

JobsDB by SEEK

JOB SEEKER SALARY REPORT

2023

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Job Seeker Salary Report 2023

What is it?

In order to provide insights into the latest recruitment trends in 2023, JobsDB collaborated with Acorn Organization Limited and compiled the Job Seeker Salary Report ("Salary Report") using the most recent information from job seekers in Hong Kong. This report aims to facilitate a comparison of changes in salaries and bonuses between 2022 and 2023 across various industries and job functions. Furthermore, the report seeks to examine the latest job-changing trends among job seekers and gain insights into their sentiments and reactions concerning several key employment-related topics.



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Job Seeker Salary Report 2023

Objectives

The objective of this survey is twofold:

1) To facilitate job seekers in evaluating their current salaries and subsequently adjusting their expected salaries and benefits during the job-hunting process, thereby contributing to better career planning.

2) To assist companies in making informed hiring decisions, implementing effective talent retention programs, and making appropriate adjustments to compensation and benefits for existing employees.



Job Seeker Salary Report 2023

Survey Coverage

The survey covered 3797 candidates from 31 job functions.

Job Function	Percentage	Job Function	Percentage
Admin & HR	13.30%	Finance	2.30%
Accounting	10.40%	Retail Sales	2.00%
Information Technology	10.10%	General Management	2.00%
Engineering	5.80%	Legal / Compliance	1.90%
Banking	3.80%	Digital Marketing, E-Commerce & Social Media	1.80%
Transportation & Logistics	3.80%	Manufacturing	1.80%
Building & Construction	3.60%	Analytics	1.60%
Marketing & Branding	3.60%	Food and Beverage	1.60%
Property / Real Estate	3.60%	Insurance	1.30%
Merchandising & Purchasing	3.50%	Sciences, Lab, R&D	1.30%
Corporate Sales & Business Development	3.10%	Medical Services	1.20%
Others	3.10%	Media & Advertising	1.20%
Customer Services	2.80%	Public Relations & Corporate Affairs	1.00%
Education	2.70%	Hospitality / Tourism	0.80%
Public / Civil / Social Services	2.50%	Beauty Care / Health	0.30%
Design	2.40%		

Remarks: The figures are rounded to the nearest 1 d.p.

Job Seeker Salary Report 2023

Datum point

The survey recorded the current basic monthly salaries (excluding bonuses but including commission) of job seekers as of March 1, 2023. Additionally, the declared adjustments made to the basic monthly salaries were captured as compared to the previous year, 2022.



Data collection method

The survey was administered using an online questionnaire and was accessible to job seekers from February 20 to March 20, 2023. Participants were invited to complete and submit the questionnaire during this period.

Job Seeker Salary Report 2023



Data Analysis

Surveyed job seekers were requested to provide data relating to their basic monthly salaries as of 1 March 2022, together with the most recent salary adjustment, bonuses, double pays, job statuses, job titles, job functions, and industries of their companies.

The data was analyzed to give rise to the “arithmetic averages” of salary adjustments and bonuses received. To avoid extreme values, outliers' values that are more than three standard deviations from the means were excluded from the analysis.

Analysis was conducted to identify any differences that might exist in salary and bonus adjustment across the 31 job functions. (Percentage of monthly salary adjustment in 2022 by position will only be shown if sufficient data sample is collected for calculation.)

Job Seeker Salary Report 2023

Weighting

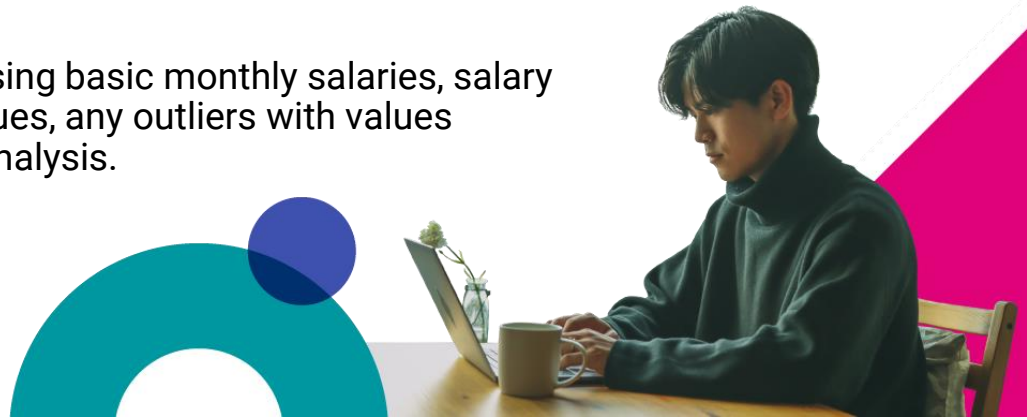
To present a comprehensive and accurate overall perspective, the collected data has been weighted based on the distribution of industries as per the official government statistics. This method ensures that the analysis represents a representative overall view of the current employment situation.

Basic Monthly Salary (HK$)

The current monthly salary is exclusive of any bonuses, both guaranteed and non-guaranteed, but is inclusive of commission. The recording of the present salary was conducted on March 1, 2023.

Average

The analysis involved computing the arithmetic mean of a dataset encompassing basic monthly salaries, salary adjustments, and bonuses received. To eliminate the influence of extreme values, any outliers with values exceeding three standard deviations from the mean were excluded from the analysis.



Job Seeker Salary Report 2023



The year 2023 has witnessed a further revival of the employment situation, demonstrated by a rise in basic monthly salary for 61% of full-time employees, an **improvement** compared to the rate of 53% recorded in 2022. The overall salary adjustment among full-time workers elevates to 4.1%, indicating a general pick-up from 3.2% in the previous year.

Additionally, the distribution of bonuses and double pay **sustain the positive momentum** established in 2022. Among those on a full-time basis, 76% reported receiving either one or both, an increase from the previous year's figure of 72%. Although the scope of distribution slightly expands, the average bonus size remains unchanged from the 2022 level. Notably, contrary to the salary adjustment trend, the incidence of receipt and the size of bonuses increase with seniority.

Salary Fact #1

Job functions revealed a greater pay rise

9.7% Analytics

7.3% Digital Marketing, E-commerce & Social Media

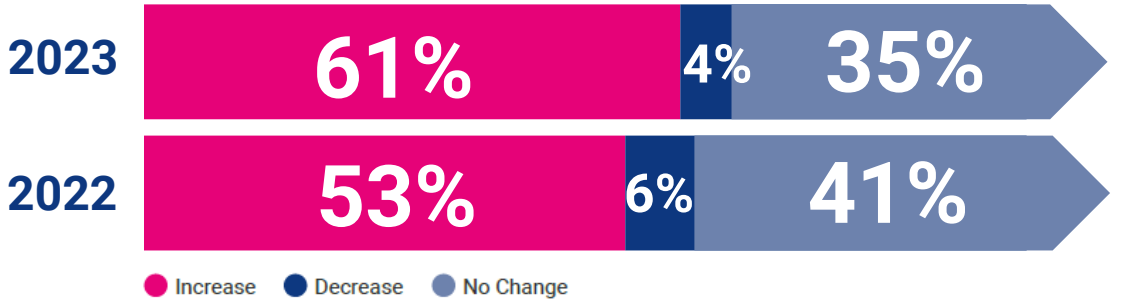
6.6% Information Technology

Average Salary Growth of Full-time Workers

4.1%

+0.9pt vs 2022

Hong Kong Overall Job Salary Changes (Year-on-Year)



In 2023, 61% of full-time employees got a pay raise, up from 53% in the previous year. Only 4% had a decrease in salary, down from 6% in 2022. 35% had frozen salaries, a decrease from 41% the year before.

Salary Fact #2 Salary adjustment level peaks at...

5.9%
Age Group 26-30

6.3%
Groups with 3-5 years of work experience

Younger employees received higher salary adjustments with those aged 26-30 getting a **5.9%** increase.

Junior Executives with 1-4 years of experience had the highest salary increment at **5.2%** while senior employees had lower adjustments.

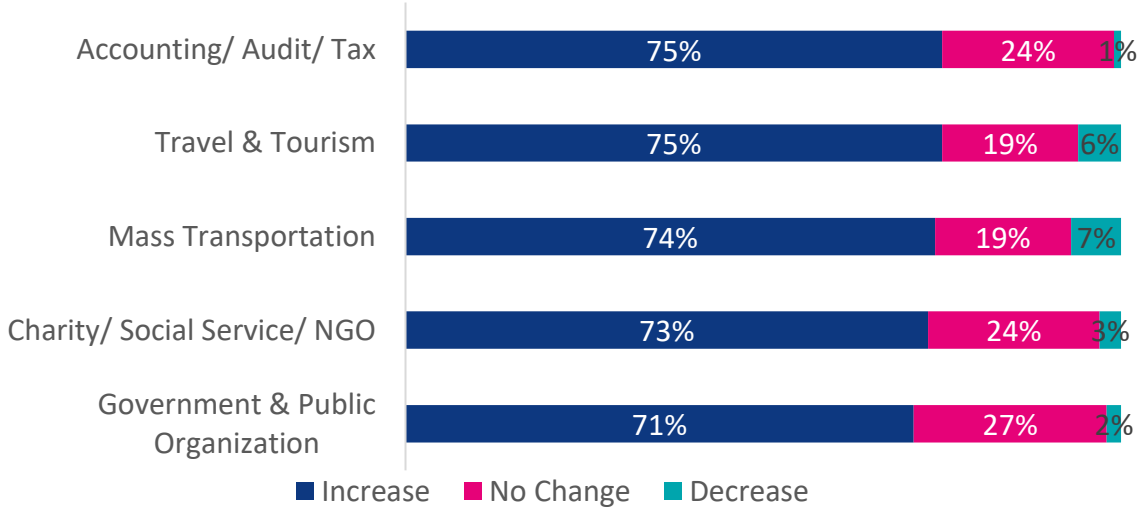
Those with 3-5 years of experience had the highest increase at **6.3%** while those with over 6 years saw a decline.

Salary Change in 2023 by Industries and Job Functions

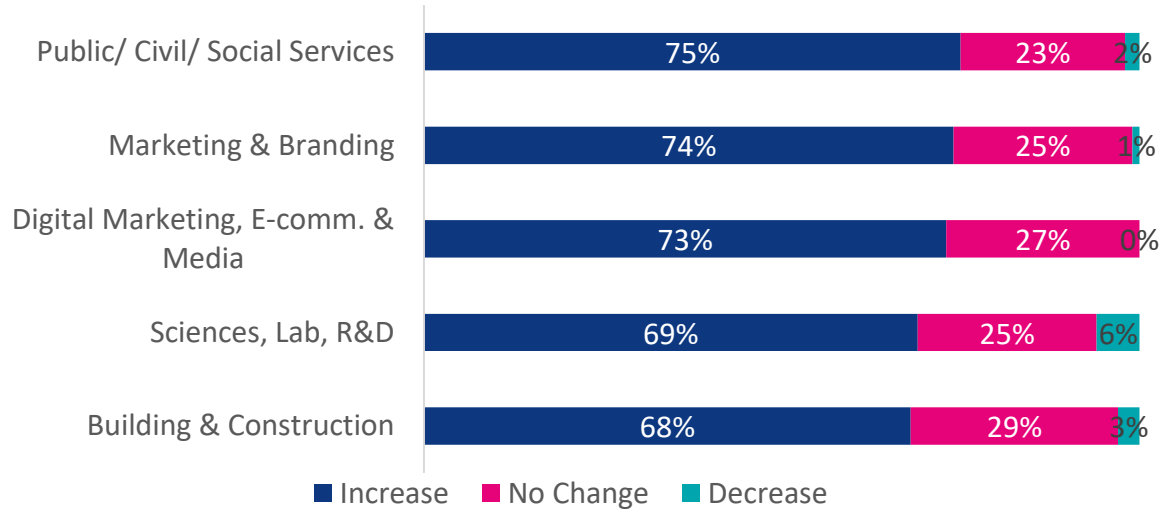
Salary Fact #3 Accounting/ Audit/ Tax, Travel & Tourism are the top industry with the highest incidence of the pay rise

Salary Fact #4 Public/ Civil/ Social Services is the top job function with the highest incidence of the pay rise

Top 5 industries with a higher incidence of the pay rise:



Top 5 job functions with a higher incidence of the pay rise:



Job Switching Patterns

Over the past year, 31% of people changed jobs, with 10% switching functions too. Personal reasons were the major motivator, not external factors. In the next 3 months, job switching intention is expected to rise to 37%, with 10% planning to switch functions as well.

Intended to change jobs in the past 12 months



46%

By Age:
Younger segment
(Aged below 25)



47%

By Career Level:
Fresh Graduates/
working experience
less than 1 year



54%

By Job Functions:
Food & Beverage

Expected job switching in the next 3 months



43%

By Age:
Respondents
aged below
26 - 30



39%

By Career Level:
Fresh Graduates/
working experience
less than 1 year



48%

By Job Functions:
Food & Beverage



45%

By Industries:
Design

Salary Fact #5

Dissatisfaction with salary, benefits, company culture, and management style are the main drivers behind job-switching, especially among the younger age group.

Employment Outlook in 2023

Compared to 2022, there has been a significant increase in optimism about Hong Kong's employment situation, with **32%** holding a positive view (up from 13%) and only **17%** holding a negative view (down from 40%).



Salary Fact #6

The primary job security concern, accounting for **24%** of responses, is the need to acquire new skills for digital transformation and industry advancements. Job seekers believe it is important to keep up with industry trends and continuously update their skills in a changing job market.

negative

positive

Aged 36-40(19%) | Aged 26-30 (32%)

Employment situation by age group

0-2 years (20%) | 3-5 years (32%)

Employment situation by experience

Junior Executive (20%) | Fresh Graduates (36%)

Employment situation by career level

Above 50 (12%) | Below 26-30 (68%)

Current job security by age group

0-2 years(10%) | 6-10 years (67%)

Current job security by experience

Directors/VPs/ CEOs (11%) | Supervisor/ 5-year + (62%)

Current job security by career level

Well-being

In addition to salary considerations, most respondents, accounting for 93%, hold the belief that employers should prioritize the well-being of their employees in the face of work-related stress. Notably, two-thirds of respondents reported that their company has implemented policies aimed at promoting employee well-being. Amongst the most widely adopted policies, flexible working hours were predominant (34%).

The well-being policies with significant gaps emerge…

Salary Fact #7

The major causes of stress are…

65% Increasing workload

35% Heavier financial burden

30% Uncertainties about the career path

Top 3 preferred well-being policies

Respondents prefer this policy

4-4.5-day workweek	Flexible working hours	Well-being leave or flexible leave policy
68%	50%	40%
24%	34%	20%

Has been implemented by companies



Retain and Attract Young Talent by Staff Training

Staff training holds significant value for businesses with 80% of respondents indicating its importance across all segments. Younger age groups and those with less than a year of experience show even higher agreement at 86% and 91%, respectively. Moreover, providing staff training is seen as a favorable trait by 77% of respondents.

Salary Fact #8

91% of Fresh Graduates and those with less than 1 year of work experience treasure training opportunities offered by the companies, and they are interested in...

