

Press Releases

Survey results of 2017 Annual Earnings and Hours Survey released

Monthly wage

According to the statistics released today (March 16) 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 2017 was \$16,800. This was 4.1% higher than the median of \$16,200 in May - June 2016.

The change in monthly wage in 2017 when compared with 2016 is useful in reflecting the change in take-home pay of employees between these two years.

In May - June 2017, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$9,500, \$12,100, \$26,300 and \$42,400 respectively. They were 5.0%, 4.1%, 3.9% and 3.8% higher than the corresponding figures in May - June 2016 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 2017 was \$68.0, 4.0% higher than the median of \$65.4 in May - June 2016. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$37.3, \$40.0, \$48.1, \$107.5 and \$178.6 respectively. The overall hourly wage distribution of 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 2017, the median hourly wage of male employees was \$75.9 while that of female employees was \$60.5. Analysed by age group, the median hourly wage of employees at age 35 to 44 was the highest (\$78.0), followed by employees at age 25 to 34 (\$71.0) and at age 45 to 54 (\$69.5). 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 2017 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 2017.

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 2017 AEHS and the survey methodology are given in the 2017 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 of Employees, May – June 2017

Percentile	Monthly wage (HK\$)
10 th	9,500 (+5.0%)
25 th	12,100 (+4.1%)
50 th (median)	16,800 (+4.1%)
75 th	26,300 (+3.9%)
90 th	42,400 (+3.8%)

Note: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2016, which are calculated based on unrounded monthly wage figures.

Table 2: Median Monthly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2017

	Median monthly wage (HK\$)	
By sex		
Male	19,100	(+3.9%)
Female	14,700	(+4.4%)
By age group		
15 – 24	12,400	(+4.6%)
25 – 34	17,600	(+4.6%)
35 – 44	19,700	(+3.7%)
45 – 54	17,200	(+3.6%)
≥ 55	14,000	(+4.7%)
By educational attainment		
Primary and below	11,500	(+4.5%)
Secondary 1 to 3	13,300	(+4.2%)
Secondary 4 to 7	16,000	(+3.9%)
Tertiary education	26,400	(+3.1%)
By occupational group		
Elementary occupations	11,700	(+4.9%)
Service and sales workers	12,900	(+4.3%)
Craft and related workers, plant and machine operators and assemblers	20,000	(+5.1%)
Clerical support workers	14,000	(+3.7%)
Managers, administrators, professionals and associate professionals	26,800	(+2.9%)

Table 2: Median Monthly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2017 (cont'd)

	Median monthly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	16,100	(+3.6%)
Electricity and gas supply; sewerage, waste management and remediation activities	26,500	(+2.7%)
Construction	22,100	(+4.4%)
Import and export trade	17,500	(+2.3%)
Wholesale	14,300	(+3.6%)
Retail trade	13,000	(+4.8%)
Land transport	18,200	(+4.2%)
Other transportation, storage, postal and courier services ⁽²⁾	17,500	(+4.1%)
Restaurants	12,400	(+5.7%)
Accommodation ⁽³⁾ and other food service activities	14,900	(+3.5%)
Information and communications	21,600	(+4.2%)
Financing and insurance	26,900	(+3.3%)
Real estate activities ⁽⁴⁾	21,500	(+3.7%)
Estate management, security and cleaning services	11,700	(+4.7%)
Professional, scientific and technical activities	22,100	(+2.8%)
Administrative and support services activities	16,200	(+2.5%)
Travel agency, reservation service and related activities	14,100	(+2.1%)
Education and public administration (excluding the Government)	27,500	(+2.7%)
Human health activities; and beauty and body prettifying treatment	18,200	(+4.0%)
Miscellaneous activities ⁽⁵⁾	12,000	(+4.4%)
Other activities not classified above	15,000	(+3.4%)

Notes: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2016, which are calculated based on unrounded monthly wage 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 of Employees, May – June 2017

Percentile	Hourly wage (HK\$)
5 th	37.3 (+4.9%)
10 th	40.0 (+4.9%)
25 th	48.1 (+4.2%)
50 th (median)	68.0 (+4.0%)
75 th	107.5 (+3.5%)
90 th	178.6 (+3.4%)

Note: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2016, which are calculated based on unrounded hourly wage figures.

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2017

Hourly wage	Number of employees
\$34.5	26 700
Less than \$35	36 700
Less than \$35.5	56 000
Less than \$36	78 300
Less than \$36.5	101 900
Less than \$37	124 800
Less than \$37.5	156 800
Less than \$38	180 200
Less than \$38.5	206 000
Less than \$39	244 100
Less than \$39.5	271 700
Less than \$40	290 600
Less than \$40.5	333 700
Less than \$41	363 100
Less than \$41.5	386 700
Less than \$42	418 800

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2017

	Median hourly wage (HK\$)
By sex	
Male	75.9 (+3.3%)
Female	60.5 (+3.5%)
By age group	
15 – 24	49.5 (+5.0%)
25 – 34	71.0 (+4.9%)
35 – 44	78.0 (+3.4%)
45 – 54	69.5 (+3.8%)
≥ 55	58.1 (+4.2%)
By educational attainment	
Primary and below	46.0 (+4.3%)
Secondary 1 to 3	50.8 (+3.7%)
Secondary 4 to 7	63.3 (+3.6%)
Tertiary education	107.5 (+2.9%)
By occupational group	
Elementary occupations	44.6 (+4.9%)
Service and sales workers	48.9 (+4.3%)
Craft and related workers, plant and machine operators and assemblers	81.3 (+4.5%)
Clerical support workers	57.6 (+3.7%)
Managers, administrators, professionals and associate professionals	108.9 (+2.2%)

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2017 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	65.4	(+3.4%)
Electricity and gas supply; sewerage, waste management and remediation activities	102.3	(+2.3%)
Construction	93.2	(+4.8%)
Import and export trade	75.0	(+2.4%)
Wholesale	60.5	(+3.7%)
Retail trade	49.3	(+4.7%)
Land transport	75.0	(+2.3%)
Other transportation, storage, postal and courier services ⁽²⁾	64.5	(+3.9%)
Restaurants	47.0	(+5.1%)
Accommodation ⁽³⁾ and other food service activities	52.9	(+2.3%)
Information and communications	83.8	(+3.7%)
Financing and insurance	105.1	(+3.2%)
Real estate activities ⁽⁴⁾	85.7	(+3.1%)
Estate management, security and cleaning services	41.8	(+4.6%)
Professional, scientific and technical activities	89.6	(+3.3%)
Administrative and support services activities	66.7	(+1.8%)
Travel agency, reservation service and related activities	62.5	(+3.2%)
Education and public administration (excluding the Government)	127.5	(+2.2%)
Human health activities; and beauty and body prettifying treatment	84.0	(+3.0%)
Miscellaneous activities ⁽⁵⁾	48.4	(+4.9%)
Other activities not classified above	61.1	(+3.1%)

Notes: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2016, which are calculated based on unrounded hourly wage 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.