

GPR / 14 / 2026

March 17, 2026

To: CEOs / Directors / Managing Directors / Human Resource Managers / Executives

**Human Resource Updates:**  
**FMM Advisory on Additional Hari Raya Aidilfitri Holiday 2026**

1. The YAB Prime Minister has declared additional public holiday for Hari Raya Aidilfitri 2026 under Section 8 of the Holidays Act 1951. The following is the additional public holiday based on the first day of Hari Raya Aidilfitri:

First day of Hari Raya Aidilfitri	Additional Public Holiday
<b>Saturday, March 21, 2026</b> <b>(1 Syawal 1447 Hijrah)</b>	Friday, March 20, 2026 (30 Ramadan 1447 Hijrah)
<b>Friday, March 20, 2026</b> <b>(1 Syawal 1447 Hijrah)</b>	Monday, March 23, 2026 (4 Syawal 1447 Hijrah)

2. The declared public holiday announced is to be **observed as a paid holiday** under Section 60D of the Employment Act 1955 for Peninsular Malaysia.
3. There are three alternatives when granting a paid holiday declared under Section 8 of the Holidays Act 1951:
- Observe the public holiday and allow employees the day off with pay. If the public holiday falls on a rest day or another public holiday, the following working day shall be a substituted paid holiday; **OR**
  - Request employees to work on the holiday declared and compensate them by paying additional two days' wages at the ordinary rate of pay; **OR**
  - Request employees to work on the holiday and inform them that the holiday will be substituted on another day as provided under Section 60D(1A) of the Employment Act 1955.
    - Wages for work on that day is the normal rate, not public holiday rate.
    - The company can substitute the holiday without its employees' agreement.
    - The company has to fix the replacement date, which need not be the same date for all employees.

4. Kelantan and Terengganu state government has declared March 19, 2026, (Thursday) and Kedah state government has declared March 23, 2026, (Monday) as a state holiday, in conjunction with the Hari Raya Aidilfitri 2026 celebration. This holiday is declared under section 9(1) of the Holidays Act 1951, and it is **not** compulsory for employers to observe. But if the employer has declared in the contract of service, handbook or collective agreement that the employer will observe all holidays both state and federal public holidays, then the employer must observe the additional holiday. This holiday can be substituted.
5. In the case of Malacca, the state government has gazetted March 23, 2026 (Monday) as a state public holiday and if Hari Raya Aidilfitri falls on Friday March 20, 2026, the Federal government has declared March 23, 2026, as a public holiday. Thus, in the event two (2) public holidays fall on the same day, by virtue to the proviso to Section 60(D)(1) of the Employment Act 1955 .....*the working day following immediately the rest day or the other public holiday shall be a paid holiday in substitution of the first mentioned public holiday*, thus those companies that have declared in the contract of service, handbook or collective agreement that it will observe all holidays both state and federal public holidays, then the employer must observe March 24, 2026, as paid holiday. This holiday can be substituted.
6. In the case of Johor, the Sultan's birthday falls on March 23, 2026 (Monday), By virtue of Section 60D(1)(iii) of the Employment Act 1955 it is a compulsory holiday for the state of Johor. If Hari Raya Aidilfitri falls on Friday March 20, 2026, the Federal government has declared March 23, 2026 as a public holiday. Thus, in the event two (2) public holidays fall on the same day, by virtue to the proviso to section 60(D)(1) of the Employment Act 1955 .....*the working day following immediately the rest day or the other public holiday shall be a paid holiday in substitution of the first mentioned public holiday*, thus the employer must observe March 24, 2026, as paid holiday. The Sultan birthday cannot be substituted.
7. For Sabah and Sarawak, the status of the public holiday will depend on the announcements made by the respective State Governments. In accordance to Section 103(1)(b) of the Sabah Labour Ordinance and Section 104(1)(b) of the Sarawak Labour Ordinance, if a declaration of public holiday is made, then it shall be observed as a paid holiday.

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