

Five-day statutory paternity leave to take effect on January 18

The Employment (Amendment) (No. 3) Ordinance 2018 (Amendment Ordinance) will commence on January 18 (Friday).

Under the Amendment Ordinance, for male employees with a child born on or after January 18, 2019, their paternity leave entitlement is increased from three days to five days for each confinement of their spouse/partner if they have been employed under a continuous contract and have notified their employers in accordance with the law.

"If an employee wishes to take paternity leave, he must give proper notice to his employer. If the employee has already notified his employer of his intention to take paternity leave at least three months before the expected date of delivery of the child, he may take paternity leave immediately after informing his employer of the actual dates of leave. But if the employee fails to give the three months' advance notice to the employer, he must notify the employer of his dates of paternity leave at least five days before taking leave," a spokesperson for the Labour Department said.

"During the transitional period, for an employee with a child born on or after January 18, 2019, if he has notified his employer of his intention to take paternity leave before the commencement of the Amendment Ordinance (which in this case refers to the first three days of paternity leave), before taking the fourth and fifth day of the newly increased paternity leave, he must give at least five days' advance notice to his employer of the actual dates," the spokesperson added.

For further information, employers and employees may call 2717 1771 (the hotline is handled by 1823) or approach the branch offices of the Labour Relations Division.