83% Job-related hard skills and professional knowledge

47% Professional certification

32% Data analytics

30% Language skill

60% Soft skills

78% Interpersonal skills and communication skills

74% Leadership and management skills





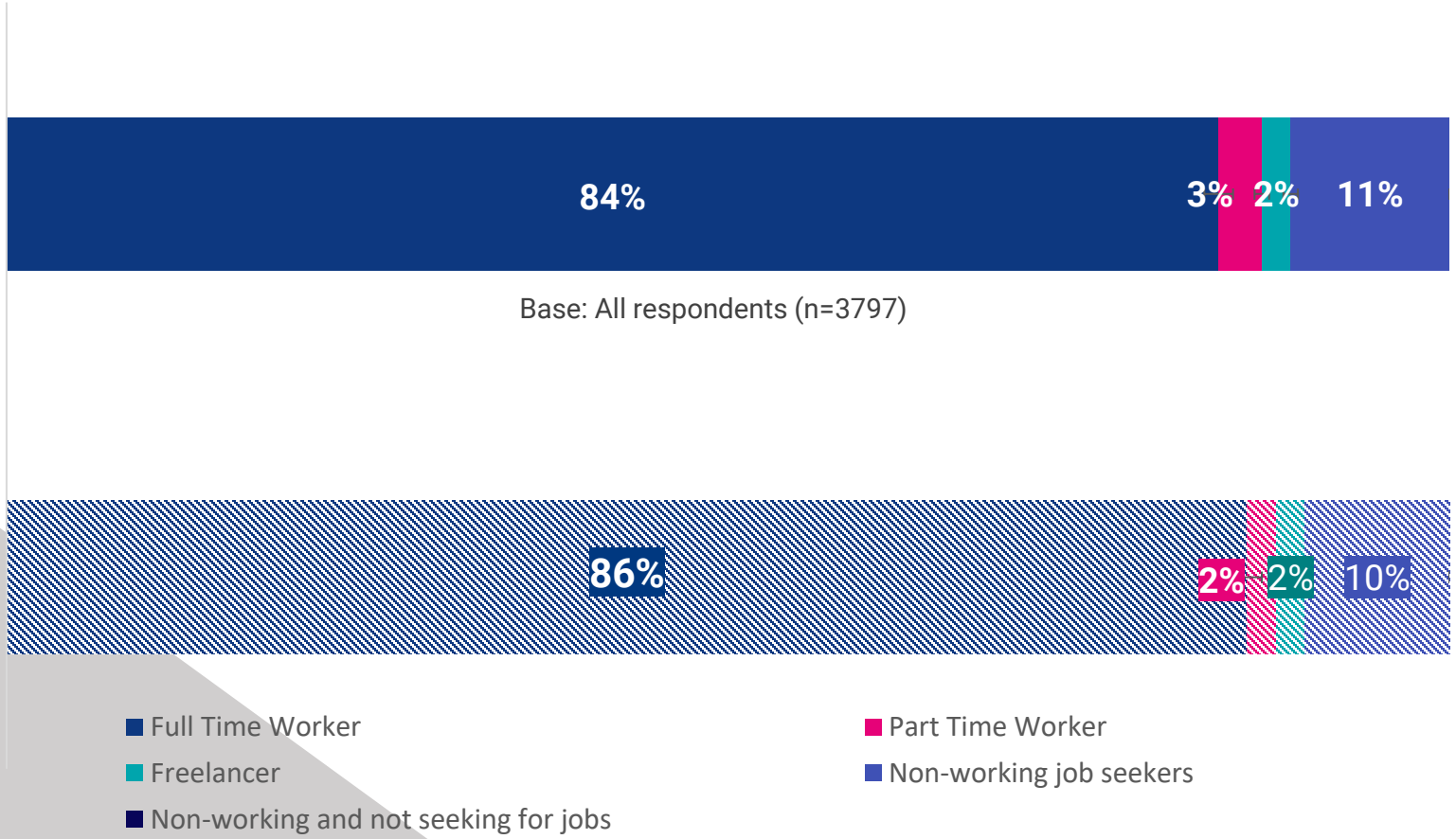
SECTION 1

CURRENT JOB STATUS OF RESPONDENTS

Current Job Status of Respondents

Over the past year, 31% of people changed jobs, with 10% switching functions too. Personal reasons were the major motivator, not external factors. In the next 3 months, job switching intention is expected to rise to 37%, with 10% planning to switch functions as well.





Qn.1a. Do you have a job now?

Current Job Status of Respondents

Profile of those working on a part-time or freelance basis

- Based on recent data, the top three job functions in this segment are Food and Beverage, which represents 15% of this workforce, followed by Admin & HR at 13%, and Education at 10%.

Top 3 job functions of those part-time and freelancers:



Food & Beverage

15%

Chef, Barista, Waiter / Server, Assistant Bar Tender, Baker



Admin & HR

13%

HR / Admin Clerk, HR / Admin, Senior HR / Admin Officer, Assistant, Secretary, Recruitment Consultant, HR Director



Education

10%

Course Instructor, Private Tutor, Teacher, Lecturer, Language Tutor,

Job Function	Percentage
Food & Beverage	15%
Admin & HR	13%
Education	10%
Design	8%
Information Technology	5%
Customer Services	4%
Merchandising & Purchasing	4%
Retail Sales	4%
Building & Construction	4%
Accounting	3%
Property / Real Estate	3%
Transportation & Logistics	3%
Medical Services	3%
Engineering	2%
Digital Marketing, E-Commerce & Social Media	2%
Public / Civil / Social Services	2%
Media & Advertising	2%
Marketing & Branding	2%
Beauty Care / Health	2%
Analytics	1%
General Management	1%
Sciences, Lab, R&D	1%
Others	1%

Job functions with less than 1% mention are not shown
Base: All working on a part-time or freelance basis (n=136)
Qn.1a. Do you have a job now?

Current Job Status of Respondents

Previous work experience of unemployed respondents

- Among the respondents who are currently searching for job opportunities whilst being unemployed, the vast majority, 90%, have acquired previous work experience. In contrast, a noteworthy percentage of respondents who have never had a full-time job before are comprised of fresh graduates and individuals below 25 years old.



Qn.1b When did you leave your last full-time job?



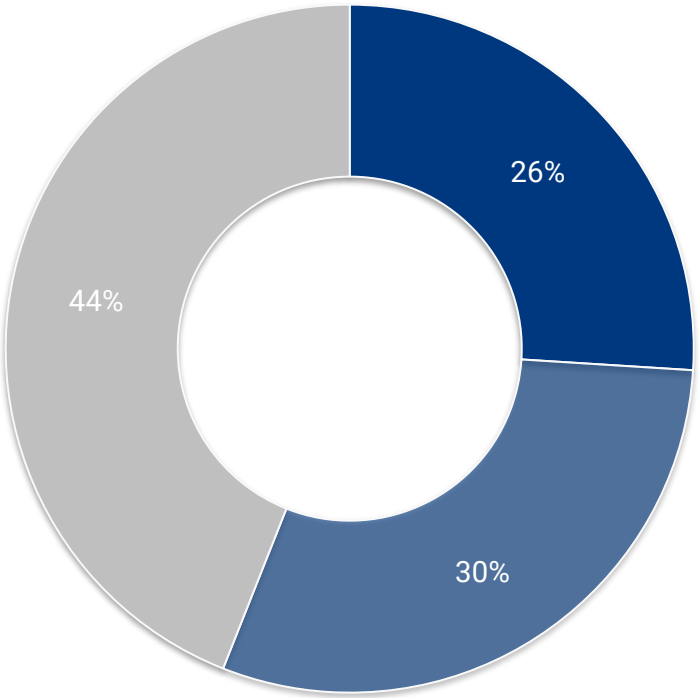
SECTION 2

JOB HUNTING STATUS OF THE UNEMPLOYED

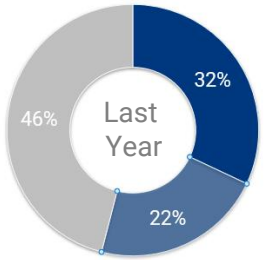
Job Hunting Status of The Unemployed

Attitudes toward changing job functions

• 70% of the unemployed job seekers are open to changing job functions (versus 78% in 2022), and 26% do plan to make that change in the coming job.



- Change job function in coming job
- Find a job from the same job function as before
- No plan to change job function but open to it if better opportunities arise



Base: All unemployed but are seeking and have worked on full-time basis before (n=380)

Qn.R9a. As you are looking for or will look for a job, will you change the job function in this round?

Job Hunting Status of The Unemployed

Who are those seeking a job currently?

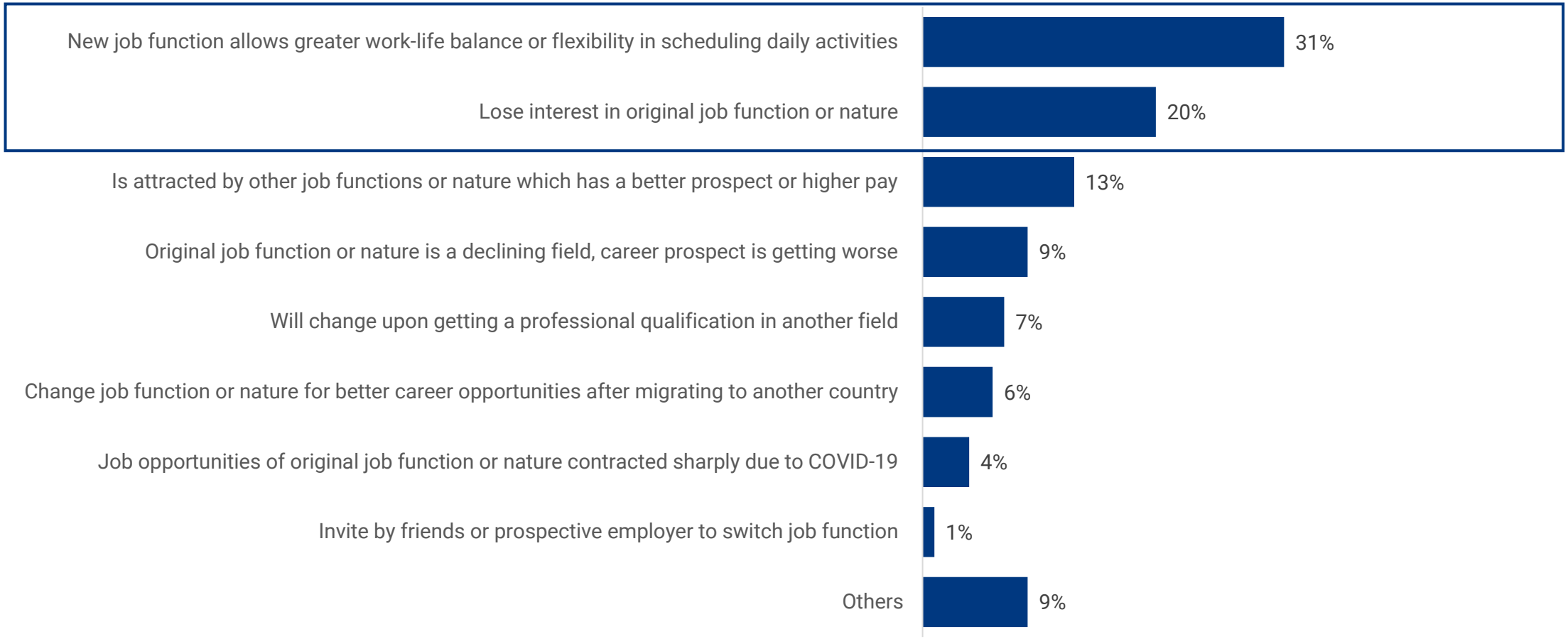
Age	**50%** are aged above 40 (versus 36%); overrepresented in those aged above 50 with 24% (versus 12%), and those aged below 25 with 15% (versus 10%)
Education	**42%** are Non-degree Tertiary, F.7 Matriculated, F.5 / School Certificate or below (versus 28%)
Career Level	Spread across different career levels; overrepresented in Fresh graduates 14% (versus 5%)
Work Experience	**61%** have over 10 years of work experience (versus 60%), including **37%** with over 20 years of work experience (versus 26%), while **15%** with 0-2 years of work experience (versus 9%)
Industry	Spread across different industries
Type of Organization	Spread across different industries
JobsDB Segment	Relatively **more ACTIVE segment (70%)** (versus 46%)
Perception of Employment Situation	Relatively more polarized: **38% are positive** (versus 32%) and **22% are negative** (versus 17%) about the general employment situation in Hong Kong

( ) denotes findings of overall sample
Base : All unemployed but are job seeking (n=420)
Qn. P1-6, Q12

Job Hunting Status of The Unemployed

The major reason for changing job functions

- "Greater work-life balance or flexibility in scheduling daily activities" (31%) is the most common pull for changing job function. "Lose interest in original job function or nature" (20%) is also a key push factor.



Base : All unemployed but are seeking for a job and have worked on full time before (n=342)
Qn.R9a1. Why do you plan to change your job function or job nature?

Job Hunting Status of The Unemployed

Switching job functions

- Respondents of “Property/ Real Estate”, “Food and Beverage” and “Public/ Civil/ Social Services” express a stronger intention to switch job functions.
- “Customer Services” (9.7%), “Public/ Civil/ Social Services” (7%), “Admin & HR” (6%), and “Food and Beverage” (6%) are popular new job functions.

	Job seekers	Those plan to change job function	Index of switch strength
Base	*380*	*100*	
Accounting	9.3%	4.0%	-5.3
Admin & HR	16.7%	7.8%	-8.9
Analytics	1.7%	1.9%	**0.1**
Banking	1.4%	2.4%	**0.9**
Finance	2.5%	4.4%	**1.9**
Beauty Care / Health	0.3%	1.0%	**0.7**
Building & Construction	3.1%	1.9%	-1.2
Engineering	3.6%	5.3%	**1.7**
Customer Services	2.9%	5.6%	**2.8**
Design	2.9%	1.1%	-1.9
Digital Marketing, E-Commerce & Social Media	0.6%	0.4%	-0.2
Media & Advertising	0.5%	1.1%	**0.6**
Education	2.9%	4.1%	**1.2**
Food and Beverage	5.0%	8.9%	**3.8**
General Management	4.2%	4.7%	**0.5**
Hospitality / Tourism	2.1%	4.5%	**2.3**
Information Technology	4.8%	3.9%	-1.0
Insurance	0.3%	0.0%	-0.3
Legal / Compliance	2.4%	1.7%	-0.7
Manufacturing	2.6%	3.8%	1.3
Marketing & Branding	2.7%	0.8%	-1.9
Public Relations & Corporate Affairs	0%	0%	0.0
Medical Services	1.6%	0.0%	-1.6
Merchandising & Purchasing	4.4%	4.9%	**0.5**
Property / Real Estate	3.4%	8.2%	**4.8**
Public / Civil / Social Services	1.8%	5.2%	**3.4**
Retail Sales	3.5%	1.0%	-2.5
Corporate Sales & Business Development	3.6%	3.0%	-0.5
Sciences, Lab, R&D	0.4%	0.0%	-0.4
Transportation & Logistics	6.5%	8.0%	1.5
Others	2.4%	0.6%	-1.8

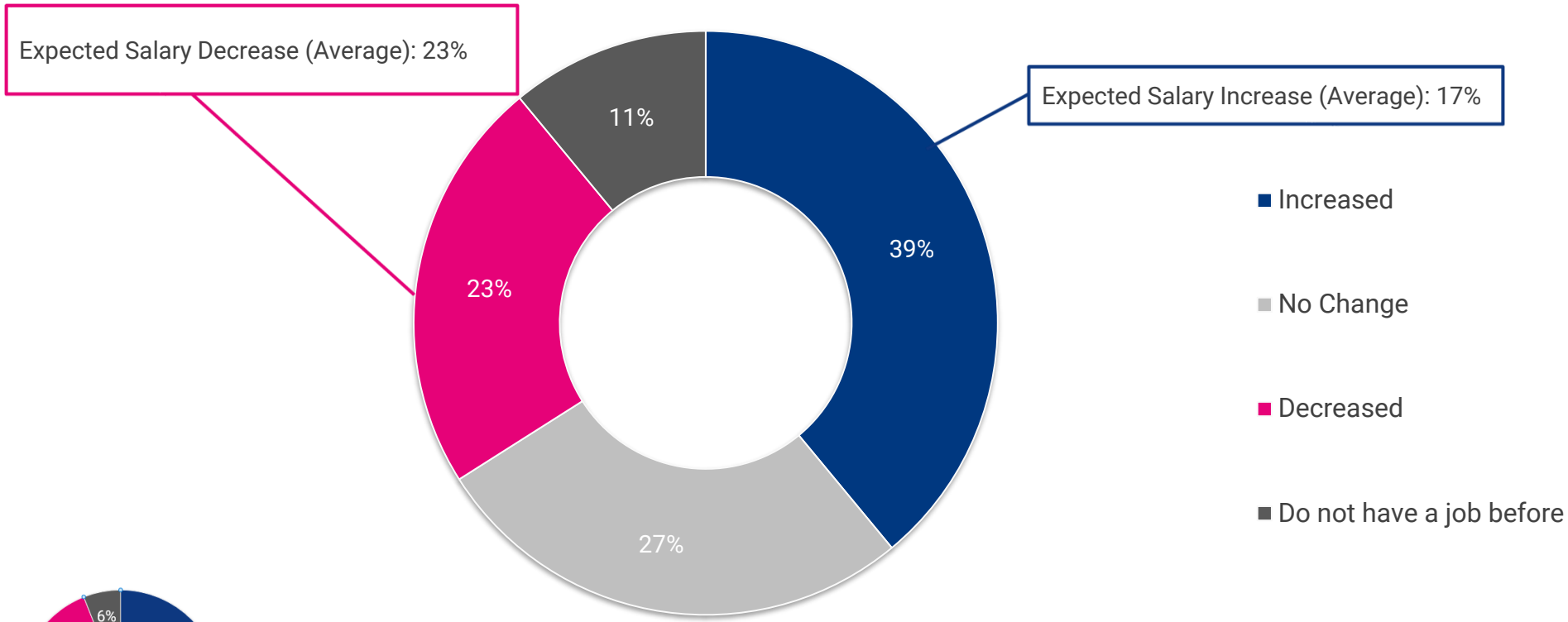
Targeted new job function	
	100
Shift to other scope within the same job function	11.1%
Accounting	-
Admin & HR	6.0%
Analytics	3.5%
Banking	3.4%
Finance	-
Beauty Care / Health	2.1%
Building & Construction	3.1%
Engineering	0.6%
Customer Services	9.7%
Design	0.4%
Digital Marketing, E-Commerce & Social Media	3.6%
Media & Advertising	-
Education	5.7%
Food and Beverage	6.0%
General Management	1.1%
Hospitality / Tourism	2.6%
Information Technology	2.8%
Insurance	1.1%
Legal / Compliance	0.4%
Manufacturing	1.7%
Marketing & Branding	2.0%
Public Relations & Corporate Affairs	1.9%
Medical Services	4.0%
Merchandising & Purchasing	-
Property / Real Estate	1.8%
Public / Civil / Social Services	7.0%
Retail Sales	0.8%
Corporate Sales & Business Development	3.4%
Sciences, Lab, R&D	-
Transportation & Logistics	1.1%
Others	13.1%

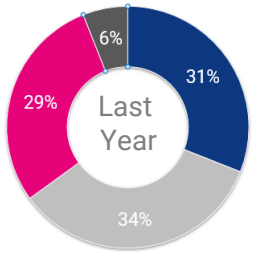
Index of Switch Strength': an index of the difference between proportion of respective JF among 'Job Seekers' and 'Plan to change job function'
Base : All unemployed but are seeking for a job and have worked on full time before (n=342)
Qn.R9a1. Why do you plan to change your job function or job nature?

