



# Alliant Global Services

## Global Knowledge Center

# Spain

# Statutory Holidays



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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 2026 in Spain's 17 autonomous communities and the cities of Ceuta and Melilla have been set by the Resolution of 17 October 2025, issued by the General Directorate of Labor, which provides the list of 2026 statutory holidays ([Resolución de 17 de octubre de 2025, de la Dirección General de Trabajo, por la que se publica la relación de fiestas laborales para el año 2026](#)). The Resolution was published in the Official Journal (*Boletín Oficial del Estado*) on 28 October 2025.

## Schedule of 2026 Statutory Holidays

As indicated above, employees are entitled to 14 statutory holidays, in addition to various regional and municipal holidays. In 2026, statutory holidays are as indicated in the table below.

Statutory Holiday	2026 Dates	Geographic Scope
New Year <sup>(1)</sup>	Thursday, 1 January	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Epiphany <sup>(2)</sup>	Tuesday, 6 January	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Day of Andalusia <sup>(3)</sup>	Saturday, 28 February	Andalusia
Balearic Islands Day <sup>(3)</sup>	Monday, 2 March	Balearic Islands
San José <sup>(2)</sup>	Thursday, 19 March	Galicia, Murcia, Regional Community of Navarra, Basque Country, and Valencian Community
Eid Fitr Festival <sup>(3)</sup>	Friday, 20 March	City of Melilla
Holy Thursday <sup>(2)</sup>	Thursday, 2 April	National (including Autonomous Communities, and Cities of Ceuta and Melilla) except for Catalonia and Valencian Community
Good Friday <sup>(1)</sup>	Friday, 3 April	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Easter Monday <sup>(3)</sup>	Monday, 6 April	Balearic Islands, Castilla La Mancha, Catalonia, Regional Community of Navarra, Basque Country, Rioja, Valencian Community
Saint George Day/Aragón Day <sup>(3)</sup>	Thursday, 23 April	Aragon
Festival of Castilla and León <sup>(3)</sup>	Thursday, 23 April	Castilla and León
Labor Day <sup>(1)</sup>	Friday, 1 May	National (including Autonomous Communities, and Cities of Ceuta and Melilla)

Festival of the Madrid Community <sup>(3)</sup>	Saturday, 2 May	Madrid Community
Feast of Sacrifice-Eidul Adha <sup>(3)</sup>	Wednesday, 27 May	City of Ceuta
Feast of Sacrifice-Aid Al Adha <sup>(3)</sup>	Wednesday, 27 May	City of Melilla
Canary Islands Day <sup>(3)</sup>	Saturday, 30 May	Canary Islands
Feast of Corpus Christi <sup>(3)</sup>	Thursday, 4 June	Castilla la Mancha
Rioja Day <sup>(3)</sup>	Tuesday, 9 June	Rioja
Murcia Day <sup>(3)</sup>	Tuesday, 9 June	Murcia
San Juan <sup>(3)</sup>	Wednesday, 24 June	Catalonia, Galicia, and Valencian Community
Santiago Apóstol/Galicia Day <sup>(2)</sup>	Saturday, 25 July	Galicia and Basque Country
Institution Day <sup>(3)</sup>	Tuesday, 28 July	Cantabria
Our Lady of Africa <sup>(3)</sup>	Wednesday, 5 August	City of Ceuta
Assumption <sup>(1)</sup>	Saturday, 15 August	National (including Autonomous Communities, and Cities of Ceuta and Melilla)
Ceuta Day <sup>(3)</sup>	Wednesday, 2 September	City of Ceuta
Asturias Day <sup>(3)</sup>	Tuesday, 8 September	Asturias
Extremadura Day <sup>(3)</sup>	Tuesday, 8 September	Extremadura
Catalonia National Day <sup>(3)</sup>	Friday, 11 September	Catalonia
Our Lady of Aparecida Day <sup>(3)</sup>	Tuesday, 15 September	Cantabria
Valencian Community Day <sup>(3)</sup>	Friday, 9 October	Valencian Community
National Day of Spain <sup>(1)</sup>	Monday, 12 October	National (including Autonomous Community, and Cities of Ceuta and Melilla)
Day after All Saints <sup>(2)</sup>	Monday, 2 November	Andalusia, Aragón, Asturias, Canary Islands, Castilla La Mancha, Castilla and León, Extremadura, Madrid Community, and Community of Navarra
Monday following Constitution Day <sup>(2)</sup>	Monday, 7 December	Andalusia, Aragón, Asturias, Cantabria, Castilla and León, Extremadura, Madrid Community, Murcia, Rioja, and City of Melilla
Immaculate Conception <sup>(1)</sup>	Tuesday, 8 December	National (including Autonomous Community, and Cities of Ceuta and Melilla)
Christmas Day <sup>(1)</sup>	Friday, 25 December	National (including Autonomous Community, and Cities of Ceuta and Melilla)
Saint Stephen's Day <sup>(3)</sup>	Saturday, 26 December	Catalonia and Balearic Islands

(1) Non-replaceable National Holiday

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

(3) Autonomous Community Day

## 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.

# About Alliant Global



As a truly independent global brokerage and consultancy, Alliant brings a unique fresh approach to managing global employee benefits.

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.

Our global consultants provide a single point of contact for your HR team, providing seamless coordination with local country brokers and consultants, while addressing your on-going HR and employee benefits compliance and country knowledge needs.

Alliant's global benefits management services include:

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

In addition, we provide our clients with a unique user-friendly benefit inventory system—International IQ®—that gives them a 24/7 view of their international plan benefits, renewal dates, and more.

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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