

Press Releases

Survey results of 2012 Annual Earnings and Hours Survey released

Monthly wage

According to the statistics released today (March 20) by the Census and Statistics Department (C&SD), the median monthly wage of employees in Hong Kong (excluding employees in the Government as well as student interns, work experience students and live-in domestic workers as exempted by the Minimum Wage Ordinance (MWO)) in May - June 2012 was \$13,400. This was 4.3% higher than the median of \$12,800 in May - June 2011.

The change in monthly wages in 2012 when compared with 2011 is useful in reflecting the change in take-home pay of employees between these two years.

In May - June 2012, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$7,300, \$9,500, \$20,900 and \$35,800 respectively. They were 4.5%, 5.0%, 4.7% and 4.2% higher than the corresponding figures in May - June 2011 (Table 1).

As shown in Table 2, increase in median monthly wage was generally observed for both male and female employees and across the board for all age groups, educational attainment levels, occupational groups and industry sections.

Hourly wage

The median hourly wage of employees in Hong Kong in May - June 2012 was \$54.8, 4.6% higher than the median of \$52.4 in May - June 2011. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$29.0, \$30.6, \$37.7, \$86.9 and \$149.1 respectively. The overall hourly wage distribution of these employees is shown in Table 3. The numbers of employees earning less than selected hourly wage levels are shown in Table 4.

In May - June 2012, the median hourly wage for male employees was \$60.0 while that for female employees was \$49.7. Analysed by age group, the median hourly wage of employees at age 35 - 44 was the highest (\$63.1), followed by employees at age 25 - 34 (\$56.6). The median hourly wage of employees at the youngest age group of 15 - 24 and the most senior age group of 55 and above were \$38.9 and \$46.7 respectively.

The median hourly wages of employees of different sexes, age groups, educational attainment levels, occupational groups and industry sections are given in Table 5.

Further information

The above wage statistics were compiled based on the data obtained from the 2012 Annual Earnings and Hours Survey (AEHS). The purpose of the survey is to provide comprehensive data on the level and distribution of wages, employment details and demographic profile of employees in Hong Kong. These statistics are useful for studies on labour-related topics by the private sector and the Government. They are also essential inputs for analyses related to the statutory minimum wage. A sample of about 10 000 business undertakings was selected for the survey in 2012.

Wage(s) is defined to include basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances, and overtime allowance paid to an employee in the survey period. It does not cover bonuses and allowances of gratuitous nature,

end of year payment and payments in kind. Number of working hours is the sum of contractual/agreed working hours (including meal breaks which are regarded as working hours according to the employment contract or agreement with the employer) and overtime hours worked at the direction of employers.

By arranging the hourly wages of all employees from the smallest to the largest value, the median hourly wage is the hourly wage of the employee who ranks in the middle of all the employees concerned. In other words, the median hourly wage is the hourly wage value that delineates the lowest 50% of all the employees concerned.

Percentile hourly wage figures are useful in discerning the distribution of hourly wage of employees. The pth percentile hourly wage is the hourly wage value which delineates the lowest p% of all the employees concerned, where p can be any integer value from 1 to 99. For instance, the 10th percentile hourly wage is the hourly wage value that delineates the lowest 10% of the employees. The 25th percentile, 50th percentile and 75th percentile hourly wages are also known as the lower quartile, median and upper quartile hourly wages respectively.

The median and percentile monthly wage figures are derived similarly as the median and percentile hourly wage figures.

Regarding the survey coverage, AEHS covers all business undertakings irrespective of their employment sizes and industries, except those engaged in agriculture, forestry and fishing activities. All employees of business undertakings falling within the scope of the survey who are under the coverage of the MWO are included in the survey. Employees in the Government as well as student interns, work experience students and live-in domestic workers as exempted by the MWO are excluded.

Details of the wage statistics compiled from the 2012 AEHS and the survey methodology are given in the 2012 Report on Annual Earnings and Hours Survey. Users can download this publication free of charge from the website of the C&SD at www.censtatd.gov.hk/hkstat/sub/sp210.jsp?productCode=B1050014 .

Enquiries concerning the survey results of AEHS can be directed to the Wages and Labour Costs Statistics Section (2) of the Census and Statistics Department at 2887 5230.

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Table 1: Overall Monthly Wage Distribution, May – June 2012

Percentile	(HK\$)	
10 th	7,300	(+4.5%)
25 th	9,500	(+5.0%)
50 th (median)	13,400	(+4.3%)
75 th	20,900	(+4.7%)
90 th	35,800	(+4.2%)

Note: Monthly wages are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2011. The changes are calculated using unrounded figures.

