

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Family		
Increase in statutory paternity leave	Statutory paternity leave increases from 3 days to 5 days. Effective date: January 18, 2019.	Update internal paternity leave policies and practices accordingly.
Discrimination		
Improvements in discrimination protection are in discussion	Recommendations to improve discrimination protection have been made to the Hong Kong Council, with a particular focus on preventing sex, race, disability and family status discrimination. Further developments on this are expected in 2019.	Keep track of any developments in this area.
Employee benefits		
Proposal to increase Mandatory Provident Fund (MPF) contributions	MPF contribution rates for both employers and employees are expected to increase to HK\$2,400 in 2019. A proposal has also been made to increase the thresholds applicable to those contribution rates. This proposal is currently being considered by the Hong Kong government.	Keep track of any developments in this area.
Employee benefits		
Expected prohibition on MPF contribution offsetting arrangements	The Hong Kong Government expects to prohibit employers from offsetting long-service and severance payments from their MPF contributions by 2024.	Keep track of any developments in this area.

This is a high level general update only. Legal advice should be obtained on specific circumstances.