



法定最低工資
Statutory Minimum Wage

法定最低工資 實習學員及工作經驗學員 的豁免安排

	實習學員	工作經驗學員
修讀的課程類別	<ul style="list-style-type: none">▶ 學生僱員正修讀《最低工資條例》附表 1 指明的本地教育機構提供的全日制經評審課程；或▶ 學生僱員居於香港，並修讀學位或更高程度的非本地學術資格的全日制教育課程	
工作實習性質	<ul style="list-style-type: none">▶ 由提供課程的教育機構安排或認可；及▶ 屬課程的必修或選修部分	<ul style="list-style-type: none">▶ 可毋須由教育機構安排或認可；及▶ 可以與課程無關
年齡	<ul style="list-style-type: none">▶ 沒有限制	<ul style="list-style-type: none">▶ 在開始受僱時仍未滿26歲
工作實習期	<ul style="list-style-type: none">▶ 沒有限制	<ul style="list-style-type: none">▶ 學生僱員及其僱主可協議，將一段為期最長59天的連續期間，視為獲豁免學生僱用期；及▶ 該學生僱員最多只可以在同一公曆年開始一段獲豁免學生僱用期（不論是否受僱於同一僱主），而他須就此作出法定聲明，並向僱主提供有關的法定聲明或其副本

除非另有指明，
《最低工資條例》適用於
每名僱員、其僱主及該僱員
據以受聘的僱傭合約。然而，
如有關機構或公司與學員/
學生沒有僱傭關係，
《最低工資條例》
便不適用。

受聘形式雙方定、
辨清身分保權益



法定最低工資實
習學員及工作經
驗學員專題網頁



網上互動遊戲





Statutory Minimum Wage Exemption for specified student interns and work experience students

	Student Interns	Work Experience Students
Kinds of Education Programmes Enrolled	<ul style="list-style-type: none"> ▶ student employees are attending full-time accredited programmes being provided by local education institutions specified in Schedule 1 to the Minimum Wage Ordinance; or ▶ student employees who are resident in Hong Kong and enrolled in full-time education programmes for non-local academic qualification at degree or higher level 	
Nature of Internship	<ul style="list-style-type: none"> ▶ arranged or endorsed by the education institutions providing the programmes; and ▶ form a compulsory or elective component of the programmes 	<ul style="list-style-type: none"> ▶ not necessarily arranged or endorsed by the education institutions; and ▶ not necessarily be curriculum-related
Age	▶ no restriction	▶ under the age of 26 years at the beginning of employment
Duration of Internship	▶ no restriction	<ul style="list-style-type: none"> ▶ the student employee and his employer may agree to treat a continuous period of up to 59 days as exempt student employment; and ▶ at most one period of exempt student employment may commence in the same calendar year (regardless of whether the employment is with the same employer or not), and the student employee has to make a statutory declaration verifying this fact and provide the declaration (or copy) to the employer

Unless otherwise specified, the Minimum Wage Ordinance (MWO) applies to every employee, his employer and the contract of employment under which he is engaged. However, MWO does not apply to interns/students who do not have employment relationship with the host organisations or companies.

Clarify Your Employment Status, Protect Your Rights and Benefits



Dedicated webpage on student interns and work experience students



Online Interactive Games

