

New “Continuous Contract” Requirement



The Employment (Amendment) Ordinance 2025 has amended the **“continuous contract”** requirement. Under the new requirement, while it remains the same that an employee has to be employed continuously by the same employer for **4 weeks** or more, the **working hours threshold** is revised as follows :

1

The weekly working hours are lowered from 18 hours to

17 hours

17 hours
per week



OR

2

When an employee has **worked less than 17 hours in any week** :
If he has worked for the same employer in the 4-week period comprising that week and the 3 weeks next preceding that week for not less than

68 hours

That week will still be regarded as meeting the working hours threshold of “continuous contract”

68 hours
rule



Effective date of the
new requirement

18 Jan 2026



勞工處
Labour Department

Enquiry Hotline : 2717 1771
(The hotline is handled by “1823”)

Examples of meeting the new “continuous contract” requirement :

17 hours
per week

Worked for not less than **17 hours** each week

Example 1:



The number of working hours for a particular week was only 16.
★ As the aggregated working hours in that week and the 3 weeks next preceding that week are not less than **68 hours** (16+20+30+40), that particular week is also regarded as meeting the **working hours threshold** of “continuous contract”

68 hours
rule

Example 2:



This brief note sets out in simple terms the main provisions relating to the Employment (Amendment) Ordinance 2025. 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.



More information :

Chinese : <https://www.labour.gov.hk/tc/news/EAO2025.htm>

English : <https://www.labour.gov.hk/eng/news/EAO2025.htm>

Chinese



English