Job Hunting Status of The Unemployed

Expected salary adjustments in the new job compared with their previous job (Among unemployed respondents)

- Job seekers seem to be more optimistic this year: 39% (versus 31% in 2022) expect a salary increase in their new job whilst only 23% (versus 29% in 2022) are pessimistic and prepared for a salary cut in the new job.





Base: All unemployed but are seeking for a job (n=420)

Qn. 10b Compared with the salary of your previous job, how would you expect the salary adjustment for your new job?

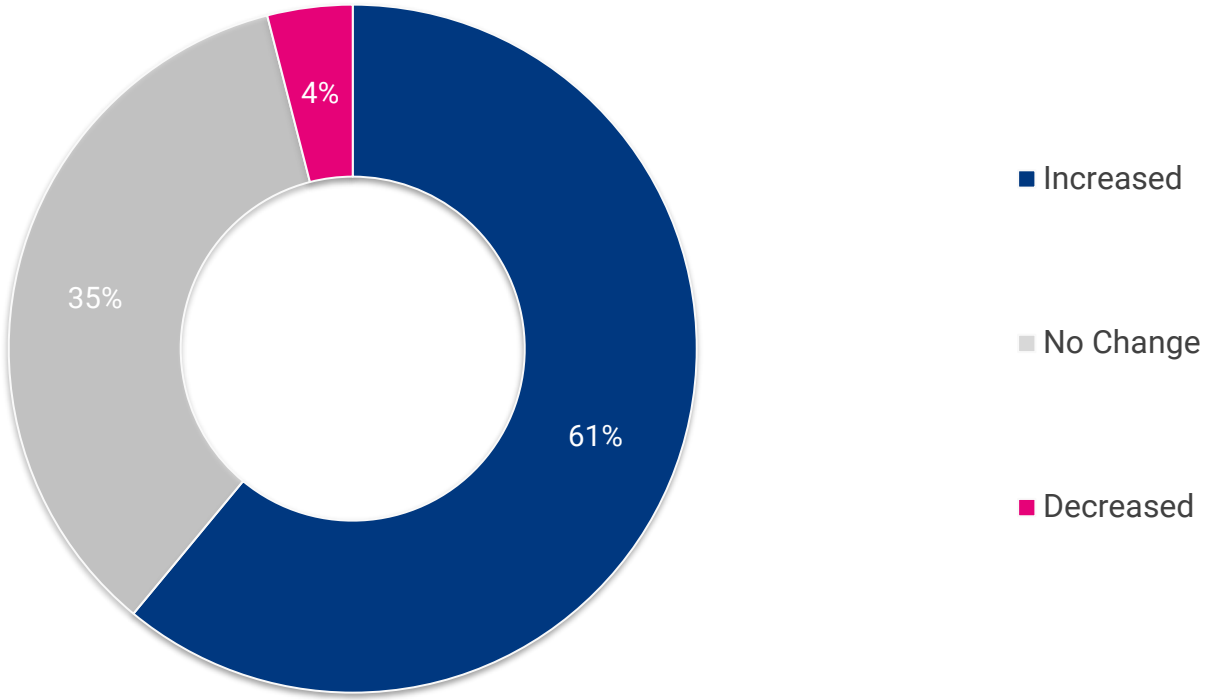


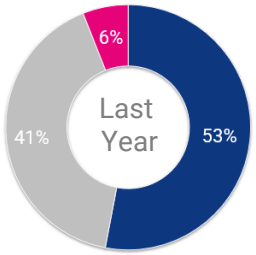
SECTION 3

BASIC MONTHLY SALARY CHANGES IN 2023

Basic Monthly Salary Changes in 2023

- For respondents who are currently working on a full-time basis, 61% received a pay rise (further pick up from 53% in 2022) and 35% maintained the same salary as last year (versus 41% in 2022). Only 4% experienced a pay cut (versus 6% in 2022).



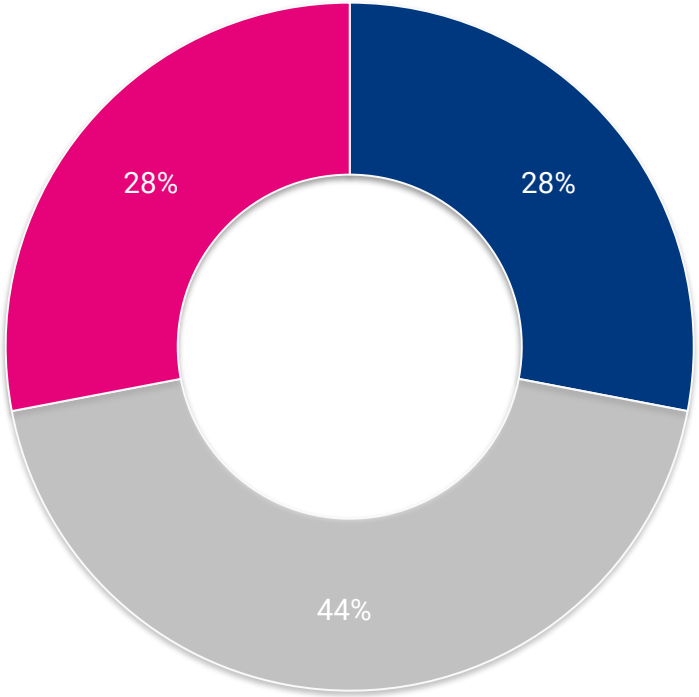


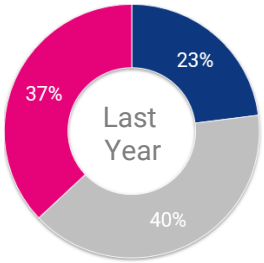
Base : All working on a full-time basis (n=3188)

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

- For respondents who are currently working on a part-time or freelance basis, 28% received a pay rise (a rise from 23% in 2022) and 44% maintained the same salary as last year (versus 40% in 2022). 28% still experienced a pay cut (versus 37% in 2022).





Increased

No Change

Decreased

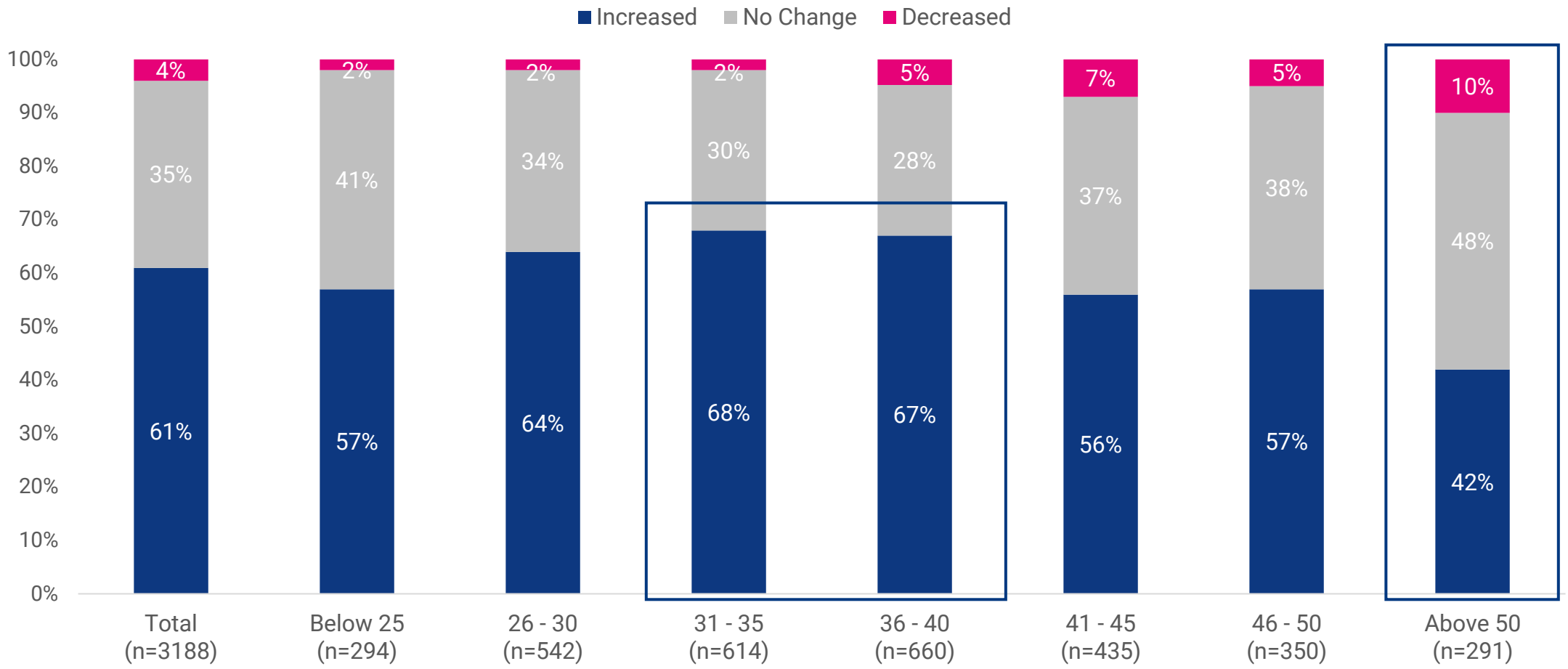
Base: All working on part-time or freelance basis (n=174)

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Basic monthly salary changes in 2023 – by age

- Respondents aged 31-35 (68%) and those aged 36-40 (67%) had a higher incidence of pay rise.
- Those aged above 50 experienced less favorable salary adjustment – more of them encountered a pay drop (10%) or stagnancy (48%).



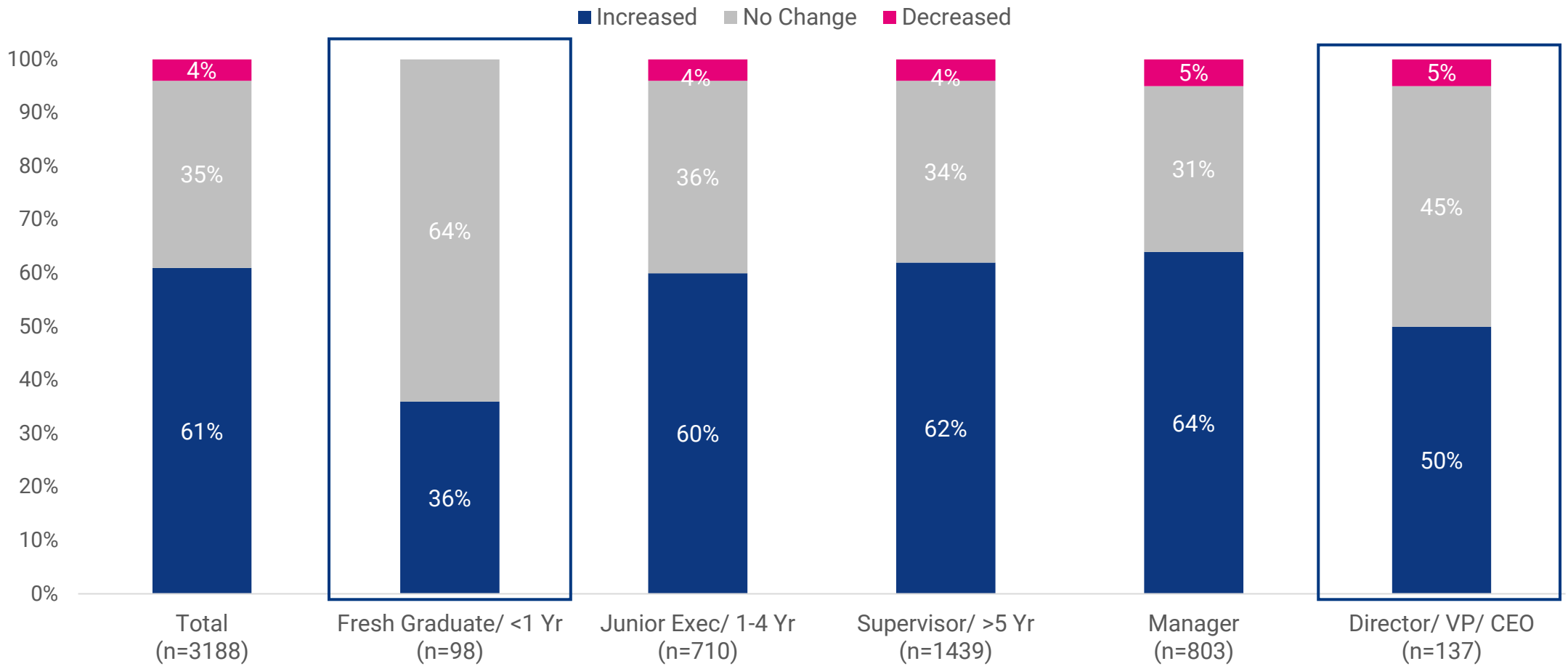
Base: All working on full-time basis

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Basic monthly salary changes in 2023 – by career level

- The most junior and the most senior had less favorable salary adjustments. Fresh Graduates/ with less than 1 year of work experience registered salary stagnancy extensively (64%) and only 36% had increment. For the Directors/ VPs/ CEOs, only 50% had a pay rise and 45% experienced salary stagnancy.



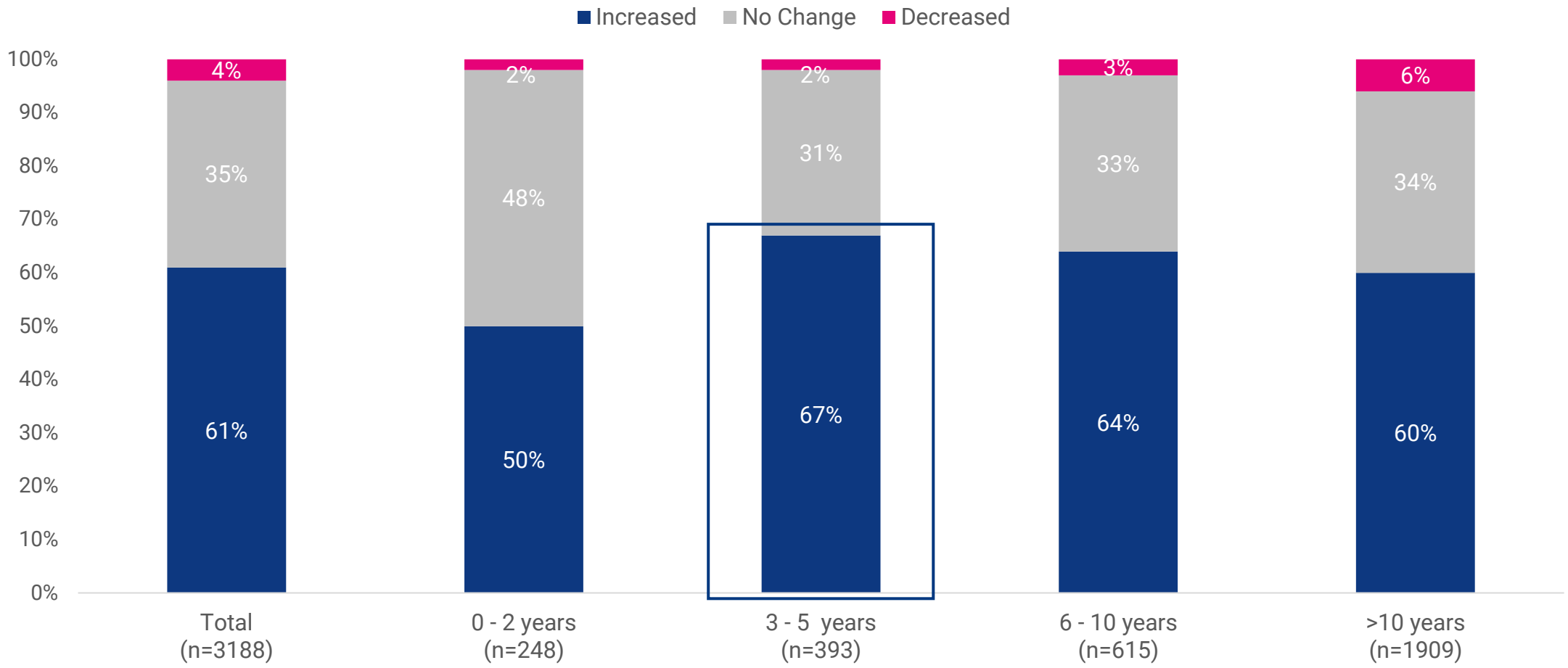
Base: All working on full-time basis

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Basic monthly salary changes in 2023 – by work experience

• Respondents with 3-5 years of work experience reported the highest incidence of pay rise (67%).



