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公務員事務局  
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**CIVIL SERVICE BUREAU**  
**GOVERNMENT SECRETARIAT**  
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29 June 2012

Clerk to Panel  
Panel on Manpower  
Legislative Council  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn: Ms Alice Leung)

Dear Ms Leung,

**Panel on Manpower**  
**Follow-up to meeting on 20 June 2012**

Thank you for your letter of 22 June 2012 to Secretary for the Civil Service.

Paternity leave has been provided to eligible male government employees since 1 April 2012 following consultation with relevant parties, including the Panel on Public Service which discussed the matter on 19 December 2011.

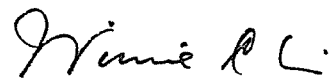
As a general rule, the Government is not involved in determining the terms of employment of staff working in statutory or public organisations and government subvented organisations, which are employment matters between these bodies / organisations as employers and their employees. Subvented

organisations and public bodies have the autonomy to decide whether to adopt any family-friendly employment practice or measure for their employees having regard to their own circumstances. Indeed, some public bodies and subvented organisations have already been providing paternity leave to their employees before the Government implements paternity leave to its employees.

We understand the question of whether paternity leave should be provided to all employees in Hong Kong, including those who work in subvented agencies and public bodies, is being addressed by the Labour and Welfare Bureau.

Thank you for your attention.

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'Winnie Chui'.

(Winnie Chui)  
for Secretary for the Civil Service