

Press Releases

Survey results of 2016 Annual Earnings and Hours Survey released

Monthly wage

According to the statistics released today (March 17) by the Census and Statistics Department (C&SD), the median monthly wage of employees in Hong Kong (excluding government employees as well as student interns, work experience students and live-in domestic workers as exempted by the Minimum Wage Ordinance (MWO)) in May - June 2016 was \$16,200. This was 4.1% higher than the median of \$15,500 in May - June 2015.

The change in monthly wages in 2016 when compared with 2015 is useful in reflecting the change in take-home pay of employees between these two years.

In May - June 2016, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$9,000, \$11,600, \$25,400 and \$40,900 respectively. They were 5.9%, 5.7%, 3.9% and 3.7% higher than the corresponding figures in May - June 2015 respectively (Table 1).

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

Hourly wage

The median hourly wage of employees in Hong Kong in May - June 2016 was \$65.4, 4.0% higher than the median of \$62.9 in May - June 2015. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$35.6, \$38.1, \$46.2, \$103.9 and \$172.7 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 2016, the median hourly wage for male employees was \$73.5 while that for female employees was \$58.5. Analysed by age group, the median hourly wage of employees at age 35 - 44 was the highest (\$75.5), followed by employees at age 25 - 34 (\$67.6) and at age 45 - 54 (\$67.0). The median hourly wages of employees of different sexes, age groups, educational attainments, 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 2016 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 2016.

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 if they 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. Government employees 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 2016 AEHS and the survey methodology are given in the 2016 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 C&SD at 2887 5230.

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Table 1: Overall Monthly Wage Distribution, May – June 2016

Percentile	(HK\$)
10 th	9,000 (+5.9%)
25 th	11,600 (+5.7%)
50 th (median)	16,200 (+4.1%)
75 th	25,400 (+3.9%)
90 th	40,900 (+3.7%)

Note: Monthly wages are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2015. 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 2016

	Median monthly wage (HK\$)
By sex	
Male	18,400 (+4.4%)
Female	14,100 (+3.7%)
By age group	
15 – 24	11,900 (+4.1%)
25 – 34	16,800 (+3.9%)
35 – 44	19,000 (+4.9%)
45 – 54	16,600 (+5.0%)
≥ 55	13,400 (+3.9%)
By educational attainment	
Primary and below	11,000 (+3.8%)
Secondary 1 to 3	12,800 (+4.3%)
Secondary 4 to 7	15,400 (+4.0%)
Tertiary education	25,600 (+3.1%)
By occupational group	
Elementary occupations	11,100 (+5.2%)
Service and sales workers	12,400 (+3.3%)
Craft and related workers, plant and machine operators and assemblers	19,000 (+5.3%)
Clerical support workers	13,500 (+3.8%)
Managers, administrators, professionals and associate professionals	26,000 (+2.8%)

Table 2: Median Monthly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2016 (cont'd)

	Median monthly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	15,600	(+4.6%)
Electricity and gas supply; sewerage, waste management and remediation activities	25,800	(+3.2%)
Construction	21,200	(+5.8%)
Import and export trade	17,100	(+3.6%)
Wholesale	13,800	(+3.6%)
Retail trade	12,400	(+3.3%)
Land transport	17,500	(+3.8%)
Other transportation, storage, postal and courier services ⁽²⁾	16,800	(+3.9%)
Restaurants	11,800	(+6.0%)
Accommodation ⁽³⁾ and other food service activities	14,400	(+4.5%)
Information and communications	20,700	(+3.5%)
Financing and insurance	26,000	(+3.8%)
Real estate activities ⁽⁴⁾	20,700	(+3.6%)
Estate management, security and cleaning services	11,200	(+5.5%)
Professional, scientific and technical activities	21,500	(+4.8%)
Administrative and support services activities	15,800	(+4.7%)
Travel agency, reservation service and related activities	13,800	(+5.6%)
Education and public administration (excluding the Government)	26,800	(+5.5%)
Human health activities; and beauty and body prettifying treatment	17,600	(+5.3%)
Miscellaneous activities ⁽⁵⁾	11,500	(+4.6%)
Other activities not classified above	14,500	(+3.6%)

Notes: Monthly wages are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2015. 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 2016

Percentile	(HK\$)
5 th	35.6 (+3.7%)
10 th	38.1 (+4.3%)
25 th	46.2 (+4.5%)
50 th (median)	65.4 (+4.0%)
75 th	103.9 (+3.9%)
90 th	172.7 (+3.3%)

Note: Hourly wages are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2015. The changes are calculated using unrounded figures.

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2016

Hourly wage	Number of employees involved
\$32.5	22 900
Less than \$33	31 900
Less than \$33.5	48 600
Less than \$34	64 900
Less than \$34.5	90 400
Less than \$35	104 700
Less than \$35.5	140 600
Less than \$36	169 700
Less than \$36.5	194 100
Less than \$37	217 900
Less than \$37.5	251 800
Less than \$38	279 900
Less than \$38.5	315 600
Less than \$39	352 700
Less than \$39.5	378 200
Less than \$40	399 100

Table 5: Median Hourly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2016

	Median hourly wage (HK\$)
By sex	
Male	73.5 (+5.8%)
Female	58.5 (+3.6%)
By age group	
15 – 24	47.1 (+3.5%)
25 – 34	67.6 (+4.8%)
35 – 44	75.5 (+3.9%)
45 – 54	67.0 (+3.8%)
≥ 55	55.7 (+3.7%)
By educational attainment	
Primary and below	44.1 (+4.0%)
Secondary 1 to 3	49.0 (+3.5%)
Secondary 4 to 7	61.0 (+4.0%)
Tertiary education	104.5 (+4.1%)
By occupational group	
Elementary occupations	42.5 (+6.3%)
Service and sales workers	46.9 (+4.2%)
Craft and related workers, plant and machine operators and assemblers	77.8 (+6.7%)
Clerical support workers	55.6 (+3.8%)
Managers, administrators, professionals and associate professionals	106.5 (+2.7%)

Table 5: Median Hourly Wage Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2016 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	63.3	(+4.3%)
Electricity and gas supply; sewerage, waste management and remediation activities	100.0	(+3.6%)
Construction	88.9	(+7.2%)
Import and export trade	73.2	(+4.0%)
Wholesale	58.3	(+1.7%)
Retail trade	47.1	(+3.9%)
Land transport	73.3	(+3.9%)
Other transportation, storage, postal and courier services ⁽²⁾	62.1	(+4.6%)
Restaurants	44.7	(+5.7%)
Accommodation ⁽³⁾ and other food service activities	51.7	(+4.5%)
Information and communications	80.8	(+2.8%)
Financing and insurance	101.8	(+3.3%)
Real estate activities ⁽⁴⁾	83.1	(+4.1%)
Estate management, security and cleaning services	40.0	(+4.9%)
Professional, scientific and technical activities	86.7	(+4.4%)
Administrative and support services activities	65.5	(+5.6%)
Travel agency, reservation service and related activities	60.6	(+4.9%)
Education and public administration (excluding the Government)	124.7	(+4.3%)
Human health activities; and beauty and body prettifying treatment	81.5	(+4.3%)
Miscellaneous activities ⁽⁵⁾	46.1	(+5.4%)
Other activities not classified above	59.3	(+2.6%)

Notes: Hourly wages are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2015. 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.