



平 等 機 會 委 員 會

香港太古城太古灣道14號太古城中心三座19樓

EQUAL OPPORTUNITIES COMMISSION

19/F., Cityplaza Three, 14 Taikoo Wan Road

Taikoo Shing, Hong Kong

網址 Website : <http://www.eoc.org.hk>

OUR REF.: EOC/LEG/01

YOUR REF.: CB2/BC/3/13

TEL NO.: 2106 2178

FAX NO.: 2824 3892

5 May 2014

Via email: psng@legco.gov.hk

Miss Betty MA
Clerk to Bills Committee
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Madam,

Bills Committee on Employment (Amendment) Bill 2014

Thank you for your letter dated 23 April 2014.

We note from the Labour and Welfare Bureau's Legislative Council Brief (LD LRD/12-1/2-31/1(C)) that paternity leave and maternity leave are regarded as similar in nature. The Labour Advisory Board took the view that the details of paternity leave should be aligned with maternity leave for reasonableness and consistency.

On the above basis, the Commission takes the view that there should be protection from dismissal for taking paternity leave in the same way as there is protection for taking maternity leave.

Yours faithfully,

Herman Poon

Chief Legal Counsel

Equal Opportunities Commission