

# Employment (Amendment) Bill 2019 gazetted today

â€‹The Government published the Employment (Amendment) Bill 2019 in the Gazette today (December 27).

"The Bill seeks to increase the statutory maternity leave (ML) under the Employment Ordinance (EO) (Cap 57) from the current 10 weeks to 14 weeks, and to require employers to pay the maternity leave pay (MLP) in respect of the extension of ML (additional MLP) to their eligible employees on the normal pay day at the existing statutory rate of MLP (viz. four-fifths of the employees' average daily wages) subject to a cap of \$36,822 per employee," a spokesman for the Labour Department said.

"Certain technical amendments will also be introduced, including updating the definition of 'miscarriage' from 'before 28 weeks of pregnancy' to 'before 24 weeks of pregnancy' which will entitle a female employee whose child is incapable of survival after being born at or after 24 weeks of pregnancy to ML; and entitling employees who have attended medical examination in relation to pregnancy to sickness allowance if they are able to produce, other than a medical certificate, a certificate of attendance.

"The other arrangements concerning maternity protection under EO shall continue to operate as they currently do," the spokesman added.

The spokesman pointed out that the proposed additional MLP would be funded by the Government on a reimbursement basis by way of an administrative scheme.

The Bill will be introduced into the Legislative Council on January 8 next year.