

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

The Labour Department (LD) today (March 18) appealed to employers to have early discussions with employees on flexible arrangements for taking the statutory holiday of the Ching Ming Festival (April 4) so that their employees may stagger grave-sweeping activities before or 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 and it will fall between the Easter holidays this year. Employers may give prior notice to employees in accordance with the Employment Ordinance (EO) to arrange for employees 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 an alternative holiday may be taken by the employee as a substituted holiday."

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