

Press Releases

Survey results of 2019 Annual Earnings and Hours Survey released

Monthly wage

According to the statistics released today (March 30) 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 2019 was \$18,200. This was 3.8% higher than the median of \$17,500 in May - June 2018.

The change in monthly wage in 2019 when compared with 2018 is useful in reflecting the change in take-home pay of employees between these two years.

In May - June 2019, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$10,000, \$13,100, \$28,200 and \$44,600 respectively. They were 1.0%, 3.8%, 3.3% and 3.0% higher than the corresponding figures in May - June 2018 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 2019 was \$73.0, 3.6% higher than the median of \$70.5 in May - June 2018. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$41.0, \$43.9, \$52.2, \$114.9 and \$186.2 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 2019, the median hourly wage of male employees was \$81.0 while that of female employees was \$64.7. Analysed by age group, the median hourly wage of employees at age 35 - 44 was the highest (\$83.9), followed by employees at age 25 - 34 (\$76.5) and at age 45 - 54 (\$74.6). 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 2019 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 2019.

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 2019 AEHS and the survey methodology are given in the 2019 Report on Annual Earnings and Hours Survey, which will be available by early April 2020. Users can then 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 3105 2369.

Ends/Monday, March 30, 2020
Issued at HKT 12:00

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Table 1: Overall Monthly Wage Distribution of Employees, May – June 2019

Percentile	Monthly wage (HK\$)
10 th	10,000 (+1.0%)
25 th	13,100 (+3.8%)
50 th (median)	18,200 (+3.8%)
75 th	28,200 (+3.3%)
90 th	44,600 (+3.0%)

Note: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2018, 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 2019

	Median monthly wage (HK\$)	
By sex		
Male	20,700	(+4.1%)
Female	15,900	(+4.1%)
By age group		
15 – 24	13,700	(+5.3%)
25 – 34	19,300	(+5.2%)
35 – 44	21,400	(+4.2%)
45 – 54	18,500	(+2.8%)
≥ 55	15,200	(+3.8%)
By educational attainment		
Primary and below	12,600	(+5.1%)
Secondary 1 to 3	14,500	(+4.8%)
Secondary 4 to 7	17,000	(+3.0%)
Tertiary education	27,800	(+2.2%)
By occupational group		
Elementary occupations	12,900	(+4.5%)
Service and sales workers	14,100	(+4.4%)
Craft and related workers, plant and machine operators and assemblers	21,900	(+4.3%)
Clerical support workers	15,000	(+3.9%)
Managers and administrators, professionals and associate professionals	28,100	(+2.4%)

Table 2: Median Monthly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2019 (cont'd)

	Median monthly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	17,800	(+5.2%)
Electricity and gas supply; sewerage, waste management and remediation activities	28,200	(+1.3%)
Construction	23,500	(+3.1%)
Import and export trade	18,800	(+2.5%)
Wholesale	15,100	(+1.2%)
Retail trade	14,000	(+3.8%)
Land transport	19,800	(+4.8%)
Other transportation, storage, postal and courier services ⁽²⁾	19,000	(+2.8%)
Food and beverage services ⁽³⁾	13,800	(+5.6%)
Accommodation services ⁽⁴⁾	16,200	(+2.9%)
Information and communications	23,700	(+3.8%)
Financing and insurance	28,300	(+3.0%)
Real estate activities ⁽⁵⁾	23,000	(+3.0%)
Estate management, security and cleaning services	13,000	(+5.1%)
Professional, scientific and technical activities	24,300	(+4.0%)
Administrative and support services activities	17,000	(+3.2%)
Travel agency, reservation service and related activities	15,300	(+3.5%)
Education and public administration (excluding the Government)	29,200	(+2.8%)
Human health activities; and beauty and body prettifying treatment	19,500	(+3.6%)
Miscellaneous activities ⁽⁶⁾	13,100	(+6.3%)
Other activities not classified above	16,300	(+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 2018, which are calculated based on unrounded monthly wage figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Including (i) Hong Kong style tea cafes; (ii) Chinese restaurants; (iii) restaurants, other than Chinese; (iv) fast food cafes; and (v) other food and beverage services.

