

## Press Releases

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Survey results of 2020 Annual Earnings and Hours Survey released  
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### 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 in May – June 2020 was \$18,400. This was 1.5% higher than the median of \$18,200 in May – June 2019.

The change in monthly wage in 2020 when compared with 2019 is useful in reflecting the change in take-home pay of employees between these two years.

In May – June 2020, the 10th, 25th, 75th and 90th percentile monthly wages of Hong Kong employees were \$9,600, \$13,200, \$28,800 and \$45,300 respectively. The percentage changes were -3.9%, +1.4%, +2.2% and +1.6% compared with the corresponding figures in May – June 2019 respectively (Table 1).

As shown in Table 2, year-on-year increase in median monthly wage was observed for both male and female employees. Nevertheless, year-on-year decrease was recorded in the median monthly wage in some of the age groups, educational attainments, occupational groups and industry sections.

### Hourly wage

The median hourly wage of employees in Hong Kong in May – June 2020 was \$74.4, 1.8% higher than the median of \$73.0 in May – June 2019. The 5th, 10th, 25th, 75th and 90th percentile hourly wages were \$41.0, \$44.0, \$52.8, \$117.6 and \$190.8 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 2020, the median hourly wage of male employees was \$83.0 while that of female employees was \$66.0. 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 (\$77.6) and at age 45 – 54 (\$75.6). 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 2020 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 also provide important inputs for analyses related to the Statutory Minimum Wage. A sample of about 10 000 business undertakings was selected for the survey.

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. As it is necessary to derive the hourly wage of employees from their monthly wages and hours of work, those employees with zero working hours in the survey reference period are also excluded.

Details of the wage statistics compiled from the 2020 AEHS and the survey methodology are given in the 2020 Report on Annual Earnings and Hours Survey, which will be available by mid-April 2021. Users can then download the publication at the website of the C&SD ([www.censtatd.gov.hk/hkstat/sub/sp210.jsp?productCode=B1050014](http://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.

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Table 1: Overall Monthly Wage Distribution of Employees, May – June 2020

Percentile	Monthly wage (HK\$)
10 <sup>th</sup>	9,600 (-3.9%)
25 <sup>th</sup>	13,200 (+1.4%)
50 <sup>th</sup> (median)	18,400 (+1.5%)
75 <sup>th</sup>	28,800 (+2.2%)
90 <sup>th</sup>	45,300 (+1.6%)

Note: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2019, 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 2020

		Median monthly wage (HK\$)	
By sex			
Male		20,900	(+0.7%)
Female		16,200	(+1.8%)
By age group			
15 – 24		13,600	(-0.3%)
25 – 34		19,500	(+1.2%)
35 – 44		21,400	(+0.1%)
45 – 54		18,900	(+2.2%)
≥ 55		15,400	(+1.3%)
By educational attainment			
Primary and below		12,400	(-2.1%)
Secondary 1 to 3		14,300	(-1.3%)
Secondary 4 to 7		17,000	(#)
Tertiary education		28,500	(+2.7%)
By occupational group			
Elementary occupations		13,000	(+1.5%)
Service and sales workers		13,700	(-2.6%)
Craft and related workers, plant and machine operators and assemblers		21,300	(-2.8%)
Clerical support workers		15,100	(+0.9%)
Managers and administrators, professionals and associate professionals		28,400	(+1.0%)

Table 2: Median Monthly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2020 (cont'd)

	Median monthly wage (HK\$)	
By industry section		
Manufacturing <sup>(1)</sup>	17,500	(-1.6%)
Electricity and gas supply; sewerage, waste management and remediation activities	28,000	(-0.6%)
Construction	23,000	(-2.2%)
Import and export trade	18,900	(+0.8%)
Wholesale	15,200	(+0.9%)
Retail trade	13,700	(-1.9%)
Land transport	19,400	(-2.0%)
Other transportation, storage, postal and courier services <sup>(2)</sup>	18,500	(-2.4%)
Food and beverage services	13,600	(-1.5%)
Accommodation services <sup>(3)</sup>	15,700	(-2.8%)
Information and communications	23,700	(+0.1%)
Financing and insurance	28,600	(+0.9%)
Real estate activities <sup>(4)</sup>	21,800	(-5.4%)
Estate management, security and cleaning services	13,000	(#)
Professional, scientific and technical activities	25,000	(+3.1%)
Administrative and support services activities	17,300	(+1.4%)
Travel agency, reservation service and related activities	15,200	(-0.7%)
Education and public administration (excluding the Government)	30,000	(+2.7%)
Human health activities; and beauty and body prettifying treatment	19,600	(+0.6%)
Miscellaneous activities <sup>(5)</sup>	13,000	(-1.1%)
Other activities not classified above	16,600	(+1.9%)

Notes: Monthly wage figures are rounded to the nearest hundred of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2019, which are calculated based on unrounded monthly wage figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Including 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.