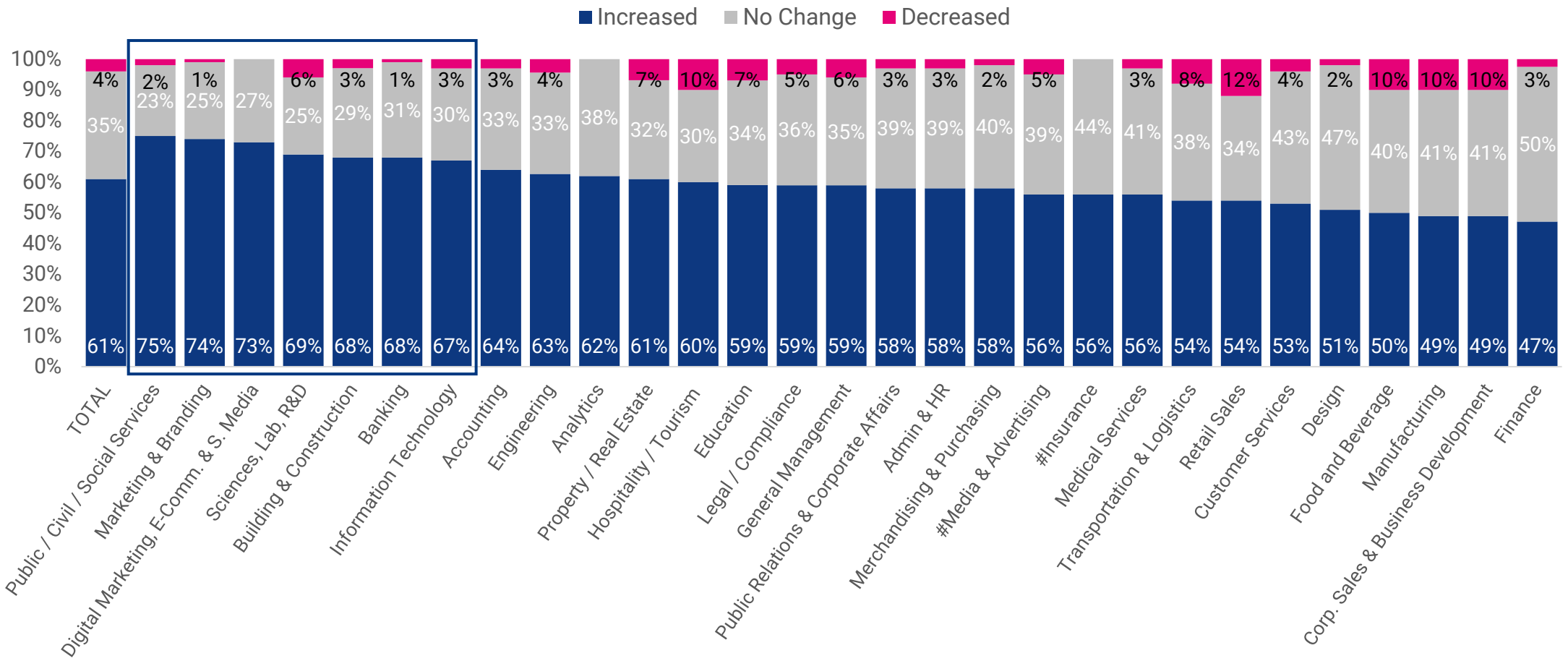
Base: All working on full-time basis

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Basic monthly salary changes in 2023 – by job function

- Job functions with a higher incidence of pay rise: Public/ Civil/ Social Services (75%), Marketing & Branding (74%), Digital Marketing, E-Commerce & Social Media (73%), Sciences, Lab, R&D (69%), Building & Construction (68%), Banking (68%), and Information Technology (67%).



caution : small base Job function with less than 20 respondents is not shown.

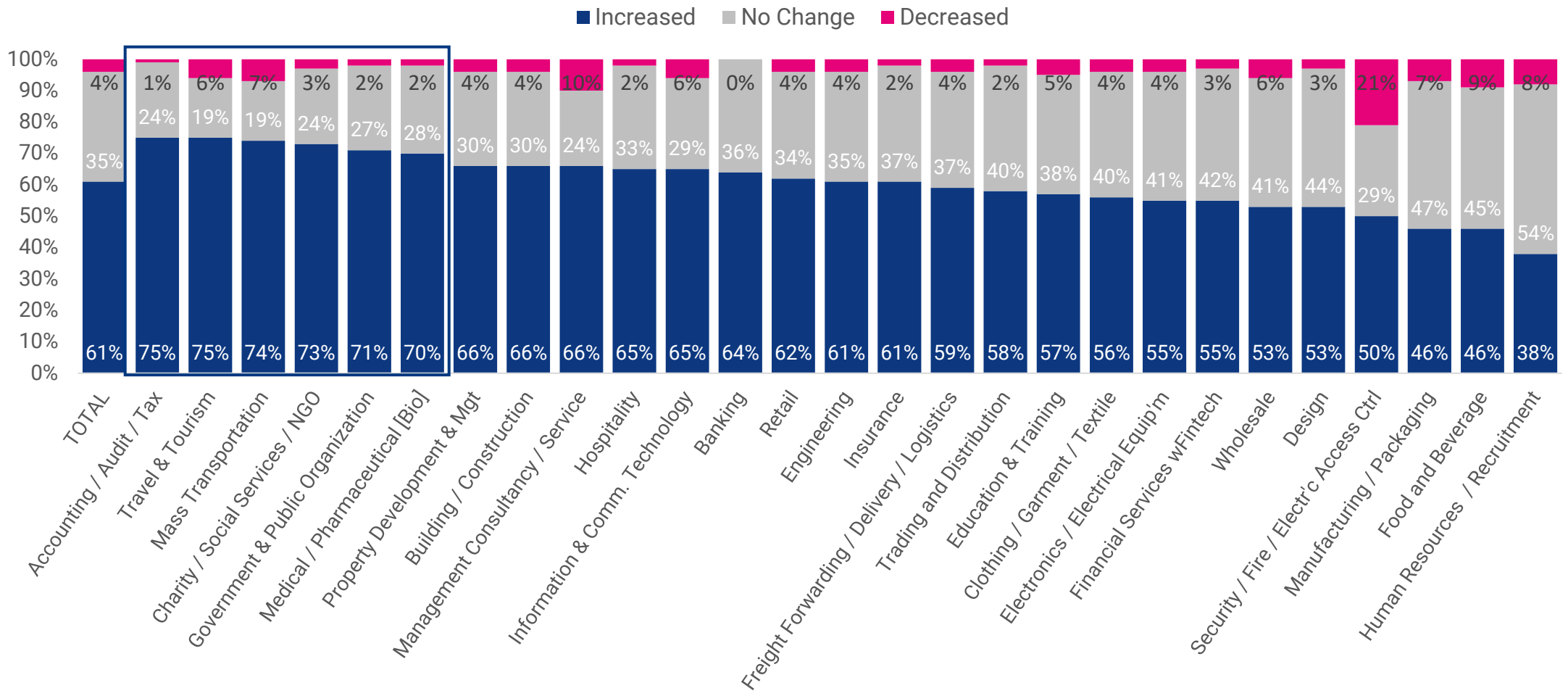
Base : All working on full-time basis (n=3188)

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Basic monthly salary changes in 2023 – by industry

- Industries with more positive scenarios in terms of incidence pay rise in 2023: Accounting/ Audit/ Tax (75%), Travel & Tourism (75%), Mass Transportation (74%), Charity/ Social Services/ NGO (73%), Government & Public Organization (71%), and Medical/ Pharmaceutical (70%).



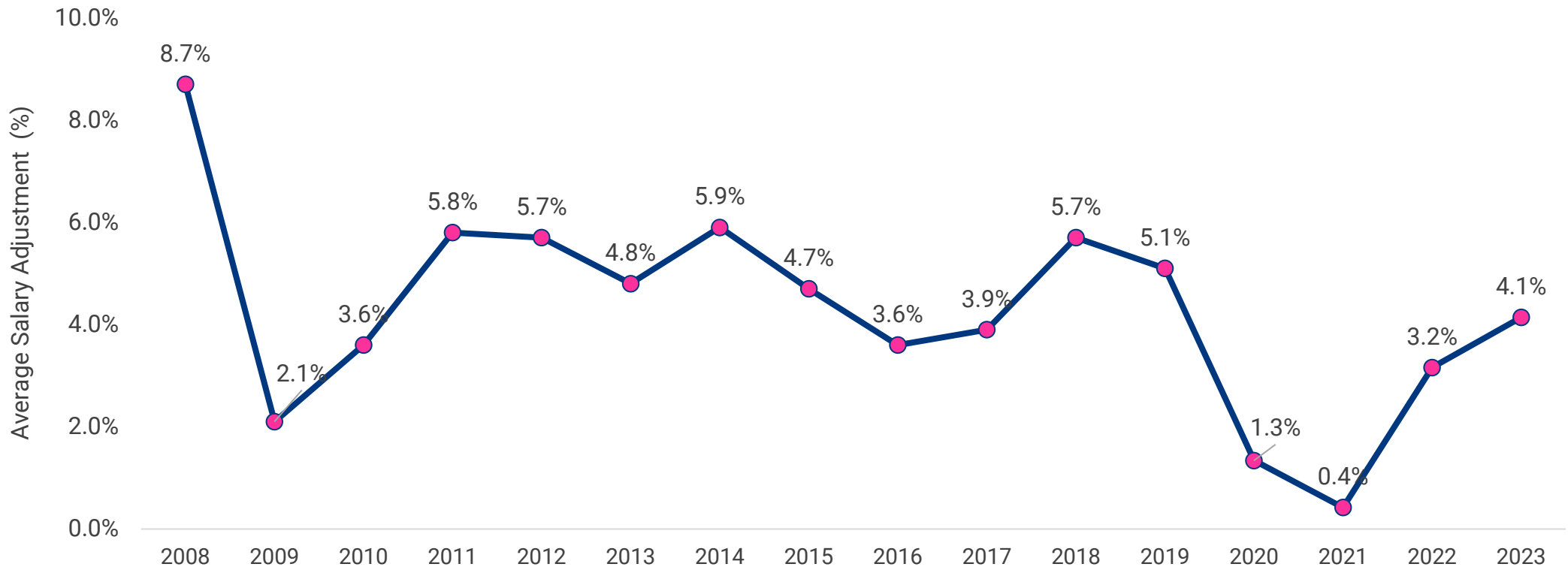
Industry with less than 30 respondents is not shown

Base : All working on full-time basis (n=3188)

Qn.5a. Compared with the salary in 2022, what is your salary adjustment rate in 2023? Please exclude any current salary cuts due to no pay leaves or other short or midterm salary cut measures of your company (if any).

Basic Monthly Salary Changes in 2023

Overall average percentage of monthly salary adjustments over the years

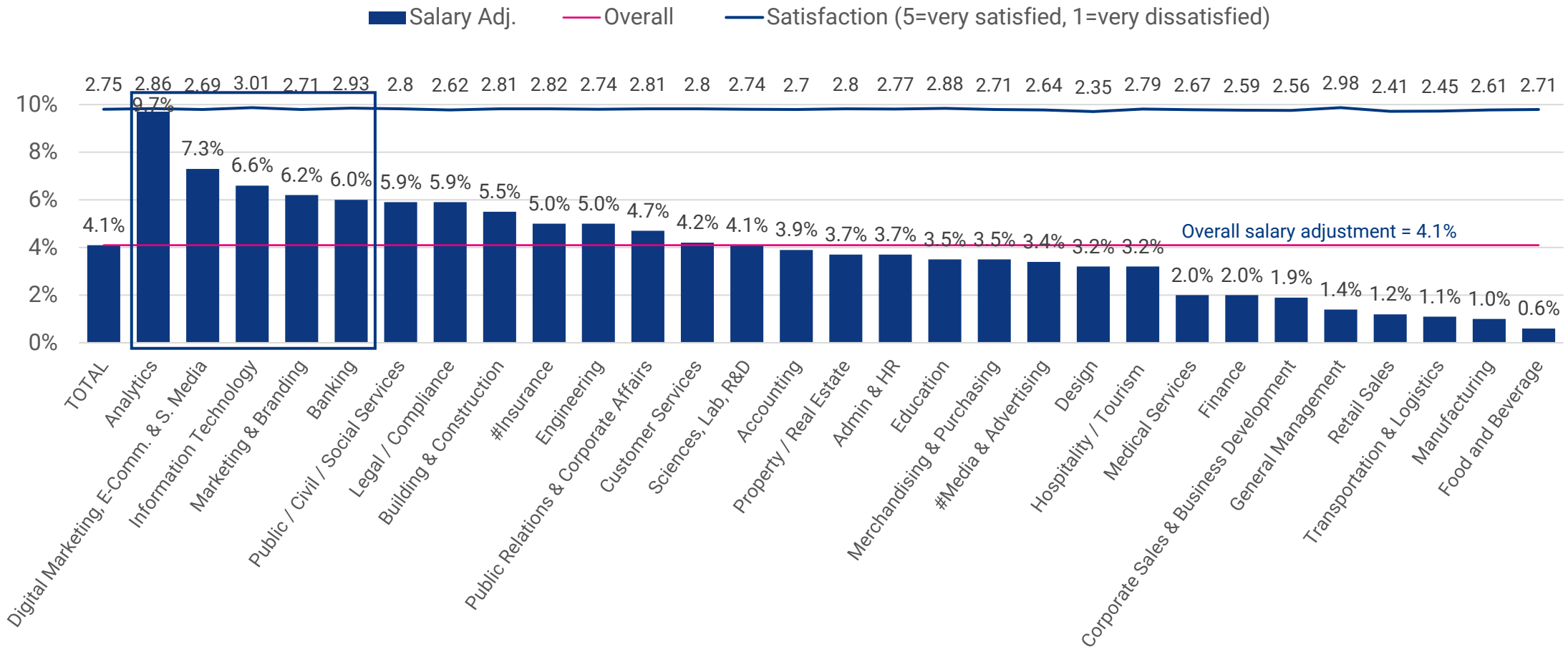


Base : All working on full-time basis (n=3188)
Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is .....

Basic Monthly Salary Changes in 2023

Percentage of monthly salary adjustments and satisfaction ratings in 2023 – by job function

- The average salary adjustment in 2023 was 4.1%, a pick-up from 3.2% in last year.
- Top five job junctions with relatively greater pay rise are Analytics (9.7%), Digital Marketing, E-Commerce & Social Media (7.3%), Information Technology (6.6%), Marketing & Branding (6.2%), and Banking (6.0%).



caution : small base

Job function with less than 20 respondents is not shown.

