



LEGAL PROVISIONS FOR REGIONAL HOLIDAYS

2024



COSTA RICA



EL SALVADOR



GUATEMALA



HONDURAS



NICARAGUA

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COSTA RICA 

HOLIDAYS OF THE YEAR



PAYMENT APPLICATION

MANDATORY
NON MANDATORY

HOLIDAY	DATE	TRANSFER	PAYMENT APPLICATION
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New Year	January 1	NA	Mandatory payment
Maundy Thursday	March 28	NA	Mandatory payment
Good Friday	March 29	NA	Mandatory payment
Day of the Battle of Rivas	April 11	Monday, April 15	Mandatory payment
Labor Day	1 de Mayo	NA	Mandatory payment
Nicoya Party Annexation Day	July 25	Monday, July 29	Mandatory payment
Day of the Virgin of the Angels	August 2	NA	Non mandatory payment
Mother's Day	August 15	NA	Mandatory payment
Day of the Black Person and Afro-Costa Rican Culture	August 31	NA	Non mandatory payment
Independence Day	September 15	NA	Mandatory payment
Army Abolition Day	December 1	NA	Non mandatory payment
Christmas	December 25	NA	Mandatory payment

Non-mandatory holidays are not paid if they are not worked; if they are worked, they will be paid in a simple manner.

If the worker's salary is monthly or if the activities are commercial, they must be paid every day of the month, including holidays, whether the holiday is mandatory or non-mandatory, so the handling will be equal to the mandatory paid holidays.

If a mandatory paid holiday is not worked, a simple salary will be paid; for employees with a monthly salary, payment is already included in their regular remuneration. If the holiday is worked, an additional single wage must be paid in order to obtain double pay for the day.

EL SALVADOR 

HOLIDAYS OF THE YEAR



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HOLIDAY	DATE	PAYMENT APPLICATION
New Year	January 1	Mandatory Payment
Maundy Thursday	March 28	Mandatory Payment
Good Friday	March 29	Mandatory Payment
Holy Saturday	March 30	Mandatory Payment
Labor Day	May 1	Mandatory Payment
Mother's Day	May 10	Mandatory Payment
Father's Day	June 17	Mandatory Payment
Feast of San Salvador	August 6	Mandatory Payment
Feast of San Salvador	Augusto 3 and 5	Mandatory Only In San Salvador City
Independence Day	September 15	Mandatory Payment
All Soul's Day	November 2	Mandatory Payment
Christmas	December 25	Mandatory Payment

Non-mandatory paid holidays are not paid if they are not worked. If the form of payment is monthly or biweekly in any activity or even weekly in commerce, all holidays must be paid, whether they are mandatory or non-mandatory, i.e., in such cases no distinction is made.

GUATEMALA



HOLIDAYS OF THE YEAR



PAYMENT APPLICATION

MANDATORY
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HOLIDAY	DATE	PAYMENT APPLICATION
New Year	January 1	Mandatory Payment
Maundy Thursday	March 28	Mandatory Payment
Good Friday	March 29	Mandatory Payment
Holy Saturday	March 30	Mandatory Payment
Labor Day	May 1	Mandatory Payment
Armed Forces Day	July 1	Mandatory Payment
Assumption Day	August 15	Mandatory Only in Guatemala
Independence Day	September 15	Mandatory Payment
October Revolution	October 20	Mandatory Payment
All Saint's Day	November 1	Mandatory Payment
Good Night	December 24	Mandatory Half Day
Christmas	December 25	Mandatory Payment
End of the Year	December 31	Mandatory Half Day

Payment for vacation days must be made according to the daily average of ordinary and extraordinary salaries earned by the employee during the week immediately preceding the rest day or holiday in question. It is understood that when the salary is stipulated per fortnight or month, it implicitly includes the payment of weekly rest days or days off not worked.

In the case of the preceding paragraph, if such days are worked, the payment of such days must be made by calculating the time worked as extraordinary, in accordance with the ordinary and extraordinary wages earned by the worker during the last fortnight or month, as the case may be.



HONDURAS

HOLIDAYS OF THE YEAR



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New Year	January 1	Mandatory payment
Maundy Thursday	March 28	Mandatory payment
Good Friday	March 29	Mandatory payment
Holy Saturday	March 30	Mandatory payment
Pan American Day	April 17	Mandatory payment
Labor Day	May 1	Mandatory payment
Independence Day	September 15	Mandatory payment
Morazanica Week	October 4	Mandatory Payment Half Day
Morazanica Week	October 5	Mandatory payment
Morazanica Week	October 6	Mandatory payment
Morazanica Week	October 7	Mandatory Payment Half Day
Christmas	December 25	Mandatory payment

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NICARAGUA

HOLIDAYS OF THE YEAR



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HOLIDAY	DATE	PAYMENT APPLICATION
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New Year	January 1	Mandatory Payment
Maundy Thursday	March 28	Mandatory Payment
Good Friday	March 29	Mandatory Payment
Holy Saturday	March 30	Mandatory Payment
Labor Day	May 1	Mandatory Payment
Mother's Day	May 30	Mandatory Payment
Liberation Day	July 19	Mandatory Payment
Battle of San Jacinto	September 14	Mandatory Payment
Independence Day	September 15	Mandatory Payment
Immaculate Conception of Mary	December 8	Mandatory Payment
Christmas	December 25	Mandatory Payment

Non-mandatory holidays are not paid if they are not worked. If the form of payment is monthly or biweekly in any activity or even weekly in commerce, all holidays must be paid, whether they are mandatory or non-mandatory, i.e. in such cases no distinction is made.