# Percentage change within  $\pm 0.05\%$ .

Table 3: Overall Hourly Wage Distribution of Employees, May – June 2020

Percentile	Hourly wage (HK\$)
5 <sup>th</sup>	41.0 (#)
10 <sup>th</sup>	44.0 (+0.1%)
25 <sup>th</sup>	52.8 (+1.3%)
50 <sup>th</sup> (median)	74.4 (+1.8%)
75 <sup>th</sup>	117.6 (+2.4%)
90 <sup>th</sup>	190.8 (+2.5%)

Notes: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2019, which are calculated based on unrounded hourly wage figures.

# Percentage change within  $\pm 0.05\%$ .

Table 4: Number of Employees Analysed by Selected Hourly Wage Level, May – June 2020

Hourly wage (HK\$)	Number of employees
\$37.5	16 500
Less than \$38	22 300
Less than \$38.5	34 400
Less than \$39	55 600
Less than \$39.5	71 500
Less than \$40	80 900
Less than \$40.5	120 900
Less than \$41	139 800
Less than \$41.5	159 900
Less than \$42	187 100
Less than \$42.5	214 900
Less than \$43	226 900
Less than \$43.5	258 400
Less than \$44	279 300
Less than \$44.5	304 300
Less than \$45	318 800

Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2020

	Median hourly wage (HK\$)
By sex	
Male	83.0 (+2.4%)
Female	66.0 (+2.0%)
By age group	
15 – 24	54.2 (+0.2%)
25 – 34	77.6 (+1.5%)
35 – 44	83.9 (#)
45 – 54	75.6 (+1.3%)
≥ 55	63.3 (+2.6%)
By educational attainment	
Primary and below	50.2 (+0.4%)
Secondary 1 to 3	55.0 (+0.2%)
Secondary 4 to 7	67.9 (+1.4%)
Tertiary education	114.3 (+1.3%)
By occupational group	
Elementary occupations	49.9 (+1.0%)
Service and sales workers	53.7 (-0.2%)
Craft and related workers, plant and machine operators and assemblers	90.7 (+2.0%)
Clerical support workers	62.5 (+0.7%)
Managers and administrators, professionals and associate professionals	113.7 (+1.1%)



Table 5: Median Hourly Wage of Employees Analysed by Sex, Age Group, Educational Attainment, Occupational Group and Industry Section, May – June 2020 (cont'd)

	Median hourly wage (HK\$)	
By industry section		
Manufacturing <sup>(1)</sup>	71.5	(-1.5%)
Electricity and gas supply; sewerage, waste management and remediation activities	108.9	(-2.0%)
Construction	100.0	(+0.1%)
Import and export trade	80.5	(+0.2%)
Wholesale	65.6	(+0.7%)
Retail trade	53.4	(-0.9%)
Land transport	80.0	(+0.5%)
Other transportation, storage, postal and courier services <sup>(2)</sup>	68.0	(-1.6%)
Food and beverage services	52.6	(+0.8%)
Accommodation services <sup>(3)</sup>	58.1	(#)
Information and communications	93.9	(+0.1%)
Financing and insurance	110.4	(-0.5%)
Real estate activities <sup>(4)</sup>	88.0	(-2.2%)
Estate management, security and cleaning services	46.4	(+1.0%)
Professional, scientific and technical activities	97.6	(+1.9%)
Administrative and support services activities	71.7	(+1.1%)
Travel agency, reservation service and related activities	66.4	(-0.2%)
Education and public administration (excluding the Government)	133.0	(+0.9%)
Human health activities; and beauty and body prettifying treatment	90.4	(+0.9%)
Miscellaneous activities <sup>(5)</sup>	51.6	(#)
Other activities not classified above	69.2	(+2.0%)

Notes: Hourly wage figures are rounded to the nearest ten cents of Hong Kong dollar. Figures in brackets represent percentage changes over May – June 2019, which are calculated based on unrounded hourly wage figures.

(1) Excluding food processing and production.

(2) Excluding local courier services.

(3) Including 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.

# Percentage change within  $\pm 0.05\%$ .