
HONG KONG SPECIAL ADMINISTRATIVE REGION

ORDINANCE NO. 30 OF 2018



Matthew CHEUNG Kin-chung
Acting Chief Executive
1 November 2018

An Ordinance to amend the Employment Ordinance to increase paternity leave entitlement under that Ordinance as in force on 15 June 2018 from 3 days to 5 days in respect of a child born on or after the commencement date appointed by the Secretary for Labour and Welfare for this Ordinance; and to replace a reference to a date in section 15E(5) of that Ordinance.

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Enacted by the Legislative Council.

1. Short title and commencement

- (1) This Ordinance may be cited as the Employment (Amendment) (No. 3) Ordinance 2018.
- (2) This Ordinance comes into operation on a day to be appointed by the Secretary for Labour and Welfare by notice published in the Gazette.

2. Employment Ordinance amended

The Employment Ordinance (Cap. 57) is amended as set out in section 3.

3. Section 15E amended (entitlement to paternity leave)

(1) Section 15E(2)—

Repeal paragraph (b)

Substitute

“(b) is entitled to take leave for not more than—

- (i) for a child born on or after 27 February 2015 but before the commencement date of the Employment (Amendment) (No. 3) Ordinance 2018 (30 of 2018)—3 days; or
- (ii) for a child born on or after that commencement date—5 days,

whether consecutive or not, for each confinement.”.

(2) Section 15E—

Repeal subsection (5)

Substitute

“(5) Subsection (1) does not apply in relation to—

- (a) a miscarriage; or
- (b) a child born before 27 February 2015.”.