

Date: 17.03.2026

Circular No: 39/2026

TO ALL MPMA MEMBERS

Substitution of Public Holiday Declared Under Section 8 of the Holidays Act 1951

Members are advised that the Government has announced an additional public holiday in conjunction with Hari Raya Aidilfitri pursuant to Section 8 of the Holidays Act 1951. The Ministry of Human Resources Malaysia has issued a [MEDIA STATEMENT](#) clarifying the application of the holiday for the private sector under Section 60D of the Employment Act 1955.

Under the law, public holidays declared under Section 8 of the Holidays Act 1951 are recognised as gazetted public holidays. However, employers may substitute such holidays with another day. Specifically, Section 60D(1B) of the Employment Act 1955 provides that:

“the employer may grant the employee any other day as a paid public holiday in substitution for any of the public holidays referred to in paragraph (1)(b).”

Accordingly, employers may choose to:

- i. Observe the additional public holiday on the date declared by the Government; or
- ii. Substitute the declared public holiday with another day as a paid public holiday.

Members are encouraged to inform employees clearly of the company's decision regarding the arrangement of the additional holiday.

If employees are required to work on the declared public holiday, payment must be made in accordance with the provisions on work performed on a public holiday under the Employment Act 1955.

Members should ensure that any arrangements comply with the relevant provisions of the law and are communicated transparently to employees.

MALAYSIAN PLASTICS MANUFACTURERS ASSOCIATION (MPMA)

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