

增加法定假日

Increase of Statutory Holidays



勞工處

Labour Department

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由 2026 年起，復活節星期一新增為《僱傭條例》下的法定假日：
Starting from 2026, Easter Monday will be
a newly added statutory holiday under the Employment Ordinance:

2026 年的 15 天法定假日 15 Statutory Holidays for 2026

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 17 日 17 February
農曆年初二 The second day of Lunar New Year	2 月 18 日 18 February
農曆年初三 The third day of Lunar New Year	2 月 19 日 19 February
清明節 Ching Ming Festival	4 月 5 日 5 April
復活節星期一 Easter Monday	4 月 6 日 6 April
勞動節 Labour Day	5 月 1 日 1 May
佛誕 The Birthday of the Buddha	5 月 24 日 24 May
端午節 Tuen Ng Festival	6 月 19 日 19 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 26 日 26 September
國慶日 National Day	10 月 1 日 1 October
重陽節 Chung Yeung Festival	10 月 18 日 18 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 22 日 或 12 月 25 日 22 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

由 2028 年起，法定假日會進一步逐步遞增至 17 天：
Starting from 2028, 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
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.

- 僱員在緊接法定假日之前已按連續性合約受僱滿 3 個月，便可享有假日薪酬。

An employee having been employed under a continuous contract for not less than 3 months immediately preceding a statutory holiday is entitled to 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/wcp/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/EO2021.htm

English



www.labour.gov.hk/eng/news/EO2021.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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