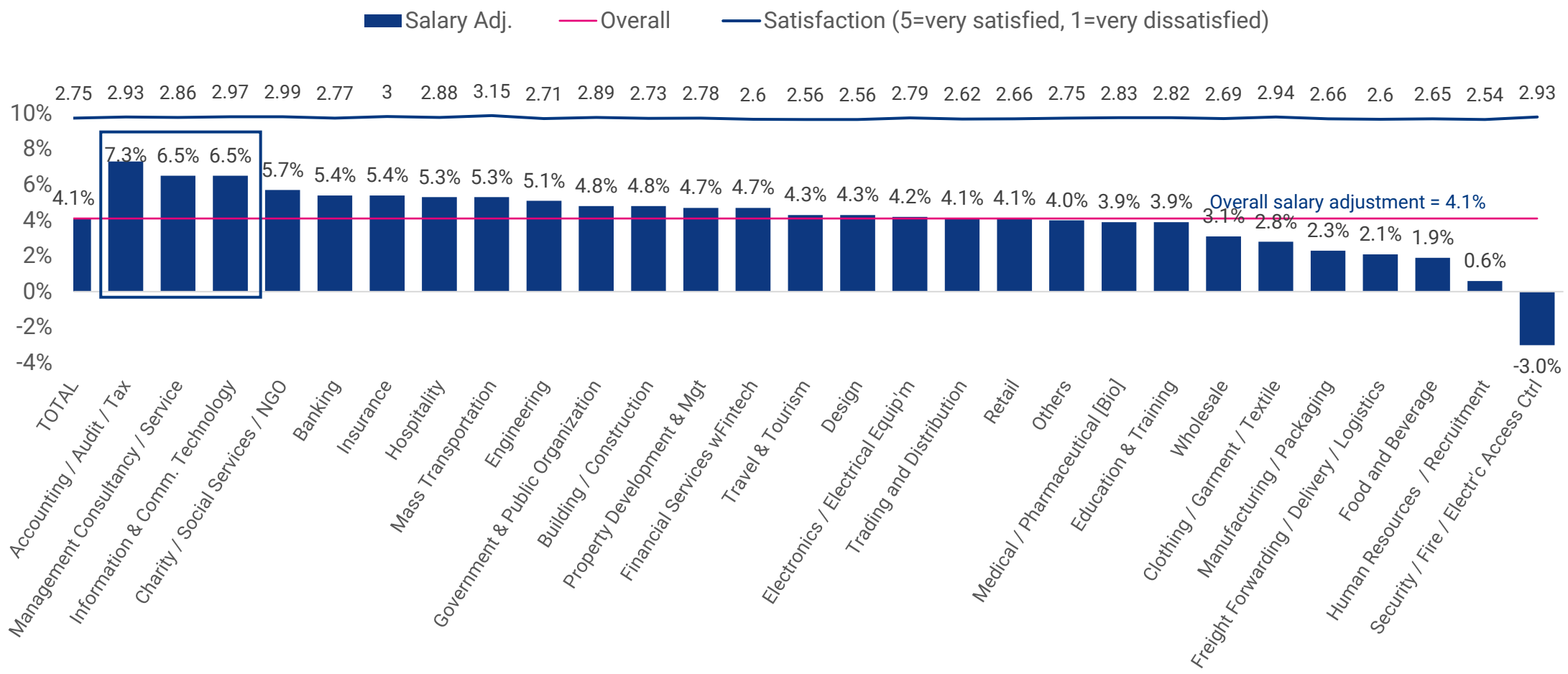
Base : All working on full-time basis (n=3188)

Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is ……

Basic Monthly Salary Changes in 2023

Percentage of monthly salary adjustments and satisfaction ratings in 2023 – by industry

- The average salary adjustment in 2023 is 4.1%. The top three industries with relatively higher adjustments are Accounting/ Audit / Tax (7.3%), Management Consultancy/ Service (6.5%), and Information & Communications Technology (6.5%). On the contrary, Security/ Fire/ Electronic Access Control reported a pay cut of 3%.

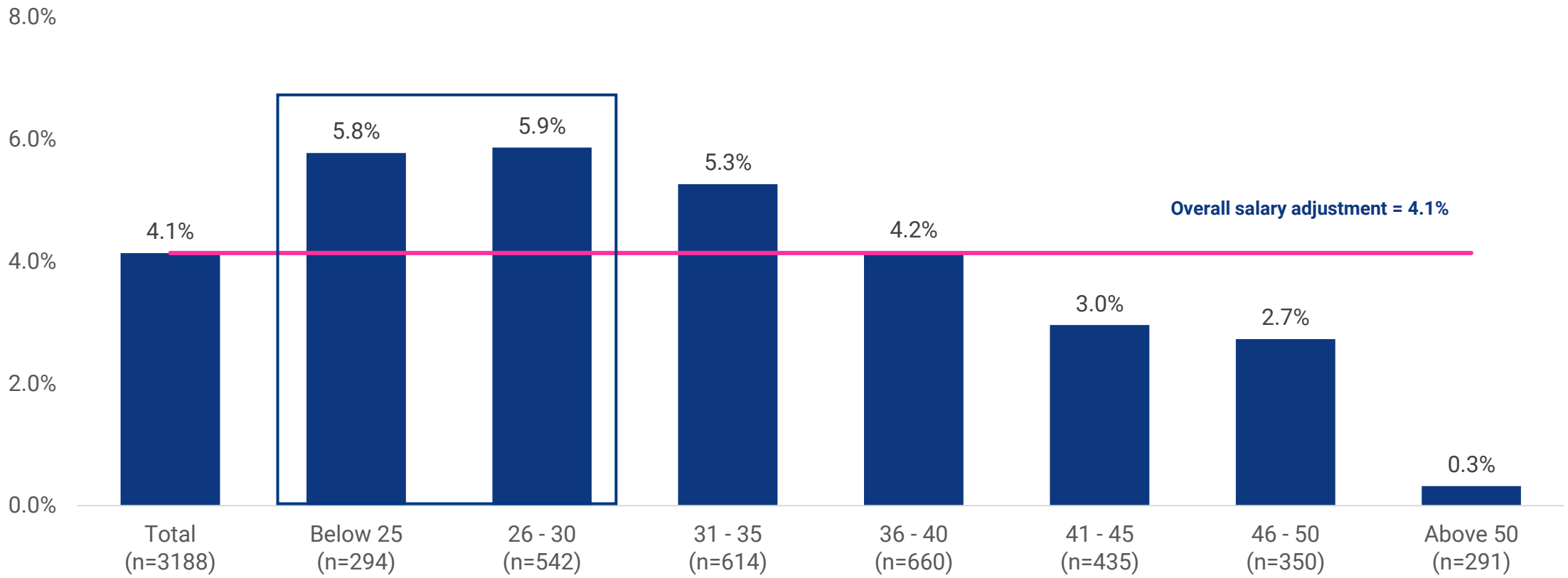


Industry with less than 30 respondents is not shown
Base : All working on full-time basis (n=3188)
Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is .....

Basic Monthly Salary Changes in 2023

Percentage of monthly salary adjustments in 2023 – by age

• Salary adjustment was relatively higher among the young segments (aged below 25: 5.8%, aged 26 – 30: 5.9%) and generally declines as age increases.



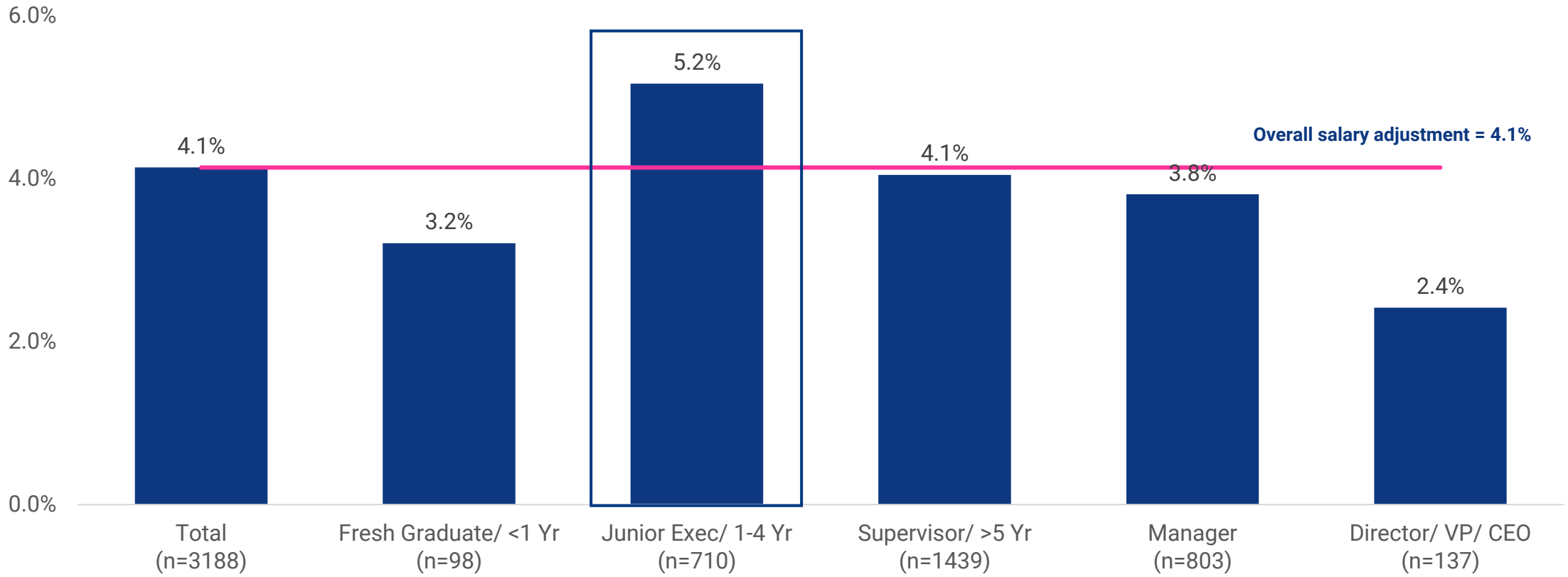
Base : All working on full-time basis

Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is .....

Basic Monthly Salary Changes in 2023

Percentage of monthly salary adjustments in 2023 – by career level

• Salary adjustment was highest among Junior Executives/ with 1-4 years of work experience (5.2%) and generally declines with seniority.



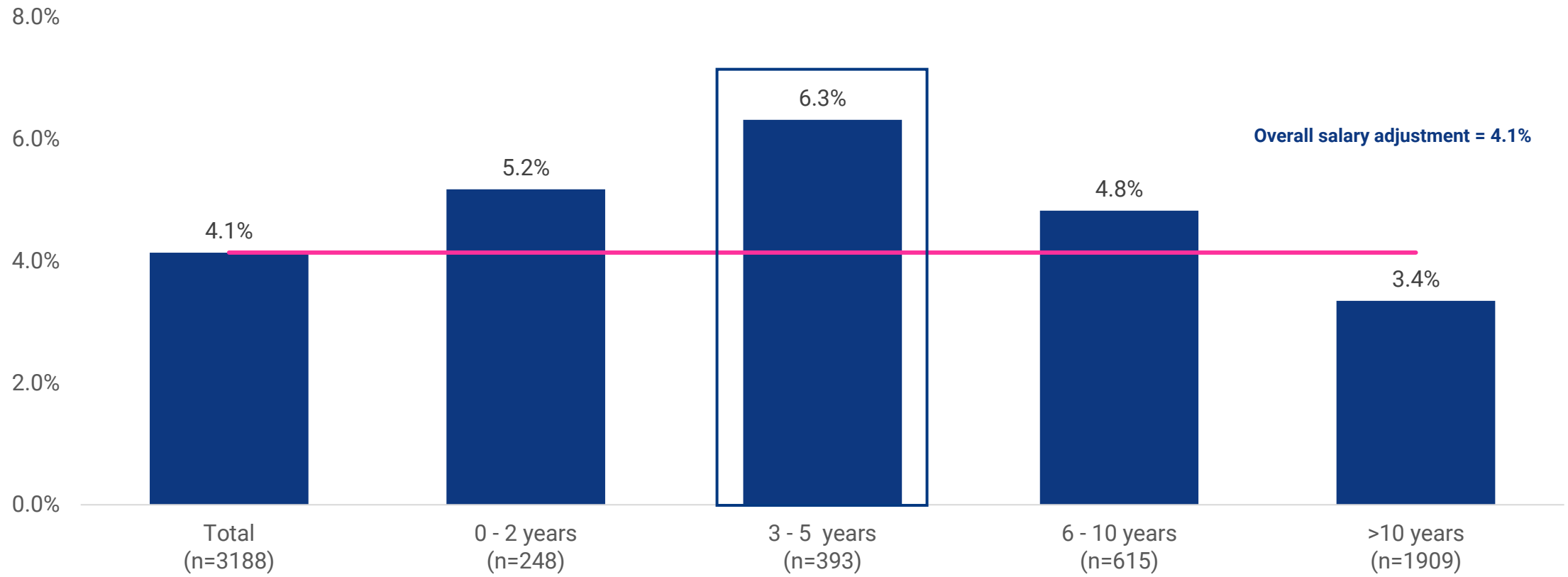
Base : All working on full-time basis

Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is .....

Basic Monthly Salary Changes in 2023

Percentage of monthly salary adjustments in 2023 – by work experience

- Among all segments, the salary adjustments are highest among those with 3-5 years of work experience (6.3%) and slip when work experience lengthens.



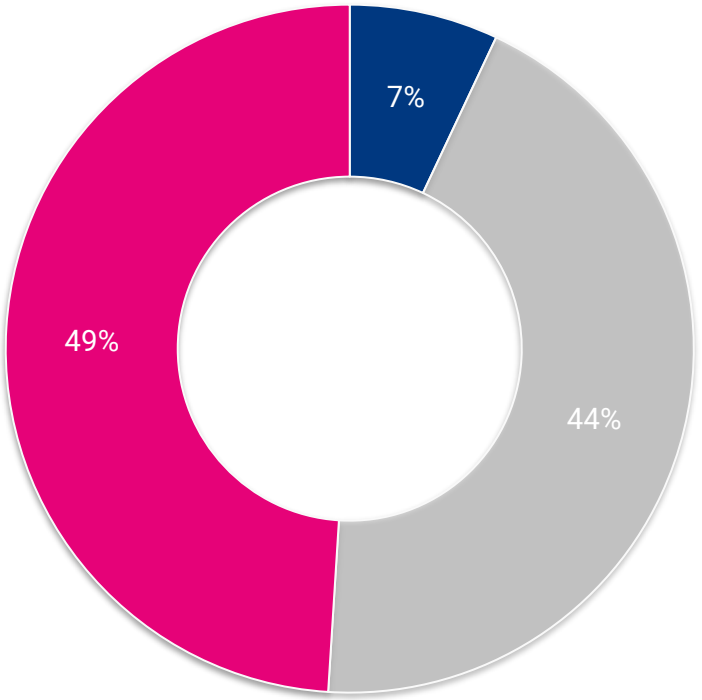
Base : All working on full-time basis

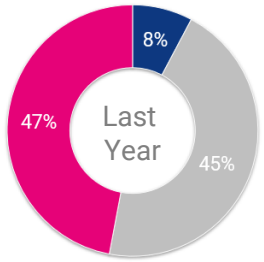
Qn. 5b1, 5b2 Compared with the salary in 2022, your salary is .....

Basic Monthly Salary Changes in 2023

Perception of salary compared with market standard

• In 2023, almost half of the respondents (49%) consider their salary to be below market average, while 44% think theirs is about average.





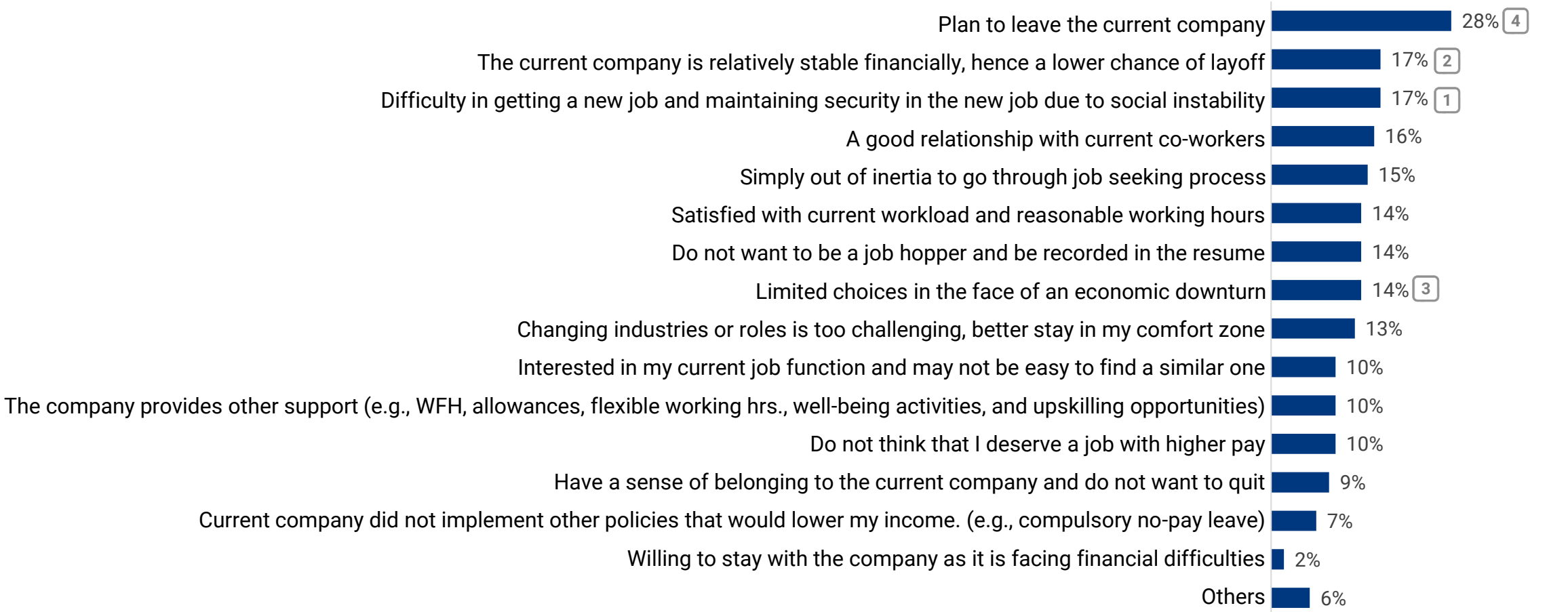
Base: All working on full-time basis (n=3188)

Qn. 6a Do you think your salary is above or below market standard?