Table 2: Median Monthly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2012

	Median monthly wage (HK\$)	
By sex		
Male	15,000	(+5.6%)
Female	11,700	(+6.4%)
By age group		
15 – 24	9,500	(+5.6%)
25 – 34	14,000	(+6.9%)
35 – 44	15,300	(+2.2%)
45 – 54	13,400	(+5.5%)
≥55	11,100	(+1.0%)
By educational attainment		
Primary and below	9,000	(+2.7%)
Secondary 1 to 3	10,300	(+3.3%)
Secondary 4 to 7	12,400	(+3.7%)
Tertiary education	22,000	(+2.0%)
By occupational group		
Elementary occupations	8,600	(+2.8%)
Service workers and shop sales workers	10,000	(+6.4%)
Craft and related workers, plant and machine operators and assemblers	14,700	(+11.2%)
Clerks	11,000	(+2.9%)
Managers, administrators, professionals and associate professionals	22,300	(+4.4%)

Table 2: Median Monthly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2012 (cont'd)

By industry section	Median monthly wage (HK\$)	
Manufacturing ⁽¹⁾	12,500	(+3.8%)
Electricity and gas supply; sewerage, waste management and remediation activities	23,000	(+4.5%)
Construction	16,100	(+6.3%)
Import and export trade	15,000	(+3.4%)
Wholesale	11,600	(+5.2%)
Retail trade	10,300	(+4.2%)
Land transport	14,000	(+5.7%)
Other transportation, storage, postal and courier services ⁽²⁾	13,500	(+1.0%)
Restaurants	9,400	(+4.4%)
Accommodation ⁽³⁾ and other food service activities	12,500	(+6.0%)
Information and communications	17,000	(+6.3%)
Financing and insurance	22,000	(+1.5%)
Real estate activities ⁽⁴⁾	17,500	(+7.4%)
Estate management, security and cleaning services	9,100	(+3.8%)
Professional, scientific and technical activities	18,500	(+5.1%)
Administrative and support services activities	12,800	(+2.4%)
Travel agency, reservation service and related activities	11,400	(+5.6%)
Education and public administration (excluding the Government)	23,500	(+4.9%)
Human health activities; and beauty and body prettifying treatment	15,500	(+3.3%)
Miscellaneous activities ⁽⁵⁾	9,200	(+5.0%)
Other activities not classified above	12,500	(+6.8%)

Notes: Monthly wages are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2011. The changes are calculated using unrounded figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

(4) Excluding real estate maintenance management.

(5) Including (i) elderly homes; (ii) laundry and dry cleaning services; (iii) hairdressing and other personal services; (iv) local courier services; and (v) food processing and production.

Table 3: Overall Hourly Wage Distribution, May – June 2012

Percentile	(HK\$)
5 th	29.0 (+3.6%)
10 th	30.6 (+4.6%)
25 th	37.7 (+4.6%)
50 th (median)	54.8 (+4.6%)
75 th	86.9 (+5.3%)
90 th	149.1 (+3.6%)

Note: Hourly wages are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2011. The changes are calculated using unrounded figures.

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2012

Hourly wage	Number of employees involved
\$28	90 100
Less than \$29	140 800
Less than \$30	210 300
Less than \$31	311 400
Less than \$32	363 500
Less than \$33	428 900
Less than \$34	496 200
Less than \$35	547 900
Less than \$36	620 000
Less than \$37	663 800
Less than \$38	726 800
Less than \$39	778 600
Less than \$40	824 100

Table 5: Median Hourly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2012

	Median hourly wage (HK\$)
By sex	
Male	60.0 (+4.3%)
Female	49.7 (+5.5%)
By age group	
15 – 24	38.9 (+4.9%)
25 – 34	56.6 (+5.4%)
35 – 44	63.1 (+2.1%)
45 – 54	55.0 (+5.8%)
≥55	46.7 (+0.1%)
By educational attainment	
Primary and below	34.3 (+2.8%)
Secondary 1 to 3	40.0 (+5.1%)
Secondary 4 to 7	50.2 (+3.7%)
Tertiary education	91.7 (+2.9%)
By occupational group	
Elementary occupations	32.8 (+4.9%)
Service workers and shop sales workers	37.8 (+7.0%)
Craft and related workers, plant and machine operators and assemblers	59.0 (+8.4%)
Clerks	47.3 (+3.3%)
Managers, administrators, professionals and associate professionals	92.0 (+4.0%)

Table 5: Median Hourly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2012 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	52.2	(+1.8%)
Electricity and gas supply; sewerage, waste management and remediation activities	85.2	(+1.6%)
Construction	66.7	(+8.4%)
Import and export trade	63.7	(+4.0%)
Wholesale	46.6	(+4.8%)
Retail trade	38.5	(+6.0%)
Land transport	62.9	(+2.0%)
Other transportation, storage, postal and courier services ⁽²⁾	51.7	(+3.4%)
Restaurants	35.2	(+5.6%)
Accommodation ⁽³⁾ and other food service activities	46.2	(+7.4%)
Information and communications	68.5	(+1.2%)
Financing and insurance	87.1	(+0.8%)
Real estate activities ⁽⁴⁾	69.8	(+0.7%)
Estate management, security and cleaning services	31.1	(+7.2%)
Professional, scientific and technical activities	71.7	(+0.7%)
Administrative and support services activities	52.0	(+4.2%)
Travel agency, reservation service and related activities	50.4	(+4.5%)
Education and public administration (excluding the Government)	108.9	(+3.7%)
Human health activities; and beauty and body prettifying treatment	68.9	(+14.2%)
Miscellaneous activities ⁽⁵⁾	37.5	(+7.5%)
Other activities not classified above	50.4	(+0.8%)

Notes: Hourly wages are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2011. The changes are calculated using unrounded figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Accommodation services cover hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

(4) Excluding real estate maintenance management.

(5) Including (i) elderly homes; (ii) laundry and dry cleaning services; (iii) hairdressing and other personal services; (iv) local courier services; and (v) food processing and production.