

Labour Department appeals to employers to make flexible arrangements for employees on statutory holiday of Ching Ming Festival to reduce risk of infection

The Labour Department (LD) today (March 20) appealed to employers to have early discussions with employees on flexible arrangements concerning the statutory holiday of the Ching Ming Festival (April 4) so that their employees may stagger grave-sweeping activities across dates before and after the festival, thereby avoiding overcrowding to reduce the risk of COVID-19 transmission. This will help maintain good labour-management relations and protect the health of employees as well as the community.

The LD spokesman said, "The Ching Ming Festival is a statutory holiday. Employers may give prior notice to employees in accordance with the Employment Ordinance (EO) to arrange for employees to take an alternative holiday within 60 days before or after the statutory holiday. Moreover, with the mutual consent of the employer and the employee, any day within 30 days before or after the statutory holiday or alternative holiday may be taken by the employee as a substituted holiday."

For enquiries about the EO, please contact the LD at the 24-hour enquiry hotline on 2717 1771 (provided by 1823) or by email at enquiry@labour.gov.hk. Details of the EO are also available on the LD's homepage (www.labour.gov.hk).