

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



勞工處



法定最低工資  
Statutory Minimum Wage

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Joseph, you work as a student intern here. Do you know the Minimum Wage Ordinance provides exemption arrangements for specified student employees?




Sure! The exemption applies to specified "student interns" and "work experience students". I am a "student intern" whose internship must be arranged or endorsed by the education institution providing the programme and forms a compulsory or elective component of the programme.

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Brilliant! In case of a "work experience student", the internship may not be curriculum-related and not necessarily be arranged or endorsed by the education institution. Yet, the student employee must be under the age of 26. Also, at most one continuous period of up to 59 days as exempt student employment may commence in the same calendar year, regardless of whether the employment is with the same employer or not.



Teresa, you're so knowledgeable!



The exemption for specified "student interns" and "work experience students" in respect of the Statutory Minimum Wage applies to student employees enrolled in 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.

For details, please refer to the *Statutory Minimum Wage: Notes for Student Employees and Employers* published by the Labour Department.

(Note: Unless otherwise specified, MWO applies to all employees. However, MWO does not apply to interns/students with no employment relationship with the host organisation or company.)

24-hour Enquiry Hotline  
2717 1771 (handled by "1823")

Labour Department's Homepage  
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