(4) Including hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

(5) Excluding real estate maintenance management.

(6) 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 2019

Percentile	Hourly wage (HK\$)
5 th	41.0 (+4.8%)
10 th	43.9 (+4.8%)
25 th	52.2 (+4.3%)
50 th (median)	73.0 (+3.6%)
75 th	114.9 (+3.4%)
90 th	186.2 (+2.5%)

Note: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2018, which are calculated based on unrounded hourly wage figures.

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2019

Hourly wage (HK\$)	Number of employees
\$37.5	21 200
Less than \$38	30 500
Less than \$38.5	45 100
Less than \$39	63 200
Less than \$39.5	81 800
Less than \$40	89 200
Less than \$40.5	127 000
Less than \$41	152 000
Less than \$41.5	178 900
Less than \$42	202 800
Less than \$42.5	223 400
Less than \$43	248 100
Less than \$43.5	284 900
Less than \$44	306 800
Less than \$44.5	346 200
Less than \$45	361 000

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2019

	Median hourly wage (HK\$)
By sex	
Male	81.0 (+4.2%)
Female	64.7 (+4.1%)
By age group	
15 – 24	54.1 (+4.4%)
25 – 34	76.5 (+4.3%)
35 – 44	83.9 (+3.5%)
45 – 54	74.6 (+3.3%)
≥ 55	61.7 (+2.5%)
By educational attainment	
Primary and below	50.0 (+4.9%)
Secondary 1 to 3	54.9 (+4.8%)
Secondary 4 to 7	66.9 (+2.4%)
Tertiary education	112.8 (+1.5%)
By occupational group	
Elementary occupations	49.4 (+4.8%)
Service and sales workers	53.9 (+5.6%)
Craft and related workers, plant and machine operators and assemblers	88.9 (+4.0%)
Clerical support workers	62.0 (+5.4%)
Managers and administrators, professionals and associate professionals	112.4 (+1.2%)

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2019 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing ⁽¹⁾	72.6	(+5.6%)
Electricity and gas supply; sewerage, waste management and remediation activities	111.1	(+3.5%)
Construction	99.9	(+3.3%)
Import and export trade	80.3	(+1.8%)
Wholesale	65.2	(+2.6%)
Retail trade	53.8	(+5.0%)
Land transport	79.6	(+2.6%)
Other transportation, storage, postal and courier services ⁽²⁾	69.1	(+1.8%)
Food and beverage services ⁽³⁾	52.2	(+5.2%)
Accommodation services ⁽⁴⁾	58.1	(+3.4%)
Information and communications	93.8	(+3.9%)
Financing and insurance	111.0	(+3.2%)
Real estate activities ⁽⁵⁾	90.0	(+2.1%)
Estate management, security and cleaning services	45.9	(+5.5%)
Professional, scientific and technical activities	95.8	(+1.9%)
Administrative and support services activities	71.0	(+4.4%)
Travel agency, reservation service and related activities	66.5	(+3.8%)
Education and public administration (excluding the Government)	131.8	(+1.0%)
Human health activities; and beauty and body prettifying treatment	89.6	(+4.1%)
Miscellaneous activities ⁽⁶⁾	51.6	(+4.5%)
Other activities not classified above	67.9	(+5.5%)

Notes: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2018, which are calculated based on unrounded hourly wage figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Including (i) Hong Kong style tea cafes; (ii) Chinese restaurants; (iii) restaurants, other than Chinese; (iv) fast food cafes; and (v) other food and beverage services.

(4) Including hotels, guesthouses, boarding houses and other establishments providing short term accommodation.

(5) Excluding real estate maintenance management.

(6) 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.