



### 工作或職業確實需要年齡規定的例外情形

政府反對任何形式的歧視，並認為確實需要年齡規定的工作或職業為數不多。其中一個例子是為戲劇表演營造真實感，或應邀為藝術家的模特兒，才須招聘某一年齡的人士。

其他例子包括通過法例（例如《應課稅品（酒類）規例》禁止未滿某指定年齡的人士在領有酒牌售賣烈酒的場所工作）及憲報（例如在《保安及護衛服務條例》下行刊憲對從事保安工作的人士訂定年齡上限和下限）所訂定的年齡要求。（註：例子未能盡錄。）僱主有責任查明法例有否對有關工作設定了任何年齡規定，若有疑問，請與有關當局聯絡。



### EXCEPTIONS WHERE AGE MAY BE A GENUINE JOB OR OCCUPATIONAL REQUIREMENT

The Government opposes discrimination of any kind and considers that there are not many cases where age is a genuine job or occupational requirement. An example where age might constitute a genuine job or occupational requirement is the need to recruit an actor of a particular age group to provide authenticity in a dramatic performance or as an artist's model.

Other examples include jobs where age requirement is imposed in legislation (e.g. under the Dutiable Commodities Ordinance (Liquor) Regulations, persons below a certain age are forbidden to work in licensed premises selling intoxicating liquor), or notices published in the Gazette (e.g. under the Security and Guarding Services Ordinance, both minimum and maximum age limits are set for persons performing security work). (Note: The above examples are not exhaustive.) Employers are responsible for checking whether there are any age requirements for the work to be performed and should contact the relevant authorities in case of doubt.