

THE PUBLIC HOLIDAY LIST FOR TELSTRA IN INDIA – 2024

The Background

Effective 1st Jan 2021, we announced a change in the India Public Holiday Policy. This change was to recognize the diversity in our workforce, given the different regions we come from / different religions we follow. Continuing with the same principle, all of us will be entitled to 10 ‘fixed’ public holidays and 2 ‘optional’ public holidays for 2024.

Fixed Public Holidays

The 10 fixed holidays will be as follows:

List of Fixed Public Holidays 2024						
Date	Day	Delhi	Mumbai & Pune	Hyderabad	Bengaluru	Chennai
15-Jan-24	Monday			Sankranti/Pongal		Pongal
26-Jan-24	Friday	Republic Day	Republic Day	Republic Day	Republic Day	Republic Day
8-Mar-24	Friday	Maha Shivratri				
25-Mar-24	Monday	Holi	Holi			
29-Mar-24	Friday	Good Friday	Good Friday		Good Friday	Good Friday
9-Apr-24	Tuesday		Gudhi Padwa	Ugadi	Ugadi	Telugu New Year's Day
1-May-24	Wednesday		Maharashtra Din	May Day	May Day	May Day
17-Jun-24	Monday	Id-ul-Zuha (Bakrid)	Id-ul-Zuha (Bakrid)	Id-ul-Zuha (Bakrid)	Id-ul-Zuha (Bakrid)	
15-Aug-24	Thursday	Independence Day	Independence Day	Independence Day	Independence Day	Independence Day
26-Aug-24	Monday	Janmashtami				
2-Oct-24	Wednesday	Gandhi Jayanti	Gandhi Jayanti	Gandhi Jayanti	Gandhi Jayanti	Gandhi Jayanti
11-Oct-24	Friday			Mahanavami		Ayudhapooja
31-Oct-24	Thursday	Deepavali		Deepavali	Naraka Chaturdasi	Deepavali
1-Nov-24	Friday		Diwali Amavasya (Laxmi Pujan)		Kannada Rajyotsava	
25-Dec-24	Wednesday	Christmas Day	Christmas	Christmas	Christmas	Christmas

Optional Public holidays

An employee should choose two public holidays of her/his choice from the list specified below that are most meaningful to him/her. The guidelines for optional holidays are as follows:

- Once an employee decides which days, he/she wants as an optional holiday, he/she should apply for these in Workday like an employee would apply for leave.
- From the drop-down of the various leave types in Workday, choose **“Optional Holiday”** and enter the two days that the employee has chosen as optional holidays for the year.
- The choice of optional holidays for the year must be entered in Workday by 31st Jan each year. For 2024, this must be by 31st Jan 2024.
- If an employee does not enter his/her optional holidays by 31st Jan 2024 in Workday, Workday will assign the last 2 optional holidays of 2024 to the employee by default. New joiners joining during 2024 must enter her/his choice of optional holidays within a month of joining.

- An optional holiday chosen by the employee or automatically allotted by Workday can be changed by the employee no later than 15 days before the chosen holiday in Workday 'or' the holiday that is sort to be availed whichever is earlier
 - E.g., 1: I have chosen 16th August 2024 as a holiday in Workday. During the year I realize I want to avail a holiday on 25th March 2024, which is also in the optional holiday list. I must cancel the 16th August 2024 holiday in Workday and apply for 25th March 2024 latest by 10th March 2024 (i.e., 15 days before 25th March 2024).
 - E.g., 2: I have chosen 17th April 2024 as an optional holiday in Workday, but I want to avail a holiday on 15th November 2024, which is also in the optional holiday list. I must cancel the 17th April 2024 holiday in Workday and apply for 15th November 2024 by 2nd April 2024 (i.e., 15 days before 17th Apr 2024).
- Optional holidays cannot be chosen on days not mentioned in the optional holiday list.
- Optional holidays cannot be chosen for part of the day.
- Optional holidays cannot be accumulated to be carried forward from one calendar year to another, nor will these be encashed upon separation.

