

**Circular No – 059 / 2024**

Date: 07.10.2024

**PROPOSED LIST OF  
NATIONAL AND FESTIVAL HOLIDAYS DURING 2025**

- 1) Regulation with regard to grant of paid Holidays to employees employed in Industrial Establishments is governed by the Karnataka Industrial Establishments (National and Festival Holidays) Act, 1963. The minimum number of holidays provided as per the amended Sec. 3 of the Act is **"TEN" days** in a calendar year of which 26th January (Republic Day), 15th August (Independence Day), 2nd October (Gandhi Jayanthi), 1st May (May Day) and 1st November (Kannada Rajyotsava) are compulsory. However, compulsory declaration of holidays on May Day and Kannada Rajyotsava are not obligatory for Central Public Sector Undertakings, who need to observe minimum eight paid holidays in a calendar year.

**If any of the compulsory Holidays fall on weekly Holiday even then the same has to be declared as Paid Holiday, as in the case of these holidays "Substitution" does not arise.**

- 2) Those Establishments which are already granting more than TEN HOLIDAYS in a Calendar year are required to continue the practice in accordance with the provisions of Sec. 11 of the Act.

As per the provisions of Amended Section 3 of the Act, the rest of the 5 optional festival holidays are to be chosen from out of the list of 52 festivals specified in the Schedule appended to the Act which is reproduced overleaf.

- 3) The festival holidays are to be finalized in consultation with the Trade Unions and in the absence of any Trade Union functioning in the establishment, the same is to be finalized in consultation with the employees or their authorized representatives. Whenever there is any disagreement between the Employer and their Employees or the Trade Unions concerned, as to the festivals to be allowed as holidays, during each calendar year, the Employer or the Employees or the concerned Trade Union shall refer the dispute to the Labour Officer concerned, having jurisdiction over the area in which the Industrial Establishment is situated, for his decision whose decision shall be final. Therefore, unlike the procedure followed till 1997, there is no necessity to seek approval of the Labour Officer before declaring the holidays, except when there is disagreement.
- 4) As per the amended provisions of the Act, every employer is required to send to the Labour Officer for his perusal and records a statement of paid holidays finalized in consultation with the Trade Union/Employees Representatives. Further, the list should also be displayed on the notice board.
- 5) The Karnataka Government is yet to publish the list of National and Festival Holidays for the year 2025. As and when the Karnataka Government notifies the list of holidays the same shall be circulated to the members.
- 6) For facilitating establishments to choose the holidays, a list of Public Holidays during the **Calendar year 2025** is enclosed.

SCHEDULE [(See Section (3))]  
LIST OF FESTIVALS

1. New Year's Day	26. Ramzan
2. Bhogi Festival	27. Shankara Jayanthi
3. Uttarayana Punyakala (Sankranthi)	28. Buddha Poornima
4. Kanu Festival	29. Bakrid
5. Tyagaraja Aradhana	30. Varamahalakshmi Vratha
6. Purandara Dasara Punyadina	31. Last day of Mohram
7. Garuda Jayanthi	32. Upakarma
8. Ratha Saphthami	33. Sri Krishna Jayanthi
9. Vyasa Poornima	34. Swarna Gowri Vrath
10. Maha Shivarathri	35. Ganesha Vratha
11. Holi Festival	36. Thiru Onam
12. Holi Saturday	37. Ananthapadmanabha Vratha
13. Good Friday	38. Mahalaya Amavasya
14. Shabh Barath	39. Mahanavami
15. Chandramana Ugadi	40. Vijaya Dashami
16. Souramana Ugadi	41. Id-Milad
17. Sri Rama Navami	42. Tula Shankramana
18. Dr. Ambedkar Jayanthi	43. Naraka Chathurdashi
19. Mahaveera Jayanthi	44. Bali Padyami
20. May Day Celebration	45. Kannada Rajyotsava
21. Chitra Poornima	46. Uttana Dwadasi
22. Shebe-E-Quader	47. Gurunanak Jayanthi
23. Jumar-UI-Vida	48. Geetha Jayanthi
24. Sri Ramaunajacharya Tiru Nakshatra	49. Shiva Deepa
25. Basava Jayanthi	50. Christmas Eve
	51. Christmas
	52. Madhwa Navami



**PROPOSED LIST OF NATIONAL AND FESTIVAL HOLIDAYS  
FOR INDUSTRIAL ESTABLISHMENTS  
IN THE STATE OF KARNATAKA DURING - 2025**

Sl. No.	Month	Date	Day	Event
1	January	14	Tuesday	Makara Sankranti
2	January	26	Sunday	Republic Day - ( <b>National Holiday</b> )
3	February	26	Wednesday	Maha Shivarathri
4	March	30	Sunday	Chandramana Ugadi
5	March	31	Monday	Kutub - A - Ramzan
6	April	10	Thursday	Mahaveera Jayanthi
7	April	14	Monday	B.R. Ambedkar Jayanthi
8	April	18	Friday	Good Friday
10	April	30	Wednesday	Sri Basaveshwara Jayanti
9	May	1	Thursday	May Day - ( <b>Compulsory Holiday</b> )
11	June	7	Saturday	Bakrid
12	July	6	Sunday	Last day of Moharram
13	August	15	Friday	Independence Day - ( <b>National Holiday</b> )
14	August	27	Wednesday	Vinayaka Vratha/Ganesha Chaturthi
15	September	5	Friday	Id - Milad
16	September	21	Sunday	Mahalaya Amavasye
17	October	1	Wednesday	Mahanavami - Ayudha Pooja
18	October	2	Thursday	Vijaya Dashami & Gandhi Jayanthi - ( <b>National Holiday</b> )
19	October	7	Tuesday	Valmiki Jayanti
20	October	20	Monday	Naraka Chaturdashi
21	October	22	Wednesday	Balipadyami Deepavali
22	November	1	Saturday	Kannada Rajyotsava - ( <b>Compulsory Holiday</b> )
23	November	8	Saturday	Kanakadasa Jayanthi
24	December	25	Thursday	Christmas

NOTE:

If any of the National Holidays including Compulsory Holidays falls on a Sunday or a weekly holiday, the same should still be declared as a holiday.

**For KARNATAKA EMPLOYERS' ASSOCIATION**

**Sd/-**

**[B.C. PRABHAKAR]**

**PRESIDENT**



+91 9449183208



Bengaluru, Karnataka



kea@kea.co.in