

List of National & Festival Holidays for the year 2025

Legend	
**	Saturday & Sundays are in Red
##	Restricted Holidays
Mandatory	Mandatory Holidays

As per the provisions of Section 3 of the Act, five festival / optional holidays are to be chosen out of the list of 52 festivals mentioned in the schedule listed in the act, which is enclosed in the separate annexure.

These Holidays are published by Govt. of Karnataka, and the Companies may go ahead with finalising the Holiday List for the year 2025. Please ensure that every Company declares Five National Holidays (including November 1st) [26th Jan; 1st May; 15th Aug & 2nd Oct – which are mandatory] and five Festival Holidays (on the working days of the Company) for the year 2025.

Also, please note that it is necessary that the NFH must be finalised by a Holiday committee, which consists of member representatives of the entire company. In other words, the management is not supposed to decide on the holidays unilaterally but to take the concurrence of all the employees through the Holiday committee constituted for this purpose. The finalised list may please be signed off by the Holiday committee as well.

In case of any Mandatory holidays falling on a weekly holiday, then for these holidays, no substitute holiday is required to be given. However, the mandatory holidays falling on the weekly holidays MUST be declared.

Please note that as per Sec 11 of the act, in case if you have been declaring more than 10 NFH in the past as a practice, you are not supposed to reduce the no. of days. (eg. If you were extending 14 days of NFH, you cannot make it to 10 unilaterally). It can be done only after a consensus is obtained from all the employees.

List of National & Festival Holidays during the Calendar Year 2025

Sl.No	Date	Day	Holiday	Remarks
1	01-Jan-2025	Wednesday	New Year	##
2	14-Jan-2025	Tuesday	Uttarayana Punyakala	
3			Makara Sankranti	
4	26-Jan-2025	Sunday	Republic Day	Mandatory**
5	06-Feb-2025	Thursday	Sri Madvanavami	##
6	14-Feb-2025	Friday	Shab-a-Bharat	##
7	26-Feb-2025	Wednesday	Maha Shivratri	
8	13-Mar-2025	Thursday	Holi Feast	##
8	27-Mar-2025	Thursday	Shab-e-Quader	##
9	28-Mar-2025	Friday	Jumat-ul-Vida	##
9	30-Mar-2025	Sunday	Chandramana Ugadi	**
10	31-Mar-2025	Monday	Qutub-e-Ramzan	
11	02-Apr-2025	Wednesday	Devara Dasimayya Jayanthi	##
12	06-Apr-2025	Sunday	Chandra Sri Ramanavami	###
13	10-Apr-2025	Thursday	Mahaveer Jayanti	
14	14-Apr-2025	Monday	Soura Yugadi	##
15			Dr.Ambedkar Jayanthi	
16	18-Apr-2025	Friday	Good Friday	
17	19-Apr-2025	Saturday	Holy Saturday	###

Sl.No	Date	Day	Holiday	Remarks
18	30-Apr-2025	Wednesday	Basava Jayanti	
19		Wednesday	Akshaya Tritiya	
20	01-May-2025	Thursday	May Day	Mandatory
21	02-May-2025	Friday	Adi Shankaracharya Jayanthi	##
22			Sri Ramanujacharya Jayanthi	##
23	12-May-2025	Monday	Buddha Poornima	##
24	07-Jun-2025	Saturday	Bakrid	**
25	06-Jul-2025	Sunday	10th Day of Muharam (Ashura)	**
26	08-Aug-2025	Friday	Varamahalakshmi Vrata	##
27	09-Aug-2025	Saturday	Rig Upakarma	###
28			Yajur Upakarma	###
29	15-Aug-2025	Friday	Independence Day	Mandatory
30	16-Aug-2025	Saturday	Janmashtami	###
31	26-Aug-2025	Tuesday	Swarnagowri Vratam	##
32	27-Aug-2025	Wednesday	Ganesh Chaturthi	
33	03-Sep-2025	Wednesday	Kail Muhuruth	
34	05-Sep-2025	Friday	Id-Meelad	
35			Tiru Onam	##
36	06-Sep-2025	Saturday	Ananthapadmanabha Vrata	###
37	07-Sep-2025	Sunday	Narayanaguru Jayanti	###
38	08-Sep-2025	Monday	Kanya Mariyamma Jayanthi	##
39	17-Sep-2025	Wednesday	Vishwakarma Jayanti	##
40	21-Sep-2025	Sunday	Mahalaya Amavasya	**
41	01-Oct-2025	Wednesday	Ayudha Puja / Mahanavami	
42			Vijayadashami	
43	02-Oct-2025	Thursday	Gandhi Jayanthi	Mandatory
44	07-Oct-2025	Tuesday	Maharshi Valmiki Jayanti	
45	18-Oct-2025	Saturday	Tula Sankramana	###
46	20-Oct-2025	Monday	Naraka Chaturdashi	
47	22-Oct-2025	Wednesday	Balipadyami, Deepavali	
48	01-Nov-2025	Saturday	Rajyotsava Day	Mandatory**
49	05-Nov-2025	Wednesday	Birthday of Gurunanak	##
50	08-Nov-2025	Saturday	Kanakadasa Jayanti	**
51	05-Dec-2025	Friday	Huthari	##
52	24-Dec-2025	Wednesday	Christmas Eve	##
53	25-Dec-2025	Thursday	Christmas	

THE KARNATAKA INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1963

¹[SCHEDULE
[See Section 3]

LIST OF FESTIVALS

Sr. No	List of Festivals
1	New Year's Day
2	Bhogi Festival
3	Uttarayana Punyakala (Sankranthi)
4	Kanu Festival
5	Tyagaraja Aradhana
6	Purandara Dasara Punyadina
7	Garuda Jayanthi
8	Ratha Sapthami
9	Vyasa Poonima
10	Mahashivarathri
11	Holi Festival
12	Holi Saturday
13	Good Friday
14	Shabh Barath
15	Chandramana Ugadi
16	Souramana Ugadi
17	Sriramanavami
18	Dr. Ambedkar Jayanthi
19	Mahaveera Jayanthi
20	May Day Celebration
21	Chitra Poonima
22	Shebe-E-Quader
23	Jumat-Ul-Vida
24	Sri Ramanujacharya Tiru Nakshatra
25	Basava Jayanthi
26	Ramzan

Sr. No	List of Festivals
27	Shankara Jayanthi
28	Buddha Poonima
29	Bakrid
30	Varamahalakshmi Vratha
31	Last Day Of Mohram
32	Upakarma
33	Sri Krishna Jayanthi
34	Swarna Gowri Vratha
35	Ganesha Vratha
36	Thiru Onam
37	Ananthapadmanabha Vratha
38	Mahalaya Amavasye
39	Mahanavamai
40	Vijaya Dashami
41	Id-Milad
42	Thula Sankramana
43	Naraka Chathurdashi
44	Bali Padyami
45	Kannada Rajyotsava
46	Uttana Dwadasi
47	Gurunanak Jayanthi
48	Geetha Jayanthi
49	Shiva Deepa
50	Christmas Eve
51	Christmas
52	Madhva Navami.

¹Schedule inserted by Act 28 of 1997, w.e.f. 29-9-1997.