



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

	Student Interns	Work Experience Students
Kinds of Education Programmes Enrolled	<ul style="list-style-type: none"> ▶ student employees are attending 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 	
Nature of Internship	<ul style="list-style-type: none"> ▶ arranged or endorsed by the education institutions providing the programmes; and ▶ form a compulsory or elective component of the programmes 	<ul style="list-style-type: none"> ▶ not necessarily arranged or endorsed by the education institutions; and ▶ not necessarily be curriculum-related
Age	▶ no restriction	▶ under the age of 26 years at the beginning of employment
Duration of Internship	▶ no restriction	<ul style="list-style-type: none"> ▶ the student employee and his employer may agree to treat a continuous period of up to 59 days as exempt student employment; and ▶ at most one period of exempt student employment may commence in the same calendar year (regardless of whether the employment is with the same employer or not), and the student employee has to make a statutory declaration verifying this fact and provide the declaration (or copy) to the employer

Unless otherwise specified, the Minimum Wage Ordinance (MWO) applies to every employee, his employer and the contract of employment under which he is engaged. However, MWO does not apply to interns/students who do not have employment relationship with the host organisations or companies.

Clarify Your Employment Status, Protect Your Rights and Benefits



Dedicated webpage on student interns and work experience students



Online Interactive Games

