



LABOUR DEPARTMENT

WORKPLACE CONSULTATION PROMOTION DIVISION

勞工處
勞資協商促進科

YOUR REFERENCE 來函編號：

OUR REFERENCE 本處檔案編號：WCP/D2/11

TEL. NUMBER 電話號碼：2399 2209

FAX NUMBER 傳真機號碼：2782 0530

24 April 2024

Dear Sir/ Madam,

Leaflet on Increase of Statutory Holidays

From 2024, the first weekday after Christmas Day will be a newly added statutory holiday under the Employment Ordinance. Other relevant provisions in relation to the statutory holidays under the Employment Ordinance remain unchanged, including the arrangement of holiday, eligibility for holiday pay and pay rate, and restriction on pay in lieu of holiday.

Enclosed please find a copy of leaflet for reference. For details, please visit the Labour Department's homepage: www.labour.gov.hk/eng/news/EAO2021.htm.



Should you have any enquiries about this letter, please contact Ms Giselle CHUI at 2895 5954.

Yours faithfully,

(Cannis YAU)
for Commissioner for Labour

Enclosed : Leaflet



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敬啟者：

增加法定假日單張

由 2024 年起，聖誕節後第一個周日新增為《僱傭條例》下的法定假日。
《僱傭條例》下其他與法定假日有關的條文維持不變，包括安排假日、享有假日薪酬的資格和薪酬額、及不得以款項代替假日。

現隨函附上資料單張以供參考。詳情請參閱勞工處網頁：
www.labour.gov.hk/tc/news/EAO2021.htm。



如對本函有任何查詢，請致電 2895 5954 與本處徐瑞芳小姐聯絡。

勞工處處長

(游玉琴代行)

2024 年 4 月 24 日

附件：資料單張

- 如法定假日適逢休息日，僱主應安排僱員於翌日放取該法定假日，惟該翌日須並非法定假日、另定假日、代替假日或休息日；如僱主要求僱員在法定假日工作，僱主須安排另定假日給僱員，俗稱「補假」。詳情請參閱《僱傭條例簡明指南》第四章：休息日、法定假日及有薪年假。

If a statutory holiday falls on a rest day, the employee should be granted a holiday on the next day which is not a statutory holiday or an alternative holiday or a substituted holiday or a rest day; if an employer requires the employee to work on a statutory holiday, the employer shall arrange for the employee an alternative holiday or the so-called "replacement holiday". For details, please refer to Chapter 4 : Rest Days, Holidays and Leave in "A Concise Guide to the Employment Ordinance".

休息日、法定假日
及有薪年假



www.labour.gov.hk/tc/public/pdf/wcp/ConciseGuide/04.pdf

Rest Days,
Holidays and Leave



www.labour.gov.hk/eng/public/wcp/ConciseGuide/04.pdf

其他語言 Other Languages

Bahasa Indonesia



Hindi (हिंदी)



Nepali (नेपाली)



Punjabi (ਪੰਜਾਬੀ)



Sinhala (සිංහල)



Tagalog



Thai (ภาษาไทย)



Urdu (اردو)



Vietnamese
(Tiếng Việt)



(本簡介旨在以淺白的文字簡述《僱傭條例》下與法定假日相關主要條文的重點。有關對《僱傭條例》的一切詮釋，皆以法例原文為依歸。詳情可參閱勞工處網站 www.labour.gov.hk。

This brief note sets out in simple terms the main provisions relating to statutory holidays under the Employment Ordinance. The Employment Ordinance remains the sole authority for the provisions of the law explained. More information on this subject is available at the Labour Department website at www.labour.gov.hk.)

中文



www.labour.gov.hk/tc/news/EAO2021.htm

English



www.labour.gov.hk/eng/news/EAO2021.htm

查詢熱線 Enquiry Hotline: 2717 1771

(此熱線由「1823」接聽 The hotline is handled by "1823")

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增加法定假日

Increase of Statutory Holidays



勞工處

Labour Department



增加法定假日

Increase of Statutory Holidays



2024年起，聖誕節後第一個周日新增為《僱傭條例》下的法定假日：
Starting from 2024, the first weekday after Christmas Day will be a newly added statutory holiday under the Employment Ordinance:

2024 年的 14 天法定假日

14 Statutory Holidays in 2024

1月1日 The first day of January	1月1日 1 January
農曆年初一 Lunar New Year's Day	2月10日 10 February
農曆年初三 The third day of Lunar New Year	2月12日 12 February
農曆年初四 The fourth day of Lunar New Year	2月13日 13 February
清明節 Ching Ming Festival	4月4日 4 April
勞動節 Labour Day	5月1日 1 May
佛誕 The Birthday of the Buddha	5月15日 15 May
端午節 Tuen Ng Festival	6月10日 10 June
香港特別行政區成立紀念日 Hong Kong Special Administrative Region Establishment Day	7月1日 1 July
中秋節翌日 The day following the Chinese Mid-Autumn Festival	9月18日 18 September
國慶日 National Day	10月1日 1 October
重陽節 Chung Yeung Festival	10月11日 11 October
冬節或聖誕節（由僱主選擇） Chinese Winter Solstice Festival or Christmas Day (at the option of the employer)	12月21日或12月25日 21 December or 25 December
聖誕節後第一個周日 The first weekday after Christmas Day	12月26日 26 December

2024年起新增
Newly added from 2024 onwards

- 根據《僱傭條例》，當農曆年初一、年初二或年初三適逢星期日，會以農曆年初四替代成為法定假日。由於2024年的農曆年初二適逢星期日，因此有關的法定假日會改為農曆年初四。
According to the Employment Ordinance, when either Lunar New Year's Day, the second day of the Lunar New Year or the third day of the Lunar New Year falls on a Sunday, the fourth day of the Lunar New Year is designated as a statutory holiday in substitution. As the second day of Lunar New Year of 2024 falls on a Sunday, the fourth day of Lunar New Year will be designated as a statutory holiday.

由2026年起，法定假日會進一步逐步遞增至17天：
Starting from 2026, statutory holidays will further be increased progressively to 17 days:

年份 Year	新增法定假日 Newly added statutory holiday	法定假日日數 Number of statutory holidays
2026年起 From 2026	復活節星期一 Easter Monday	15
2028年起 From 2028	耶穌受難節 Good Friday	16
2030年起 From 2030	耶穌受難節翌日 The day following Good Friday	17

《僱傭條例》下其他與法定假日有關的條文維持不變：
Other relevant provisions in relation to the statutory holidays under the Employment Ordinance remain unchanged:

- 《僱傭條例》下所有僱員（包括家庭傭工），不論每星期工作時數多少及服務年資長短，均可享有法定假日。
All employees under the Employment Ordinance (including domestic helpers) shall be entitled to statutory holidays, irrespective of number of working hours per week and length of service.
- 如僱員在緊接法定假日之前已按連續性合約受僱（即連續受僱於同一僱主4星期或以上，而每星期最少工作18小時）滿3個月，便可享有假日薪酬。
If an employee having been employed under a continuous contract (i.e. employed continuously by the same employer for 4 weeks or more, with at least 18 hours worked in each week) for not less than 3 months immediately preceding a statutory holiday, is entitled to the holiday pay.
- 不論僱員是否享有法定假日薪酬，僱主不得以款項代替發放假日，俗稱「買假」。
Regardless of whether an employee is entitled to statutory holiday pay, the employer must not make any form of payment to the employee in lieu of granting a holiday, or the so-called "holiday buy-out".

