

Press Releases

Survey results of 2018 Annual Earnings and Hours Survey released

Monthly wage

According to the statistics released today (March 22) 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 2018 was \$17,500. This was 4.0% higher than the median of \$16,800 in May – June 2017.

The change in monthly wage in 2018 when compared with 2017 is useful in reflecting the change in take-home pay of employees between these two years.

In May – June 2018, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$9,900, \$12,600, \$27,300 and \$43,300 respectively. They were 4.7%, 4.0%, 3.6% and 2.2% higher than the corresponding figures in May – June 2017 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 2018 was \$70.5, 3.7% higher than the median of \$68.0 in May – June 2017. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$39.1, \$41.9, \$50.0, \$111.1 and \$181.6 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 2018, the median hourly wage of male employees was \$77.8 while that of female employees was \$62.2. Analysed by age group, the median hourly wage of employees at age 35 – 44 was the highest (\$81.0), followed by employees at age 25 – 34 (\$73.3) and at age 45 – 54 (\$72.2). 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 2018 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 2018.

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 2018 AEHS and the survey methodology are given in the 2018 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 3105 2369.

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Table 1: Overall Monthly Wage Distribution of Employees, May – June 2018

Percentile	Monthly wage (HK\$)
10 th	9,900 (+4.7%)
25 th	12,600 (+4.0%)
50 th (median)	17,500 (+4.0%)
75 th	27,300 (+3.6%)
90 th	43,300 (+2.2%)

Note: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2017, 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 2018

		Median monthly wage (HK\$)	
By sex			
Male		19,900	(+4.1%)
Female		15,300	(+3.9%)
By age group			
15 – 24		13,000	(+4.6%)
25 – 34		18,300	(+4.2%)
35 – 44		20,500	(+4.1%)
45 – 54		18,000	(+4.5%)
≥ 55		14,600	(+4.0%)
By educational attainment			
Primary and below		12,000	(+4.3%)
Secondary 1 to 3		13,800	(+3.8%)
Secondary 4 to 7		16,500	(+3.1%)
Tertiary education		27,200	(+2.8%)
By occupational group			
Elementary occupations		12,300	(+5.2%)
Service and sales workers		13,500	(+4.4%)
Craft and related workers, plant and machine operators and assemblers		21,000	(+5.0%)
Clerical support workers		14,400	(+2.9%)
Managers, administrators, professionals and associate professionals		27,500	(+2.6%)

Table 2: Median Monthly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2018 (cont'd)

	Median monthly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	16,900	(+4.8%)
Electricity and gas supply; sewerage, waste management and remediation activities	27,800	(+4.9%)
Construction	22,800	(+3.2%)
Import and export trade	18,300	(+4.6%)
Wholesale	14,900	(+4.2%)
Retail trade	13,500	(+3.7%)
Land transport	18,900	(+4.1%)
Other transportation, storage, postal and courier services ⁽²⁾	18,400	(+5.4%)
Restaurants	13,100	(+5.0%)
Accommodation ⁽³⁾ and other food service activities	15,500	(+4.0%)
Information and communications	22,800	(+5.8%)
Financing and insurance	27,500	(+2.3%)
Real estate activities ⁽⁴⁾	22,300	(+4.0%)
Estate management, security and cleaning services	12,400	(+5.7%)
Professional, scientific and technical activities	23,300	(+5.7%)
Administrative and support services activities	16,500	(+1.9%)
Travel agency, reservation service and related activities	14,800	(+5.1%)
Education and public administration (excluding the Government)	28,400	(+3.2%)
Human health activities; and beauty and body prettifying treatment	18,800	(+3.1%)
Miscellaneous activities ⁽⁵⁾	12,400	(+2.9%)
Other activities not classified above	15,600	(+4.2%)

Notes: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2017, 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 2018

Percentile	Hourly wage (HK\$)
5 th	39.1 (+4.8%)
10 th	41.9 (+4.8%)
25 th	50.0 (+4.0%)
50 th (median)	70.5 (+3.7%)
75 th	111.1 (+3.3%)
90 th	181.6 (+1.7%)

Note: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2017, which are calculated based on unrounded hourly wage figures.

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2018

Hourly wage (HK\$)	Number of employees
\$34.5	17 300
Less than \$35	23 900
Less than \$35.5	32 300
Less than \$36	47 000
Less than \$36.5	61 700
Less than \$37	73 000
Less than \$37.5	91 900
Less than \$38	106 000
Less than \$38.5	136 500
Less than \$39	151 900
Less than \$39.5	183 100
Less than \$40	197 100
Less than \$40.5	230 200
Less than \$41	250 400
Less than \$41.5	273 700
Less than \$42	311 400

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2018

	Median hourly wage (HK\$)
By sex	
Male	77.8 (+2.5%)
Female	62.2 (+2.8%)
By age group	
15 – 24	51.8 (+4.6%)
25 – 34	73.3 (+3.3%)
35 – 44	81.0 (+3.8%)
45 – 54	72.2 (+3.8%)
≥ 55	60.2 (+3.7%)
By educational attainment	
Primary and below	47.7 (+3.7%)
Secondary 1 to 3	52.4 (+3.1%)
Secondary 4 to 7	65.4 (+3.3%)
Tertiary education	111.1 (+3.3%)
By occupational group	
Elementary occupations	47.1 (+5.6%)
Service and sales workers	51.0 (+4.3%)
Craft and related workers, plant and machine operators and assemblers	85.4 (+5.2%)
Clerical support workers	58.9 (+2.2%)
Managers, administrators, professionals and associate professionals	111.1 (+2.1%)

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2018 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	68.8	(+5.1%)
Electricity and gas supply; sewerage, waste management and remediation activities	107.3	(+4.8%)
Construction	96.7	(+3.8%)
Import and export trade	78.9	(+5.2%)
Wholesale	63.5	(+5.0%)
Retail trade	51.3	(+4.0%)
Land transport	77.6	(+3.5%)
Other transportation, storage, postal and courier services ⁽²⁾	67.9	(+5.2%)
Restaurants	49.9	(+6.2%)
Accommodation ⁽³⁾ and other food service activities	53.9	(+1.9%)
Information and communications	90.2	(+7.6%)
Financing and insurance	107.5	(+2.3%)
Real estate activities ⁽⁴⁾	88.2	(+2.8%)
Estate management, security and cleaning services	43.6	(+4.1%)
Professional, scientific and technical activities	94.0	(+4.9%)
Administrative and support services activities	68.0	(+1.9%)
Travel agency, reservation service and related activities	64.1	(+2.5%)
Education and public administration (excluding the Government)	130.5	(+2.4%)
Human health activities; and beauty and body prettifying treatment	86.0	(+2.5%)
Miscellaneous activities ⁽⁵⁾	49.4	(+2.1%)
Other activities not classified above	64.3	(+5.2%)

Notes: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2017, 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.