



# Alliant Global Services

Global Knowledge Center

## Belgium Statutory Holidays



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### Belgium - Statutory Holidays



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# Statutory Holidays

## Legislation governing statutory holidays

Statutory Holidays are governed by the Law of 4 January 1974 relating to public holidays ([\*Loi du 4 janvier 1974 concernant les jours fériés\*](#)) and Royal Decree of 18 April 1974 determining the general terms and conditions for implementing the law of 4 January 1974 relating to public holidays ([\*Arrêté Royal du 18 avril 1974 déterminant les modalités générales d'exécution de la loi du 4 janvier 1974 relative aux jours fériés\*](#)).

Collective bargaining agreement, a branch agreement, or a company agreement may provide for better holiday-related terms than the Law.

## Schedule of 2026 statutory holidays

In 2026 there are 10 statutory holidays observed over a total of 10 days, during which employees must be paid their ordinary wage. These are detailed in the table below.

Statutory Holiday	2026 Dates <sup>(1)</sup>
New Year's Day	Thursday, 1 January
Easter Monday	Monday, 6 April
Labor Day	Friday, 1 May
Ascension Day	Thursday, 14 May
Whit Monday	Monday, 25 May
National Day	Tuesday, 21 July
Assumption Day	Saturday, 15 August <sup>(2)</sup>
All Saints' Day	Sunday, 1 November <sup>(2)</sup>
Armistice Day	Wednesday, 11 November
Christmas Day	Friday, 25 December

(1) Regional public holidays, including 8 May for the Brussels region, 11 July for the Flemish region, 27 September for the French Community, 20 September for the Walloon region, and 15 November for the German-speaking Community are not statutory public holidays.

(2) In 2026, Assumption Day falls on a Saturday and All Saints' Day falls on a Sunday, therefore a replacement observance day must be granted.

## Payment during statutory holidays

Employees are entitled to their normal wage for each public holiday or each replacement day as well as for each day of compensatory rest. (Article 14 of the Law of 4 January 1974)

For purposes of payment during statutory holidays, hourly part-time employees' wages are determined by their rate of pay over the payment period preceding the public holiday. (Article 3 of the Royal Decree of 18 April 1974)

## Pay in lieu provisions of the labor law

When a part-time employee's working time is fixed, they are entitled to public holidays and replacement days that coincide with their usual workdays. However, when a part-time employee's working time is variable, they are entitled to paid public holidays coinciding with a working day; and to compensatory remuneration for statutory holidays which fall outside their working days. (Article 4 of the Royal Decree of 18 April 1974)

There is therefore no replacement day to be granted in such cases, with the only option being payment.

In all other cases, employers are required to observe all statutory holidays and are not authorized to make payments in lieu of holidays. (Article 4 of the Law of 4 January 1974)

## Working on a statutory holiday

Employees working on a statutory holiday or on a replacement date (i.e. Assumption Day or All Saints' Day in 2026) are entitled to their ordinary wages plus a compensatory paid day off within six weeks of the statutory holiday. The compensatory rest day must be a full day for employees who worked more than four hours and is reduced to at least half a day for employees who worked less than four hours. (Article 11 of the Law of 4 January 1974)

## Requiring an employee to work on statutory holidays

In principle, employees are not to be required to work on the ten statutory holidays to be observed each year. (Article 4 of the Law of 4 January 1974)

## Holidays that fall on a non-working day

Holidays falling on non-working days (i.e. Sundays) are observed on replacement dates to be granted within the same year, on a workday. (Article 6 of the Law of 4 January 1974)

Replacement dates are set:

- at sector level by the joint sectoral committee or sub-committee and mandated by a Royal Decree; or
- by decision of the works council;
- as agreed between the employer and union representatives;
- through a collective agreement between the employer and all the employees; or
- based on a mutual employer-employee agreement.

In the event there is no agreement at all, the replacement date is the first workday following the statutory holiday.

## Bridging of holidays

The Law is silent on the bridging of holidays that fall one day before or after a non-working day.

## Notice requirement

Employers must post a dated and signed notice of the statutory holiday observance dates at the workplace before 15 December every year. The notice must mention any day(s) replacing a statutory holiday(s) that falls on a non-working day, and the above-mentioned procedures which set them. A copy of the notice must be appended to the employer's work regulations. (Article 13 of the Law of 4 January 1974)

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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.

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.

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- Cost analytics
- Country compliance and legislative news
- M&A global due diligence

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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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