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**225. If an employee works on 26<sup>th</sup> January (public holiday), what should he be entitled to as per the applicable law?**

If an employee works on **26<sup>th</sup> January (Republic Day)**, which is a public holiday, their entitlements will depend on the labour law applicable to the location and type of establishment. Here's a detailed analysis:

**1. Karnataka Industrial Establishments (National Festival Holidays) Act, 1963**

- **Entitlement for working on a holiday:** The employee is entitled to either:
  - Double the wages, or
  - One day's wages and one compensatory holiday.
- **Total National Holidays: 5** (26th January, 1st May, 15th August, 2nd October, 1st November).

**2. Andhra Pradesh Factories and Establishments (National, Festival, and Other Holidays) Act, 1974**

- **Entitlement for working on a holiday:** The employee, at their option, can choose either:
  - Twice the wages, or
  - Wages for the holiday plus a substituted holiday with wages (to be availed within 3 days before or after the workday).
- **Total National Holidays: 4** (26th January, 1st May, 15th August, 2nd October).

**3. Gujarat Shops and Establishments Act, 2019**

- **Entitlement for working on a holiday:** The employee is entitled to:
  - Twice the ordinary rate of wages, and
  - Leave on another day in lieu of the holiday worked.
- **Total National Holidays: 3** (26th January, 15th August, 2nd October).

**4. Kerala Industrial Establishments (National and Festival Holidays) Act, 1958**

- **Entitlement for working on a holiday:** The employee is entitled to:
  - Twice the wages, and
  - A substituted holiday on any other day.
- **Total National Holidays: 4** (26th January, 1st May, 15th August, 2nd October).

**5. Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961**

- **Entitlement for working on a holiday:** The employee is entitled to:
  - Wages for the holiday, and
  - Additional wages for the work done on the holiday.
- **Total National Holidays: 3** (26th January, 15th August, 2nd October).

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## 6. Maharashtra Shops and Establishments Act, 2017

- **Entitlement for working on a holiday:** The employee is entitled to:
  - Double the wages, and
  - Compensatory leave.
- **Total National Holidays: 4** (26th January, 1st May, 15th August, 2nd October).

## 7. Tamil Nadu Industrial Establishments (National, Festival, and Special Holidays) Act, 1958

- **Entitlement for working on a holiday:** The employee, at their option, can choose either:
  - Twice the wages, or
  - Wages for the holiday plus a substituted holiday with wages.
- **Total National Holidays: 4** (26th January, 1st May, 15th August, 2nd October).

## 8. Uttar Pradesh Industrial Establishments (National and Festival Holidays) Act, 1961

- **Entitlement for working on a holiday:** The employee, at their option, can choose either:
  - Twice the wages, or
  - Wages for the holiday plus a substituted holiday with wages, which must be taken within the next calendar month.
- **Total National Holidays: 3** (26th January, 15th August, 2nd October).

## 9. West Bengal Shops and Establishments Act, 1963

- **Entitlement for working on a holiday:** The employee is entitled to:
  - **Twice the ordinary rate of wages.**
- **Total National Holidays: 4** (26th January, 1st May, 15th August, 2nd October, 23rd January).

### Summary:

State/Act	National Holidays	Entitlement for Working on a National Holiday (e.g., 26 <sup>th</sup> Jan)
Karnataka	5 (26th Jan, 1st May, 15th Aug, 2nd Oct, 1st Nov)	Double wages or one day wages plus one compensatory holiday.
Andhra Pradesh	4 (26th Jan, 1st May, 15th Aug, 2nd Oct)	Twice the wages, or wages plus a substituted holiday within 3 days before/after.
Gujarat	3 (26th Jan, 15th Aug, 2nd Oct)	Twice the wages and leave on another day in lieu of the holiday worked.
Kerala	4 (26th Jan, 1st May, 15th Aug, 2nd Oct)	Twice the wages and a substituted holiday on another day.
Madhya Pradesh	3 (26th Jan, 15th Aug, 2nd Oct)	Wages for the holiday and additional wages for work done on the holiday.
Maharashtra	4 (26th Jan, 1st May, 15th Aug, 2nd Oct)	Double the wages and compensatory leave.
Tamil Nadu	4 (26th Jan, 1st May, 15th Aug, 2nd Oct)	Twice the wages, or wages plus a substituted holiday.
Uttar Pradesh	3 (26th Jan, 15th Aug, 2nd Oct)	Twice the wages, or wages plus a substituted holiday within the next calendar month.
West Bengal	4 (26th Jan, 1st May, 15th Aug, 2nd Oct, 23rd Jan)	Twice the ordinary rate of wages.

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