Date	Day	Holiday	Optional Holiday in
1-Jan-24	Monday	New Year's Day	All Offices
15-Jan-24	Monday	Magha Bihu/ Pongal/Uttarayana Punyakala/Makara Sankranthi Festival	All offices except Hyderabad & Chennai
16-Jan-24	Tuesday	Thiruvalluvar Day/Kanumu	All Offices
17-Jan-24	Wednesday	Guru Gobind Singh's Birthday / Uzhavar Thirunal	All Offices
25-Jan-24	Thursday	Hazarat Ali's Birthday / Thai Poosam	All Offices
8-Feb-24	Thursday	Shab-e-Miraj	All Offices
14-Feb-24	Wednesday	Sri Panchami/Basant Panchami	All Offices
19-Feb-24	Monday	Chhatrapati Shivaji Maharaj Jayanti	All Offices
26-Feb-24	Monday	Shab-e-Barat	All Offices
6-Mar-24	Wednesday	Birthday of Swami Dayananda Saraswati	All Offices
8-Mar-24	Friday	Maha Shivratri	All offices except Delhi
25-Mar-24	Monday	Holi/Dolyatra	All offices except Delhi, Mumbai & Pune
29-Mar-24	Friday	Good Friday	Hyderabad
5-Apr-24	Friday	Jamat-UI-Vida / Babu Jagivan Ram's Birthday	All Offices
9-Apr-24	Tuesday	Chaitra Sukladi/ Gudi Padava / Ugadi/ Cheti Chand /Telugu New Year's Day	Delhi
11-Apr-24	Thursday	Id-ul Fitr	All Offices
12-Apr-24	Friday	Following day of Ramzan	All Offices
17-Apr-24	Wednesday	Ram Navami	All Offices
1-May-24	Wednesday	May Day / Maharashtra Din	Delhi
8-May-24	Wednesday	Birthday of Guru Rabindranath Tagore	All Offices
10-May-24	Friday	Basava Jayanthi/ Akshaya Tritiya	All Offices
23-May-24	Thursday	Buddha Purnima	All Offices
17-Jun-24	Monday	Id-ul-Zuha (Bakrid)	Chennai
25-Jun-24	Tuesday	Eid-e-Ghadeer	All Offices
16-Jul-24	Tuesday	9th Moharram	All Offices
17-Jul-24	Wednesday	Muharram	All Offices
29-Jul-24	Monday	Bonalu	All Offices
16-Aug-24	Friday	Varamahalakshmi Vrata	All Offices
19-Aug-24	Monday	Raksha Bandhan / Rug-Upakarma, Yajur Upakarma	All Offices
20-Aug-24	Tuesday	Brahma Shri Naryana Guru Jayanthi	All Offices

26-Aug-24	Monday	Janmashtami	All offices except Delhi
6-Sep-24	Friday	Swarna Gowri Vrata	All Offices
16-Sep-24	Monday	Milad-un-Nabi or Id-e Milad	All Offices
17-Sep-24	Tuesday	Vishwakarma Jayanthi	All Offices
10-Oct-24	Thursday	Dussehra (Saptami)	All Offices
11-Oct-24	Friday	Dussehra (Mahashtami)/ Dussehra (Mahanavmi)/ Ayudhapooja	All offices except Hyderabad & Chennai
15-Oct-24	Tuesday	Yaz Dahum Shareef	All Offices
17-Oct-24	Thursday	Maharishi Valmiki's Birthday	All Offices
30-Oct-24	Wednesday	Naraka Chaturdasi	All Offices
31-Oct-24	Thursday	Diwali (Deepavali) / Naraka Chaturdasi	Mumbai & Pune
1-Nov-24	Friday	Diwali Amavasya (Laxmi Pujan)	Delhi, Hyderabad & Chennai
7-Nov-24	Thursday	Pratihara Shashthi or Surya Shashthi (Chhat Puja)	All Offices
15-Nov-24	Friday	Guru Nanak's Birthday/ Guru Nanak Jayanti	All Offices
18-Nov-24	Monday	Kanakadasa Jayanthi	All Offices
24-Dec-24	Tuesday	Christmas Eve	All Offices
26-Dec-24	Thursday	Following day of Christmas	All Offices