Basic Monthly Salary Changes in 2023

Reasons for accepting a "below-average" salary

- Employees seem to be less tolerant this year. Among those accepting a below-average salary, the prime reason is that they are planning to leave the company.



*Top 4 reasons from the findings in 2022

Base : All working on full-time basis and consider their salary 'below market average' (n=1554)
Qn. 6a Why would you accept a salary that you think might be below market average?

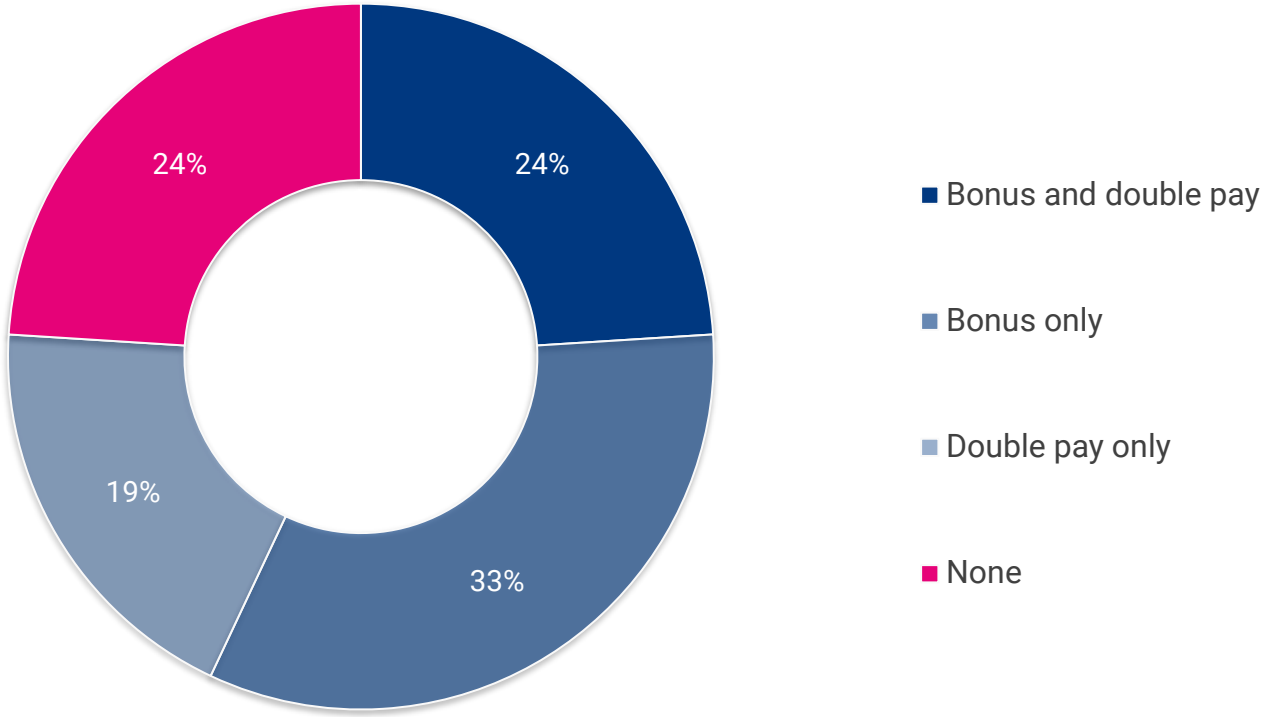


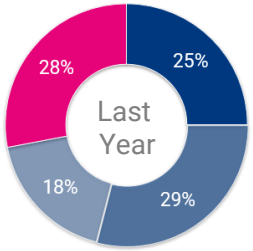
SECTION 4

BONUS AND DOUBLE PAY

Bonus and Double Pay

- The situation has slightly improved from last year as the proportion of not receiving any of these benefits (24%) contracted (versus 28% in 2022). 57% were given a bonus (versus 54% in 2022).



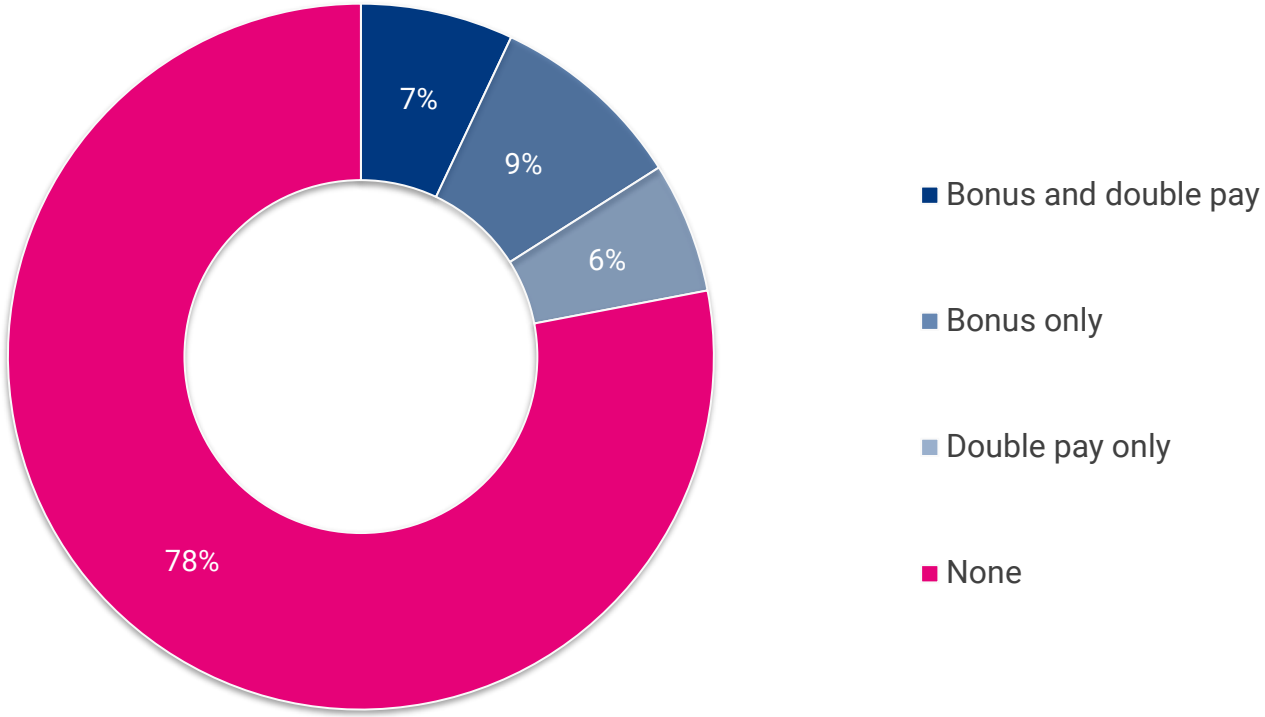


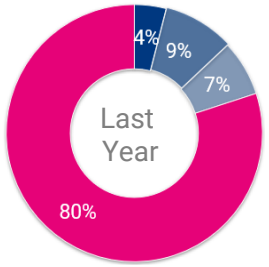
Base : All working on full-time basis (n=3188)

Qn. 7a Which of the benefits did your company provide for 2022?

Bonus and Double Pay

- The situation has not improved for those currently working on a part-time or freelance basis. However, the majority(78%) did not receive any bonus or double pay as per the previous year.





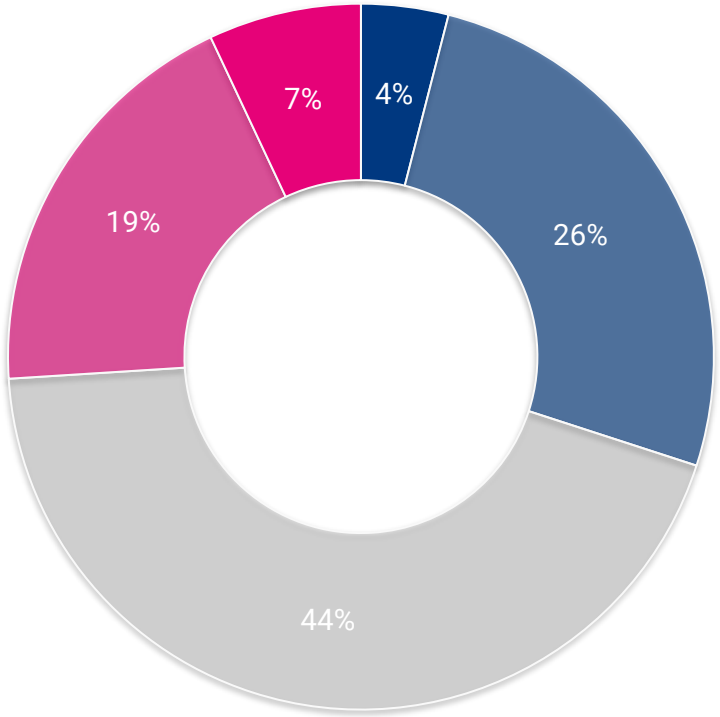
Base : All working on part-time or freelance basis (n=174)

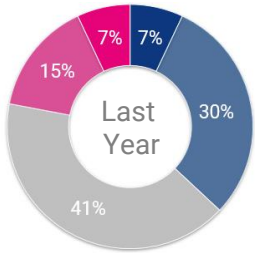
Qn. 7a Which of the benefits did your company provide for 2022?

Bonus and Double Pay

Bonus satisfaction

- Respondents seem to be more demanding this year. Among respondents who have received a bonus, only 4% felt very satisfied (versus 7% in 2022), while 26% felt negative about their bonus size (versus 22% in 2022).





- Very satisfied (Approx.2.6Mths)
- Satisfied (Approx.1.9 Mths)
- Neutral (Approx.1.2 Mths)
- Dissatisfied (Approx. 1 Mth)
- Very dissatisfied (Approx.0.7 Mths)

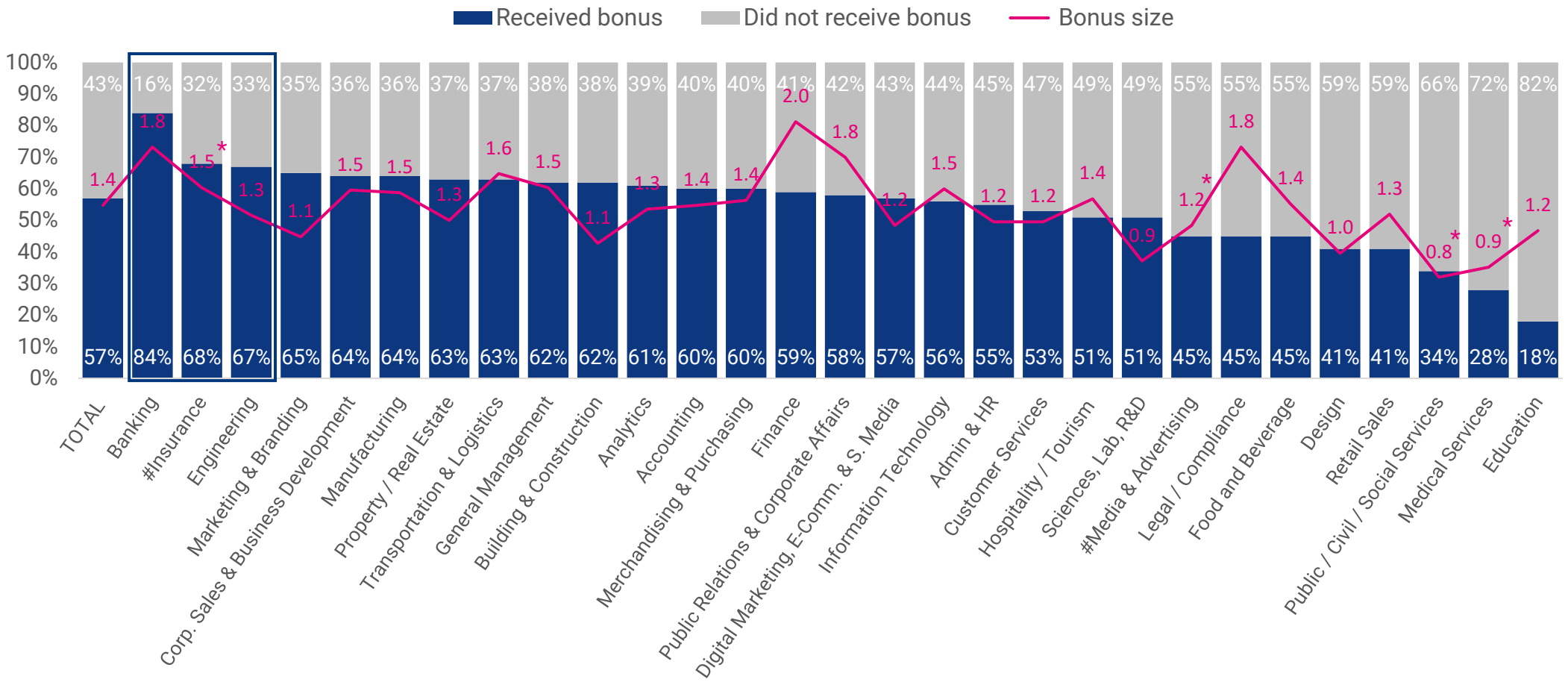
Base: All working respondents who received a bonus (n=1760)

Qn. 7c Are you satisfied with the bonus amount

Bonus and Double Pay

Bonus received - by job function

- Top three job functions that reported a higher incidence of receipt are Banking (84%), Insurance (68%), and Engineering (67%).
- The average bonus size for these respondents was 1.4 months (consistent with 2022). Finance (2 months), Banking (1.8 months), Public Relations and Corporate Affairs (1.8 months), and Legal/ Compliance (1.8 months) register relatively larger bonus sizes.



Job function with less than 20 respondents is not shown. # caution: small base

* denotes figure derived from a small base of <20

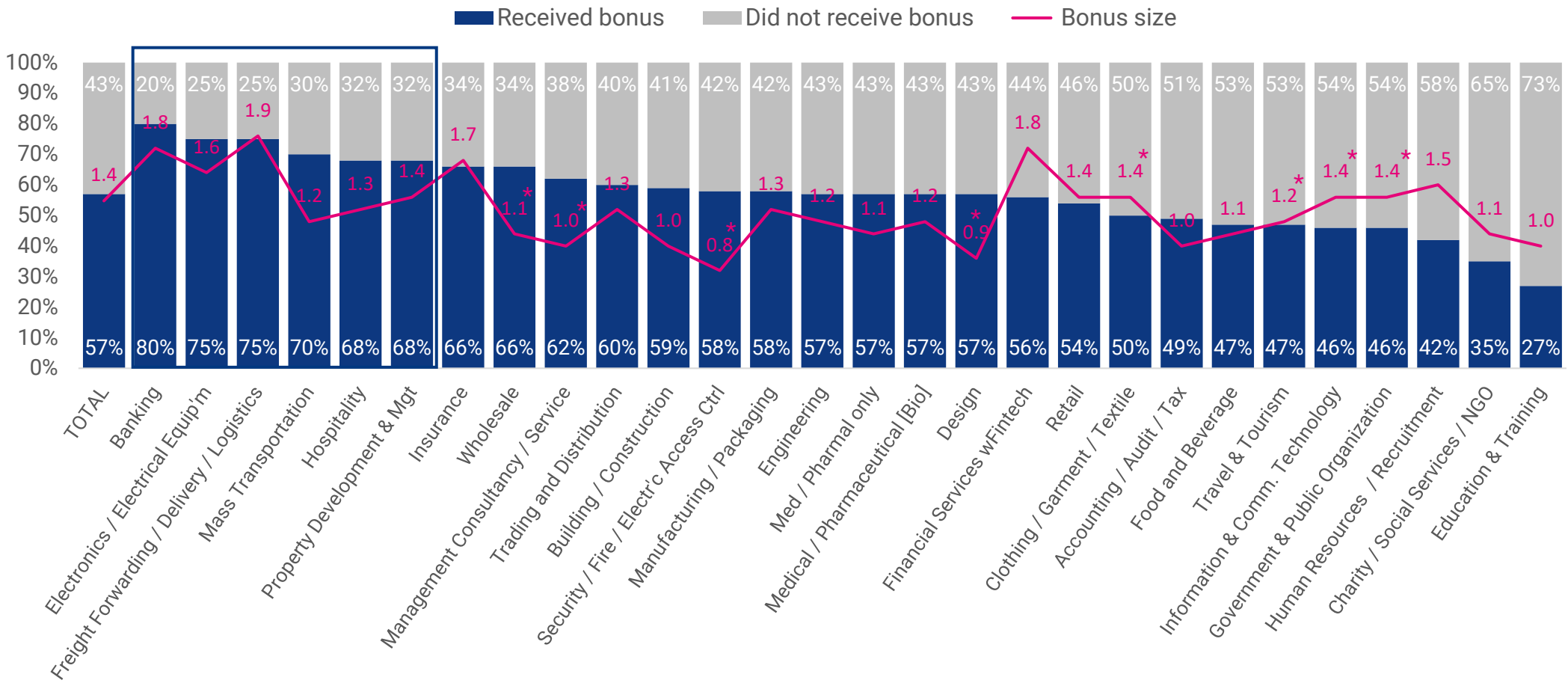
Base : All working on full-time basis (n=3188)

Qn.7a, Which of the benefits did your company provide for 2022? Qn.7b How much bonus did you get for 2022?

