

October 22, 2026

BULLETIN

Employers Consultative Association

DIVALI 2026

Unauthorised or public distribution of this bulletin is strictly prohibited without express written permission from the Employers' Consultative Association of Trinidad and Tobago.

According to the Public Holidays and Festivals Act, Chapter 19:05, Act 10 of 1872, Amended by 104/2002 (the Act), a "public holiday" means a close holiday in banks and public offices in Trinidad and Tobago. While a number of other businesses also close their operations on public holidays, some remain in operation on such days in keeping with custom and practice and/or terms and conditions of employment agreed with their employees.

Section 3(1) of the Act establishes a Schedule of public holidays, which may be amended by the President of the Republic of Trinidad and Tobago [Section 4(2)], and which provides for the appointment of dates, by notification, for Eid-ul-Fitr and Divali. In this regard, employers are advised that the following holiday has been so ordered by the President in accordance with Section 4(1) of the Act, via [Legal Notice No. 832 of 2026](#):

SUNDAY, 8TH NOVEMBER 2026 DIVALI

The aforementioned Schedule establishes that "*Sundays are observed as Common Law Holidays*" and Section 3(2) of the Act further establishes that "*Where a public holiday falls on a Sunday or **where two public holidays fall on the same day, the next following day that** (apart from this subsection) **is not a public holiday shall be a public holiday***".

In this regard, **Monday, 9th November 2026 will be recognised as a public holiday** in Trinidad and Tobago.



675-5873/638-6463



675-6026



communications@ecatt.org



www.ecatt.org

The information provided in this document is NOT intended to be used as legal advice, nor does it intend to elaborate on every aspect of industrial relations. If you are in doubt about any matter, or the application of these guidelines to any factual situation in your organisation, you are encouraged to seek advice from the ECA.

Employers should seek to effect appropriate staffing plans for any work required on the aforementioned public holiday and where necessary, remind their employees of the relevant provisions of existing company policies and/or individual contracts or collective agreements, as applicable. Any unscheduled absences or unapproved time-off taken by employees on days prior to or following recognised holidays must also be treated in accordance with existing company policies, individual or collective agreements, and established practices.

Should there be any uncertainty regarding appropriate action to be taken in addressing specific company situations, Employers should **seek guidance** from the ECA's team of competent Advisors.

YOUR ASSOCIATION WORKING FOR YOU!



675-5873/638-6463



675-6026



communications@ecatt.org



www.ecatt.org

The information provided in this document is NOT intended to be used as legal advice, nor does it intend to elaborate on every aspect of industrial relations. If you are in doubt about any matter, or the application of these guidelines to any factual situation in your organisation, you are encouraged to seek advice from the ECA.