



# APAC COVID-19 FAQ

## EDITION XIV – 10 JULY 2020

Employment Law Expertise Provided by  
Asia Pacific Members of the



# INTRODUCTION

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In the recent weeks, the Covid-19 situation has brought about great uncertainty for the world. Employers have not been spared. It can be challenging to wade through the ever changing myriad of notices, advisories and guidelines issued by the different governments.

To assist our clients, the Employment Law Alliance's APAC member firms have put together a set of FAQs to deal with some of the more common questions we have been asked relating to the new policies / advisories which have been issued in our respective jurisdictions as well as cost cutting measures which can be implemented to manage the cost of doing business.

The thirteenth edition of this paper was published on 3 July 2020 and can be found [here](#). As the situation is constantly evolving, we are providing weekly updates to our readers. This is the fourteenth edition and includes updates from Hong Kong.

Readers should take note that this information is accurate as at 10 July 2020. We encourage readers to keep abreast of developments in the countries of concern to them on a daily basis. Should you have any queries, please feel free to reach out to the contributors individually.

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# HONG KONG

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**Q: Are there any government directions on policies employers must adopt to ensure no close physical interaction between persons at the work place (“Distancing Policies”)?**

**A:** Although the Hong Kong Government has not issued any mandatory directions that employers must follow to ensure social distancing, it appeals to employers to be flexible in working arrangements, such as allowing employees to work from home, avoiding large scale meetings, reducing face-to-face contact with co-workers, and arranging flexible meal hours.

On a related note, effective until 24 July 2020 (with such date extendable by the Government), any group gathering of more than 8 persons in any public place will be prohibited. However, twelve types of group gatherings are exempted, including group gatherings at a place of work for the purposes of work, for the purposes of or related to transportation, and of persons living in the same household.



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