Bonus and Double Pay

Bonus received - by industry

- Several industries record a higher incidence of receipt: Banking (80%), Electronics/ Electrical Equipment (75%) Freight Forwarding/ Delivery/ Logistics (75%), Mass Transportation (70%), Hospitality (68%), and Property Development & Management (68%). In terms of the bonus size, Freight Forwarding/ Delivery/ Logistics (1.9 months), Financial Services incl. Fintech (1.8 months), and Banking (1.8 months) reflected a more positive picture.



Industry with less than 30 respondents is not shown * denotes figure derived from a small base

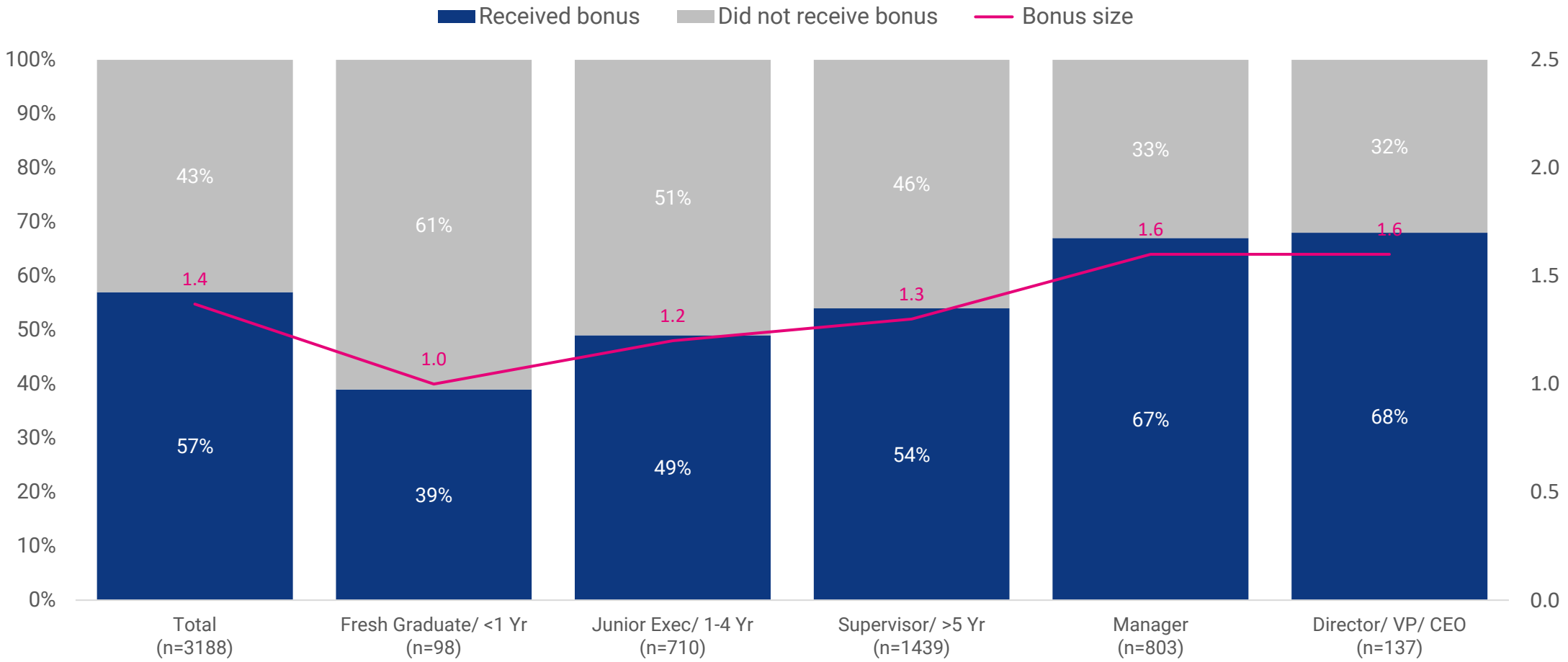
Base : All working on full-time basis (n=3188)

Qn.7a, Which of the benefits did your company provide for 2022? Qn.7b How much bonus did you get for 2022?

Bonus and Double Pay

Bonus received - by career level

• Both incidence of receipt and the bonus size increase with seniority but plateau when getting beyond the Manager level.

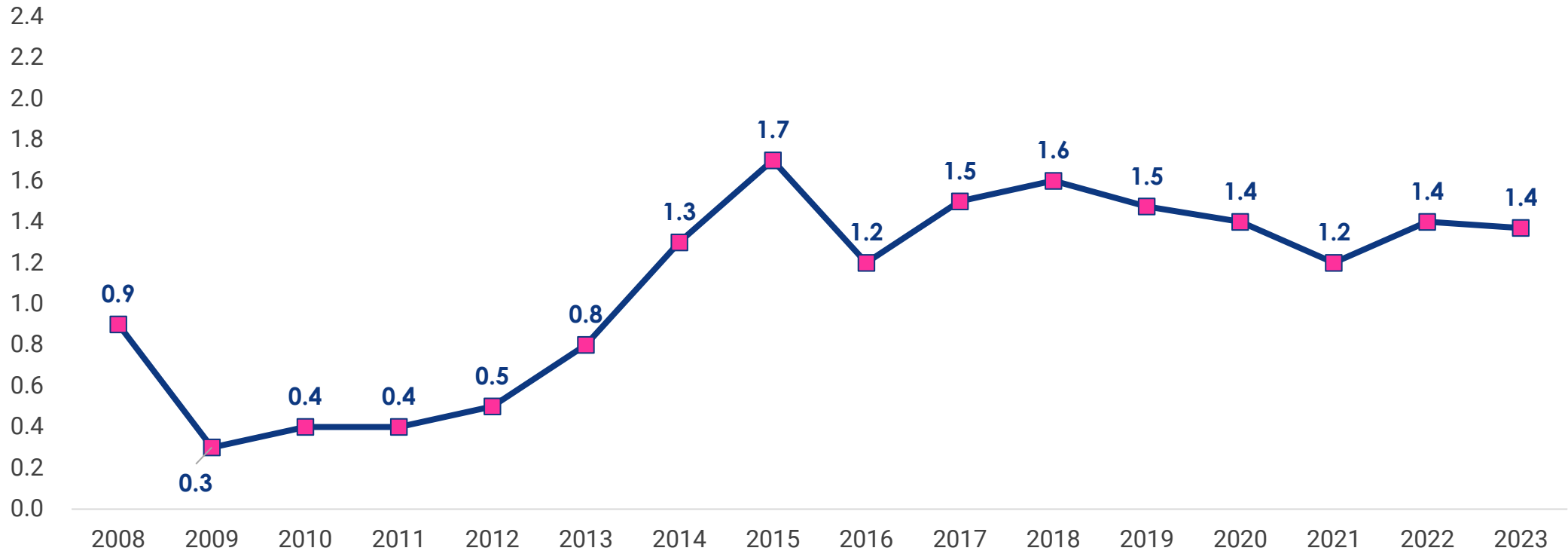


Base : All working on full-time basis

Qn.7a, Which of the benefits did your company provide for 2022? Qn.7b How much bonus did you get for 2022?

Bonus and Double Pay

The overall average size of bonus received over the years

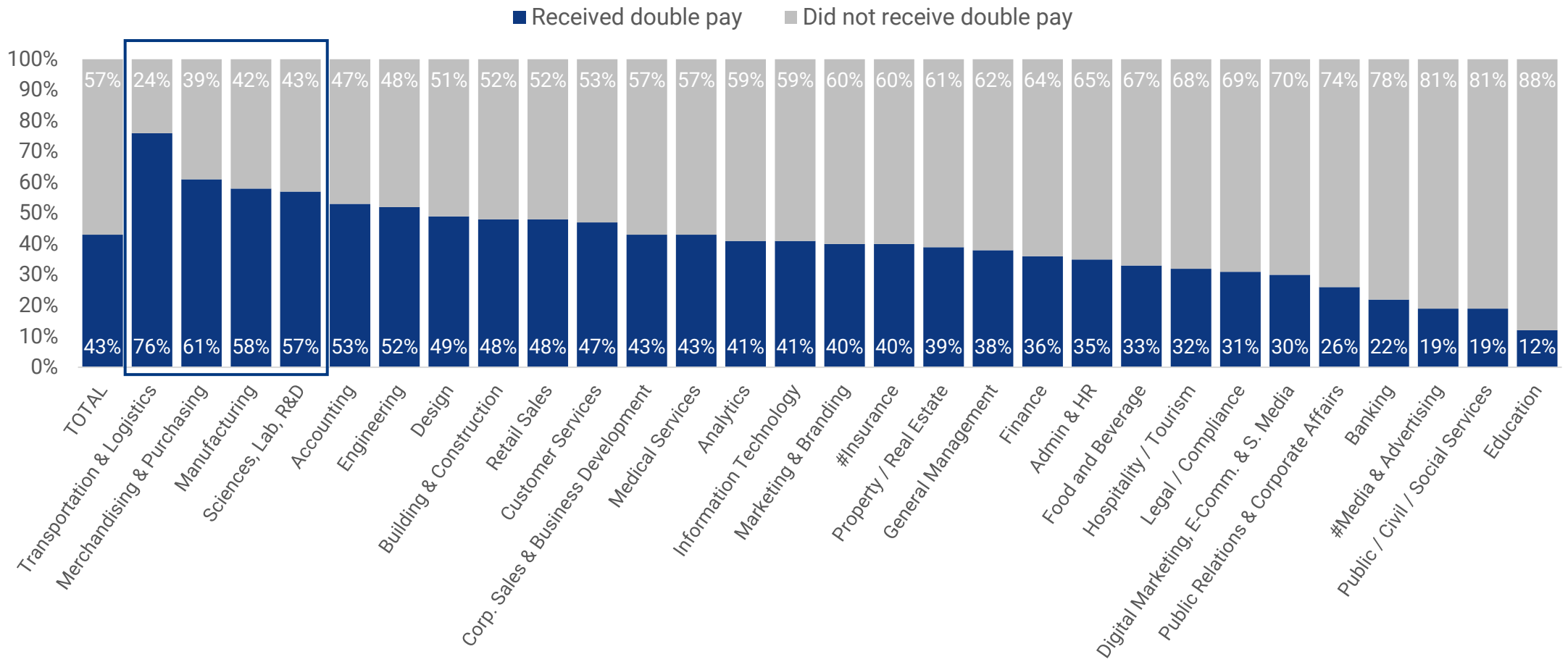


Base in 2023: All working on full-time basis and received bonus (n=1733)
Qn. 7b How much bonus did you get for 2022? (Please answer in terms of the number of extra months you are paid.

Bonus and Double Pay

Double pay received - by job function

- In 2023, less than half of respondents (43%) received double pay (versus 43% in 2022). A higher incidence of double pay was recorded among three job functions: Transportation & Logistics (76%). Merchandising & Purchasing (61%), Manufacturing (58%), and Sciences, Lab, R&D (57%).



Job function with less than 20 respondents is not shown. # caution: small base

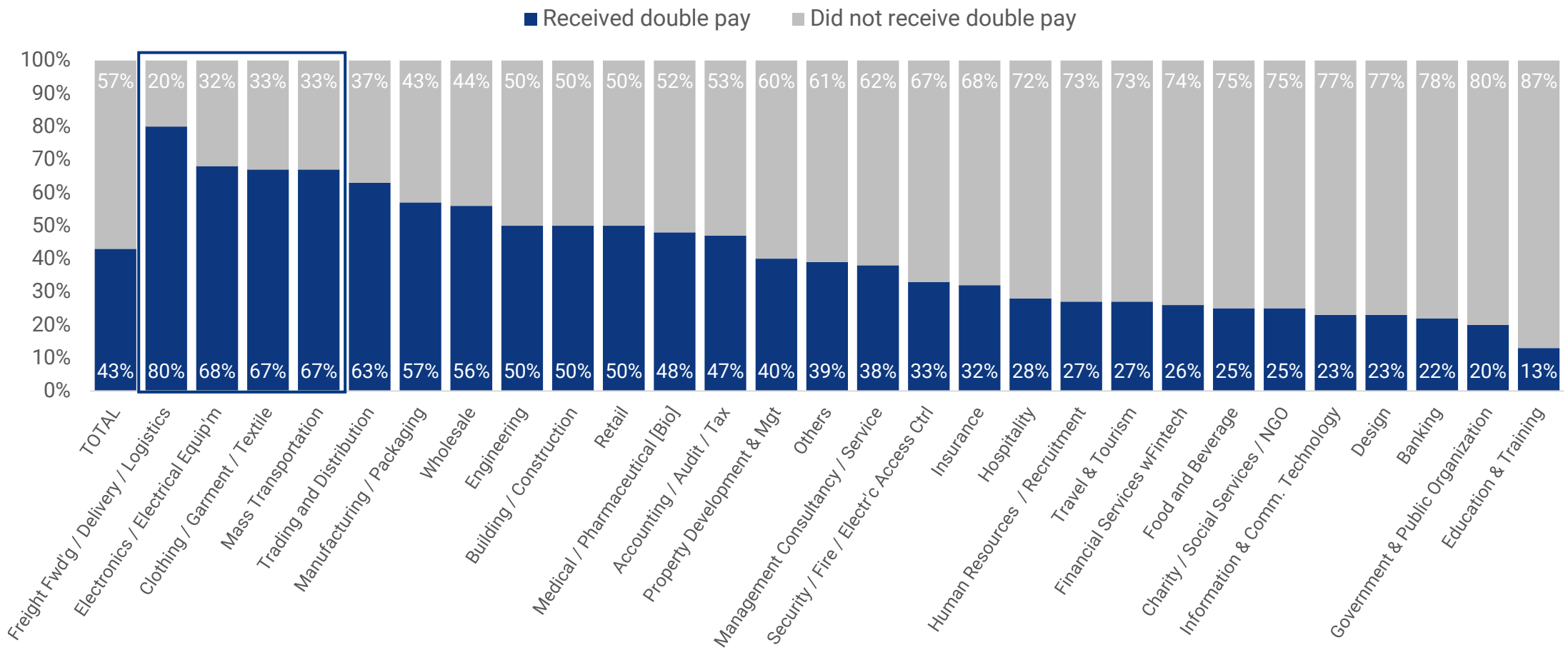
Base : All working on full time basis (n=3188)

Qn.7a, Which of the benefits did your company provide for 2022?

Bonus and Double Pay

Double pay received - by industry

- Higher incidence of receiving double pay was recorded among respondents from a few industries: Freight Forwarding/ Delivery/ Logistics (80%), Electronics/ Electrical Equipment (68%), Clothing/ Garment/ Textile (67%), and Mass Transportation (67%).

