



2021年劳工(修正)法案
Employment (Amendment) Bill 2021 

**新的第41A条 –
对终止怀孕女雇员雇佣合约的限制**

**New Section 41A - Restriction on Termination
of Pregnant Female Employee**



What's New?
Issue No. 39/2022 | 24 March 2022

 Employment (Amendment) Bill 2021
New Section 41A

New Section 41A - Restriction on Termination of Pregnant Female Employee



- 41A. (1) Where a female employee is pregnant or is suffering from an illness arising out of her pregnancy, it shall be an offence for her employer to terminate her services or give her notice of termination of service, except on the grounds of—
 - a) wilful breach of a condition of the contract of service under subsection 13(2);
 - b) misconduct under subsection 14(1); or
 - c) closure of the employer's business.



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新的第41A条 -- 对终止怀孕女雇员雇佣合同的限制



- 41A. (1) 如果女性雇员怀孕或因怀孕而患病，除非是基于以下原因，否则其雇主终止她的服务或向她发出终止雇佣合同的通知将构成罪行：
 - a) 故意违反第13(2) 条文规定的雇佣合同中的条件。
 - b) 第14(1)条文规定的不当行为；或
 - c) 雇主的业务关闭。



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New Section 41A - Restriction on Termination of Pregnant Female Employee



- 41A. (2) Where the service of a female employee under subsection (1) is terminated, the burden of proving that such termination is not on the ground of her pregnancy or on the ground of illness arising out of her pregnancy, shall rest on the employer.”
- 41A. (2) 如果根据第(1)条文终止女性雇员的雇佣合约，雇主有责任去证明终止雇佣合约的原因并不是因为她怀孕或因为她怀孕所引起的疾病。



Employment (Amendment) Bill 2021

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