

# 增加法定假日

## Increase of Statutory Holidays



勞工處

Labour Department



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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<br>The first day of January  | 1 月 1 日<br>1 January                                |
| 農曆年初一<br>Lunar New Year's Day  | 2 月 10 日<br>10 February                             |
| 農曆年初三<br>The third day of Lunar New Year   | 2 月 12 日<br>12 February                             |
| 農曆年初四<br>The fourth day of Lunar New Year  | 2 月 13 日<br>13 February                             |
| 清明節<br>Ching Ming Festival   | 4 月 4 日<br>4 April                                  |
| 勞動節<br>Labour Day  | 5 月 1 日<br>1 May                                    |
| 佛誕<br>The Birthday of the Buddha   | 5 月 15 日<br>15 May                                  |
| 端午節<br>Tuen Ng Festival  | 6 月 10 日<br>10 June                                 |
| 香港特別行政區成立紀念日<br>Hong Kong Special Administrative Region<br>Establishment Day                           | 7 月 1 日<br>1 July                                   |
| 中秋節翌日<br>The day following the Chinese Mid-Autumn Festival   | 9 月 18 日<br>18 September                            |
| 國慶日<br>National Day  | 10 月 1 日<br>1 October                               |
| 重陽節<br>Chung Yeung Festival  | 10 月 11 日<br>11 October                             |
| 冬節或聖誕節 (由僱主選擇)<br>Chinese Winter Solstice Festival or Christmas Day<br>(at the option of the employer) | 12 月 21 日 或 12 月 25 日<br>21 December or 25 December |
| 聖誕節後第一個周日<br>The first weekday after Christmas Day   | 12 月 26 日<br>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<br>Year           | 新增法定假日<br>Newly added statutory holiday  | 法定假日日數<br>Number of<br>statutory holidays |
|----------------------|--|---|
| 2026 年起<br>From 2026 | 復活節星期一<br>Easter Monday                  | 15  |
| 2028 年起<br>From 2028 | 耶穌受難節<br>Good Friday                     | 16  |
| 2030 年起<br>From 2030 | 耶穌受難節翌日<br>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”.



- 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](http://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](http://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](http://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](http://www.labour.gov.hk).)

中文



[www.labour.gov.hk/tc/news/EAO2021.htm](http://www.labour.gov.hk/tc/news/EAO2021.htm)

English



[www.labour.gov.hk/eng/news/EAO2021.htm](http://www.labour.gov.hk/eng/news/EAO2021.htm)

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

勞工處出版 (4/2024)

Published by the Labour Department (4/2024)