



Alliant Global Services

Global Knowledge Center

Nicaragua Statutory Holidays



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Nicaragua - Statutory Holidays Guide



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Statutory Holidays

Legislation governing statutory holidays

Statutory holidays are governed by Articles 66 to 69 of the Labor Code ([Código del Trabajo](#)).

Schedule of 2026 statutory holidays

Employees are entitled to 14 paid statutory holidays, which are observed over a total of 14 days. The 2026 statutory holidays are as indicated in the table below.

Statutory Holiday	2026 Dates ⁽¹⁾
New Year's Day	Thursday, 1 January
Rubén Darío Day	Sunday, 18 January
National Reconciliation and Peace Day	Monday, 2 February
General Augusto C. Sandino Day	Saturday, 21 February
Holy Thursday	Thursday, 2 April
Good Friday	Friday, 3 April
Labor Day	Friday, 1 May
Mother's Day	Saturday, 30 May
Sandinista Revolution Day	Sunday, 19 July
Anniversary of the Battle of San Jacinto	Monday, 14 September
Independence Day	Tuesday, 15 September
Carlos Fonseca Amador Day	Sunday, 8 November
Immaculate Conception Day	Tuesday, 8 December
Christmas Day	Friday, 25 December

(1) Saturday, August 1 and Monday, August 10 are paid statutory holidays in 2026 in the city of Managua.

Payment during statutory holidays

Employees are entitled to rest and pay during statutory holidays. (Labor Code, Article 66)

Pay in lieu provisions

The Labor Code is silent with respect to payments in lieu of observance of statutory holidays.

Working on a statutory holiday

Work may be performed on national holidays and mandatory rest days in specified cases. (Labor Code, Article 69)

Examples include:

- Work that cannot be interrupted due to the nature of the priorities it entails;
- Urgent repairs due to *force majeure*;
- Work that is necessary because of natural phenomena; or
- Work, industries, or businesses that meet essential daily needs (e.g., food supply).

Holidays that fall on a non-working day

If a statutory holiday coincides with a rest day, which is typically Sunday, employees are entitled to compensation. Any employee who works on that day shall be paid double their normal pay. (Labor Code, Article 68).

Bridging of holidays

The Labor Code is silent on the bridging of holidays that fall one or two days before a rest day.

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