

Alliant Global Services

Global Knowledge Center

China – Statutory Holidays Guide

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Statutory Holidays

Legislation governing Statutory Holidays

On 9 December 2022, the State Council released the Circular of the General Office of the State Council on the Arrangement of Public Holidays in 2023 ([国务院办公厅关于2023年部分节假日安排的通](#)) confirming the official China Public Holiday 2023 schedule and the holiday dates adjusted, for certain holidays.

Statutory Holidays and key related provisions are set by the National New Year and Memorial Day Holiday Measures ([全国年节及纪念日放假办法](#)). All employees are entitled to the following employer-paid statutory holidays: New Year's Day (1 day), Spring Festival (3 days), Tomb-sweeping Day (1 day), Labor Day (1 day), Dragon Boat Festival (1 day), Mid-Autumn Festival (1 day) and National Day (3 days), which together will be observed over 27 days in 2023. In particular, the Spring Festival (Chinese New Year) and the National Day are holidays that are typically set to be observed over a weeklong period.

Schedule of 2023 Statutory Holidays

The table below presents the 2023 statutory holidays schedule and the adjusted holiday dates.

Official Statutory Holiday	2023 Observance Dates	Adjusted Dates
New Year's Day	31 December 2022 to 2 January 2023	
Spring Festival ⁽¹⁾	21 January to 27 January	Saturday 28 January, & Sunday 29 January
Tomb-sweeping Day ⁽²⁾	5 April	
Labor Day ⁽³⁾	29 April to 3 May	Sunday, 23 April & Saturday 6 May
Dragon Boat Festival ⁽⁴⁾	22 June to 24 June	Sunday 25 June
Mid-Autumn Festival ⁽⁵⁾ & National Day ⁽⁶⁾	29 September to 6 October	Saturday 7 October and Sunday 8 October

(1) The first, second and third day of the first month of the lunar calendar.

(2) The day of Tomb- sweeping Day in the lunar calendar.

(3) 1 May.

(4) The day of the Dragon Boat Festival in the lunar calendar.

(5) The day of Mid-Autumn Festival in the lunar calendar.

(6) 1 October.

Pay in Lieu provisions of the Labor Law

The legislation is silent on the possibility of payments in lieu.

Working on a Statutory Holiday

On rare occasions, when an employee is required to work on a statutory holiday, they are entitled to 300% of their base salary.

Holidays that fall on a non-working day

When a statutory holiday falls on a non-working day, the following day is substituted as a paid day off.

Bridging of holidays

The law is silent on bridging of holidays. However, to allow employees a minimum of at least continuous days off, non-working days (Saturdays and Sundays) are sometimes officially declared as working days. In other words, when holidays are bridged by additional paid days off, the additional days are made up for by officially declaring non-working rest days, as working days.

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