

**List of National & Festival Holidays for the year 2025**

<b>Legend</b>	
**	Saturday & Sundays are in Red
##	Restricted Holidays
<b>Mandatory</b>	<b>Mandatory Holidays</b>

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	Makara Sankranti	
3	<b>26-Jan-2025</b>	<b>Sunday</b>	<b>Republic Day</b>	<b>Mandatory**</b>
4	06-Feb-2025	Thursday	Madhwanawami	##
5	14-Feb-2025	Friday	Shab-a-Bharat	##
6	26-Feb-2025	Wednesday	Maha Shivratri	
7	13-Mar-2025	Thursday	Holi Feast	##
8	28-Mar-2025	Friday	Jumat-ul-Vida	##
9			Shab-e-Quader	##
10	<b>30-Mar-2025</b>	<b>Sunday</b>	<b>Chandramana Ugadi</b>	<b>**</b>
11	31-Mar-2025	Monday	Qutub-e-Ramzan	
12	02-Apr-2025	Wednesday	Devara Dasimayya Jayanthi	##
13	<b>06-Apr-2025</b>	<b>Sunday</b>	<b>Chandra Sri Ramanavami</b>	<b>###</b>
14	10-Apr-2025	Thursday	Mahaveer Jayanti	
15	14-Apr-2025	Monday	Soura Yugadi	##
16			Dr.Ambedkar Jayanthi	
17	18-Apr-2025	Friday	Good Friday	
18	<b>19-Apr-2025</b>	<b>Saturday</b>	<b>Holy Saturday</b>	<b>###</b>
19	30-Apr-2025	Wednesday	Basava Jayanti	

Sl.No	Date	Day	Holiday	Remarks
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	05-Sep-2025	Friday	Id-Meelad	
34			Tiru Onam	##
35	06-Sep-2025	Saturday	Ananthapadmanabha Vrata	###
36	07-Sep-2025	Sunday	Narayanaguru Jayanti	###
37	08-Sep-2025	Monday	St. Mary's Feast	##
38	17-Sep-2025	Wednesday	Vishwakarma Jayanti	##
39	21-Sep-2025	Sunday	Mahalaya Amavasya	**
40	01-Oct-2025	Wednesday	Ayudha Puja / Mahanavami	
41	02-Oct-2025	Thursday	Gandhi Jayanthi	Mandatory
42			Vijayadashami	
43	07-Oct-2025	Tuesday	Maharshi Valmiki Jayanti	
44	17-Oct-2025	Friday	Tula Sankramana	##
45	20-Oct-2025	Monday	Naraka Chaturdashi	
46	22-Oct-2025	Wednesday	Balipadyami	
47	01-Nov-2025	Saturday	Rajyotsava Day	Mandatory**
48	05-Nov-2025	Wednesday	Birthday of Gurunanak	##
49	08-Nov-2025	Saturday	Kanakadasa Jayanti	**
50	05-Dec-2025	Friday	Huthari	##
51	24-Dec-2025	Wednesday	Christmas Eve	##
52	25-Dec-2025	Thursday	Christmas	

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

<sup>1</sup>[SCHEDULE  
[See Section 3]

LIST OF FESTIVALS

Sr. No	List of Festivals	Sr. No	List of Festivals
1	New Year's Day	27	Shankara Jayanthi
2	Bhogi Festival	28	Buddha Poonnima
3	Uttarayana Punyakala (Sankranthi)	29	Bakrid
4	Kanu Festival	30	Varamahalakshmi Vratha
5	Tyagaraja Aradhana	31	Last Day Of Mohram
6	Purandara Dasara Punyadina	32	Upakarma
7	Garuda Jayanthi	33	Sri Krishna Jayanthi
8	Ratha Sapthami	34	Swarna Gowri Vratha
9	Vyasa Poonnima	35	Ganesha Vratha
10	Mahashivarathri	36	Thiru Onam
11	Holi Festival	37	Ananthapadmanabha Vratha
12	Holi Saturday	38	Mahalaya Amavasye
13	Good Friday	39	Mahanavamai
14	Shabh Barath	40	Vijaya Dashami
15	Chandramana Ugadi	41	Id-Milad
16	Souramana Ugadi	42	Thula Sankramana
17	Sriramanavami	43	Naraka Chathurdashi
18	Dr. Ambedkar Jayanthi	44	Bali Padyami
19	Mahaveera Jayanthi	45	Kannada Rajyotsava
20	May Day Celebration	46	Uttana Dwadasi
21	Chitra Poonnima	47	Gurunanak Jayanthi
22	Shebe-E-Quader	48	Geetha Jayanthi
23	Jumat-Ul-Vida	49	Shiva Deepa
24	Sri Ramanujacharya Tiru Nakshatra	50	Christmas Eve
25	Basava Jayanthi	51	Christmas
26	Ramzan	52	Madhva Navami.

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