statutory Holidays

Statutory Holidays are governed by Article 37 of the Law on the Statute of Workers ([Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores](#)). Employees are entitled to 14 employer-paid statutory holidays, in addition to various regional and municipal holidays.

The dates of employer-paid statutory holidays that employers must observe for 2025 in Spain's 17 autonomous communities and the cities of Ceuta and Melilla have been set by the Resolution of 15 October 2024, issued by the General Directorate of Labor, which provides the list of 2025 statutory holidays ([Resolución de 15 de octubre de 2024, de la Dirección General de Trabajo, por la que se publica la relación de fiestas laborales para el año 2025](#)). The Resolution was published in the Official Journal (*Boletín Oficial del Estado*) on 27 October 2024.

Schedule of 2025 Statutory Holidays

As indicated above, employees are entitled to 14 statutory holidays, in addition to various regional and municipal holidays. In 2025, statutory holidays are as indicated in the table below.

Holiday	Date	Regional Scope National, Autonomous Community, and Cities of Ceuta and Melilla
New Year ⁽¹⁾	Wednesday, 1 January	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Epiphany ⁽²⁾	Monday, 6 January	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Day of Andalusia	Friday, 28 February	Andalusia
Balearic Islands Day	Saturday, 1 March	Balearic Islands
San José	Wednesday, 19 March	Murcia and Valencia
Eid Fitr Festival	Monday, 31 March	City of Melilla
Holy Thursday ⁽²⁾	Thursday, 17 April	National (including Autonomous Communities, and Cities of Ceuta and Melilla) except for Catalonia and Valencia
Good Friday ⁽¹⁾	Friday, 18 April	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Easter Monday	Monday, 21 April	Catalonia, Regional Community of Navarra, Basque Country, Rioja, Valencian Community
Saint George Day/Aragón Day	Wednesday, 23 April	Aragon

Festival of Castilla and León	Wednesday, 23 April	Castilla and León
Labor Day ⁽¹⁾	Thursday, 1 May	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Festival of the Madrid Community	Friday, 2 May	Madrid Community
Galician Literature Day	Saturday, 17 May	Galicia
Canary Islands Day	Friday, 30 May	Canary Islands
Castilla-La Mancha Day	Saturday, 31 May	Castilla la Mancha
Feast of Sacrifice-Eidul Adha	Friday, 6 June	City of Ceuta
Feast of Sacrifice-Aid Al Adha	Friday, 6 June	City of Melilla
Rioja Day	Monday, 9 June	Rioja
Murcia Day	Monday, 9 June	Murcia
Feast of Corpus Christi	Thursday, 19 June	Castilla la Mancha
San Juan	Tuesday, 24 June	Catalonia
Santiago Apóstol/Galicia Day ⁽²⁾	Wednesday, 25 July	Galicia, Madrid Community, Basque Community, Regional Community of Navarra
Institution Day	Monday, 28 July	Cantabria
Our Lady of Africa	Tuesday, 5 August	City of Ceuta
Assumption ⁽¹⁾	Friday, 15 August	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Asturias Day	Monday, 8 September	Asturias
Catalonia National Day	Thursday, 11 September	Catalonia
Our Lady of Aparecida Day	Monday, 15 September	Cantabria
Valencian Community Day	Thursday, 9 October	Valencian Community
National Day of Spain ⁽²⁾	Monday, 13 October	National (including Autonomous Community, and Cities of Ceuta and Melilla)
All Saints Day ⁽¹⁾	Saturday, 1 November	National (including Autonomous Community, and Cities of Ceuta and Melilla)
Constitution Day ⁽¹⁾	Saturday, 6 December	National (including Autonomous Community, and Cities of Ceuta and Melilla)

Immaculate Conception ⁽¹⁾	Monday, 8 December	Andalusia, Aragon, Asturias, Castilla and León, Extremadura, Murcia, and the City of Melilla
Christmas Day ⁽¹⁾	Thursday, 25 December	National (including Autonomous Community, and Cities of Ceuta and Melilla)
Saint Stephen's Day	Friday, 26 December	Catalonia and Balearic Islands

(1) Non-replaceable National Holiday

(2) National Holiday for which a substitution has not been exercised

Pay in Lieu provisions

The Law on the Statute of Workers is silent with respect to payments in lieu of observance of statutory holidays.

Working on a Statutory Holiday

The Law on the Statute of Workers is silent regarding work performed on a statutory holiday.

Holidays that fall on a non-working day

A government Resolution setting the dates of statutory holidays typically moves the observance of holidays that fall on a non-working day to allow for a day off from work. This substitution is provided for by Article 37.2 of the Law on the Statute of Workers.

Bridging of holidays

A government Resolution setting the dates of statutory holidays typically moves the observance of holidays that fall mid-week or on a non-working day to the following Monday.

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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
- Plan brokering and renewals
- Country benchmarking
- Cost analytics
- Country compliance and legislative news
- M&A global due diligence

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