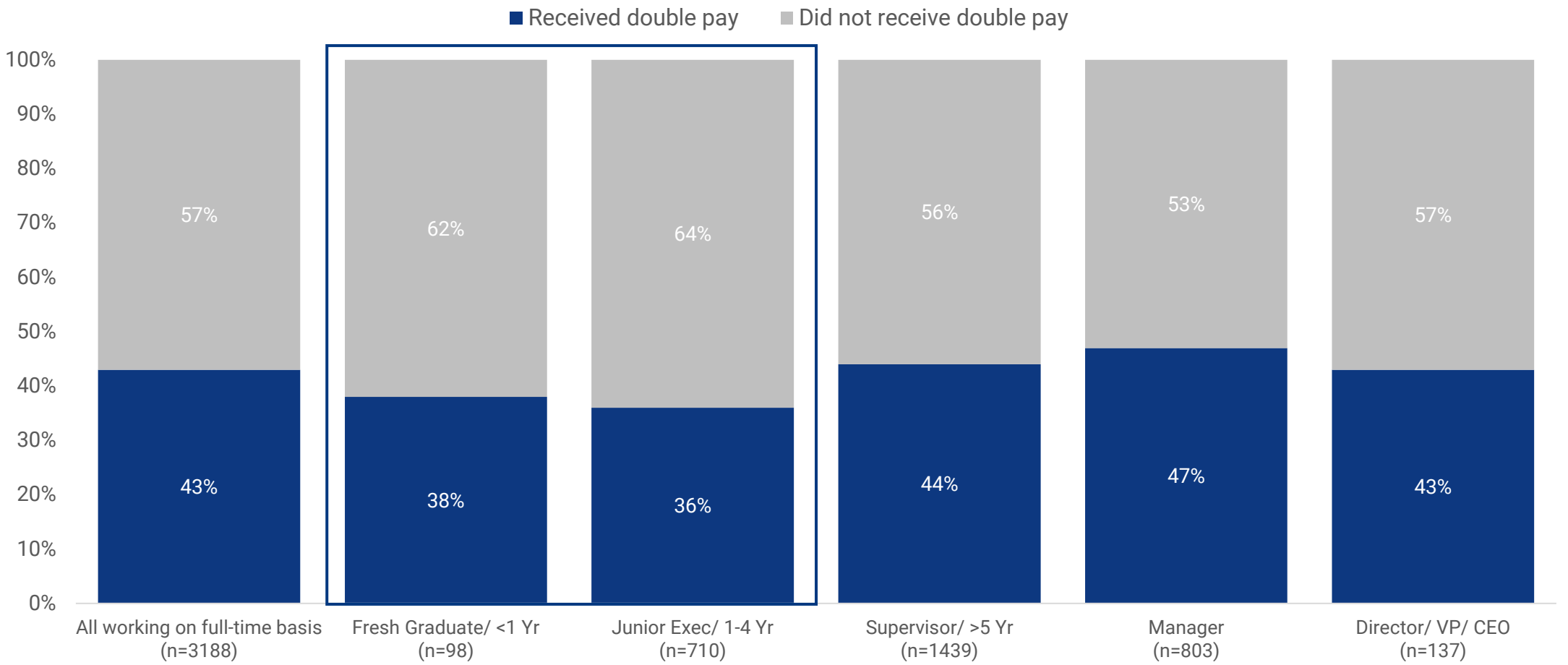


Industry with less than 30 respondents is not shown
Base : All working on full time basis (n=3188)
Qn.7a, Which of the benefits did your company provide for 2022?

Bonus and Double Pay

Double pay received - by career level

- Junior levels (Fresh Graduates/ with less than 1 year of work experience: 38%, Junior Executives/ with 1-4 years of work experience: 36%) registered a relatively lower incidence of receiving double pay.



Base : All working on full time basis

Qn.7a, Which of the benefits did your company provide for 2022? Qn.7b How much bonus did you get for 2022?



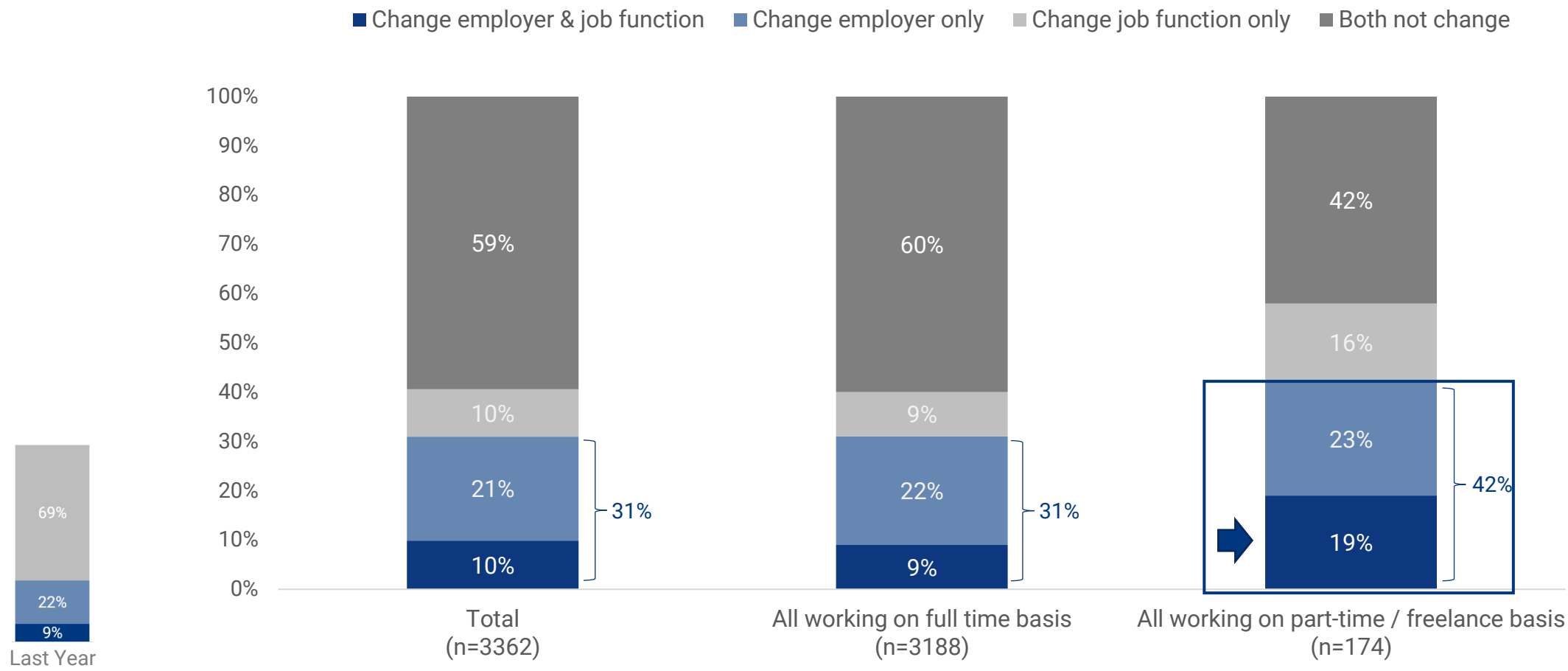
SECTION 5

JOB SWITCH DYNAMICS IN THE PAST 12 MONTHS

Job Switch Dynamics in The Past 12 Months

Incidence of changing jobs – by employment mode

- Overall, 31% changed jobs in the past 12 months, with most only changing employers. Mobility was higher among those working on a part-time and freelance basis as 42% made a move and had a higher incidence of changing both employers and job functions (19%).



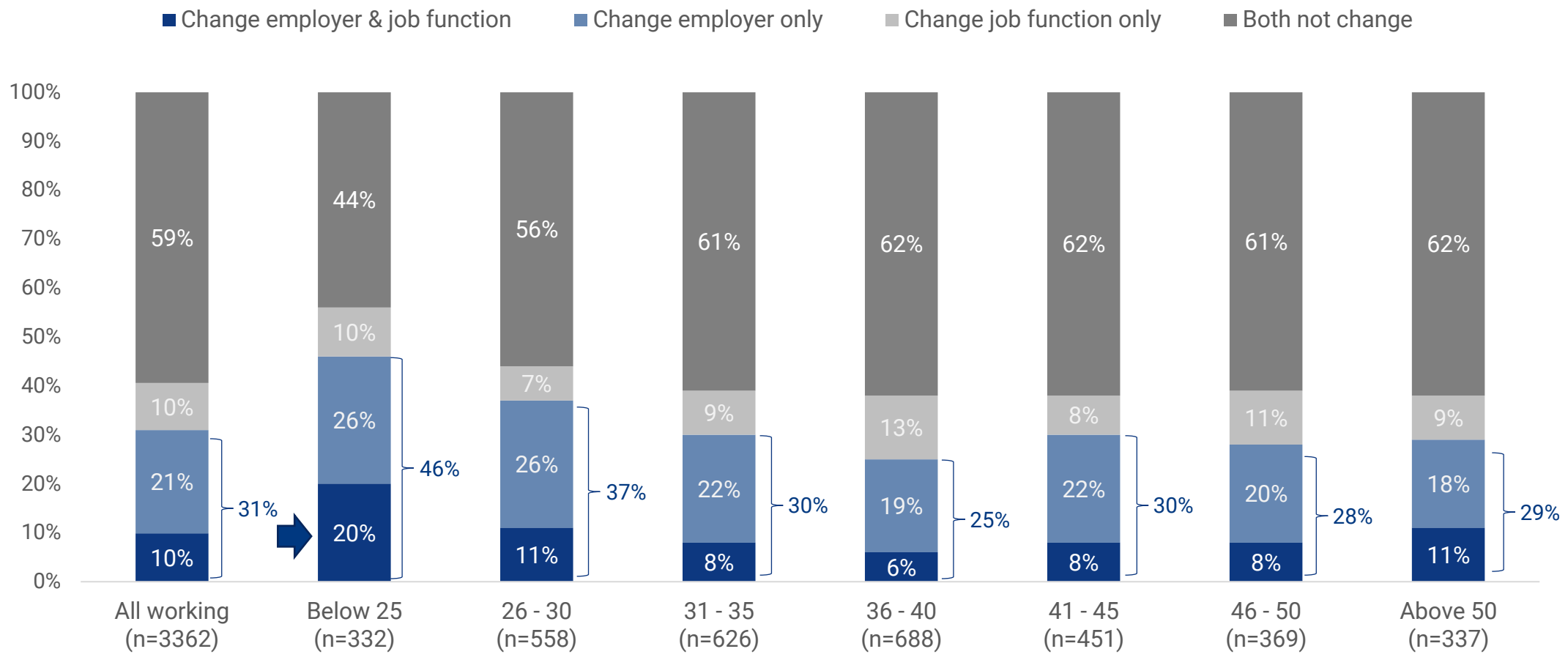
Base: All working respondents

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Incidence of changing jobs – by age

- Younger segments revealed higher mobility in the past 12 months. 46% of those aged below 25 made a move. So did 37% of those aged 26-30.
- Changing job function while changing employer is more common among the youngest respondents aged below 25 (20%).



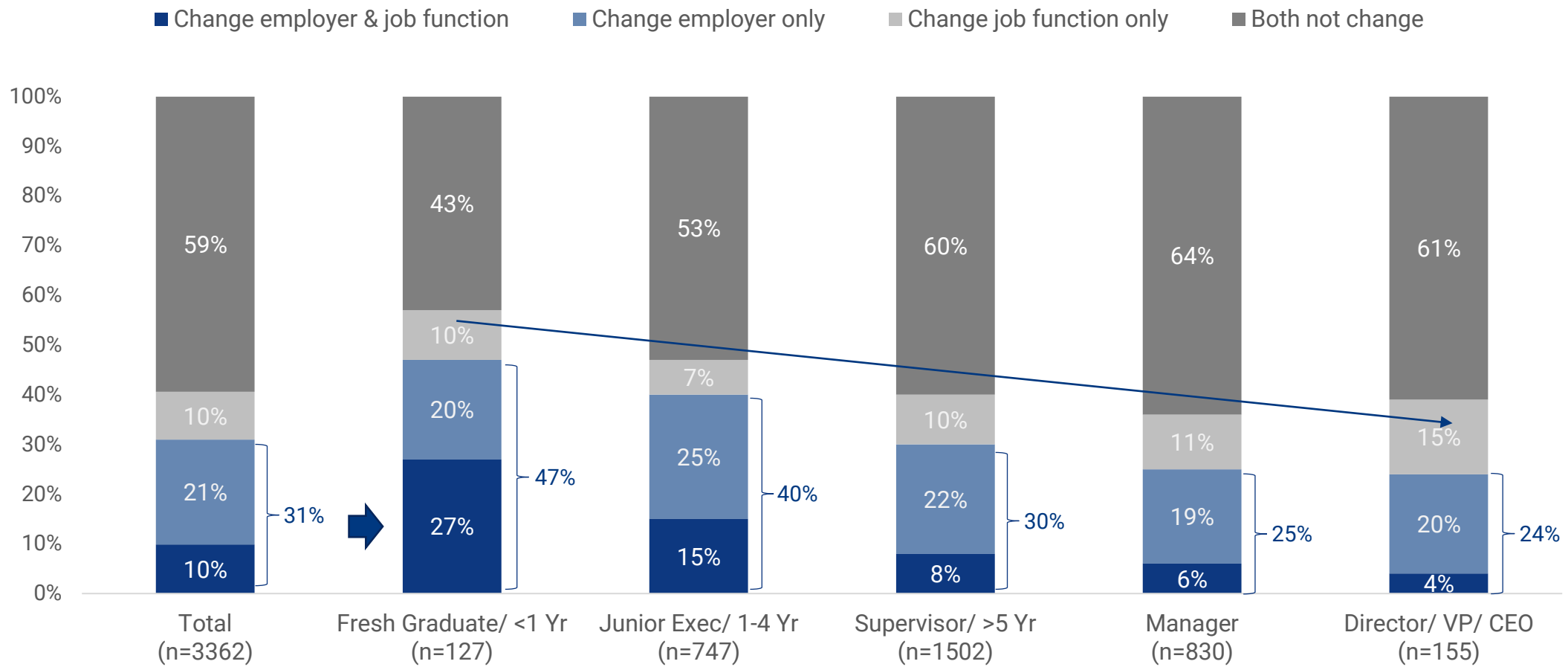
Base: All working respondents

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Incidence of changing jobs – by career level

- Incidence of changing jobs declines with seniority.
- Re-echoing the findings by age, junior levels showed higher mobility. 47% of the Fresh Graduates/ with less than 1 year of work experience made a change and 27% of them have changed both employer and job function. 40% of the Junior Executives/ with 1-4 years of work experience also switched.



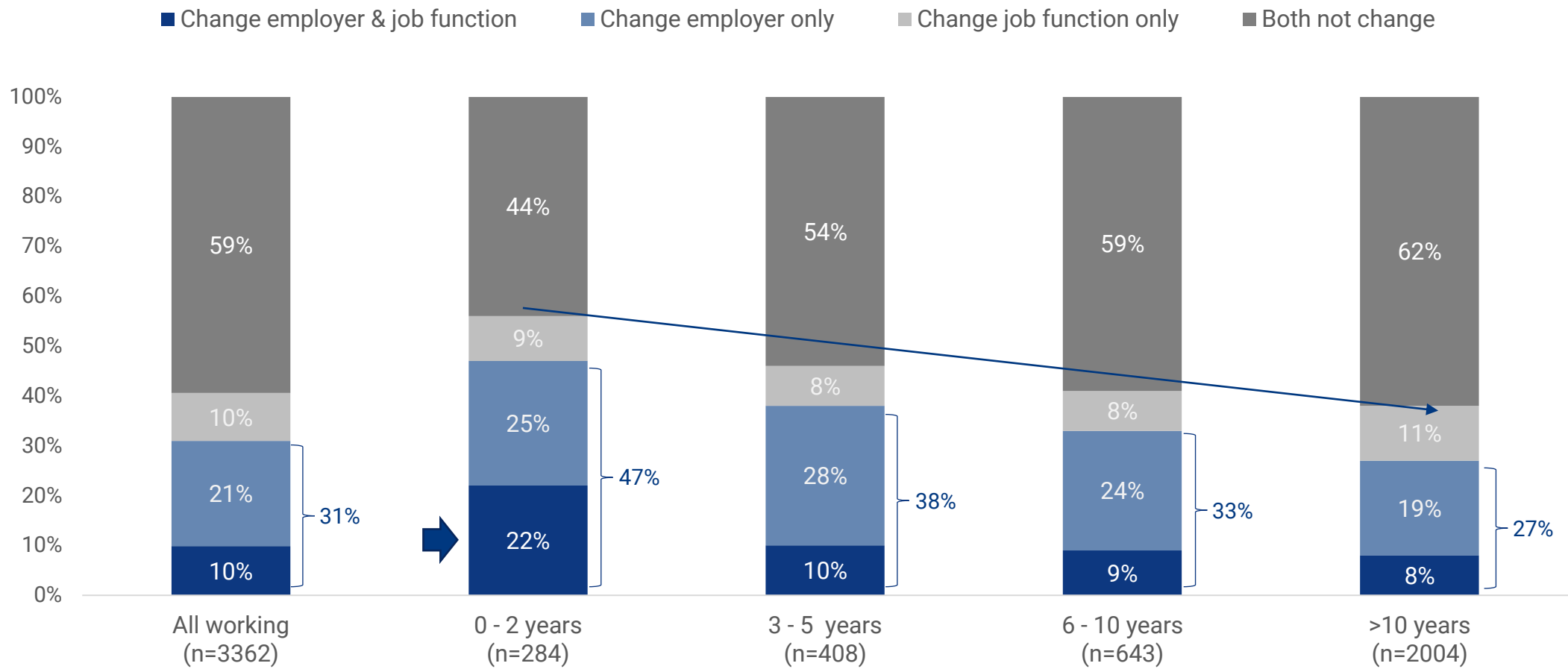
Base: All working respondents

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Incidence of changing jobs – by work experience

- Incidence of changing jobs also declines with the length of work experience.
- Those with shorter work experience registered a higher incidence of changing jobs in the past 12 months (with 0-2 years of work experience: 47%, with 3-5 years of work experience: 38%). 22% of those with 0-2 years of work experience also changed their job functions when changing employers.



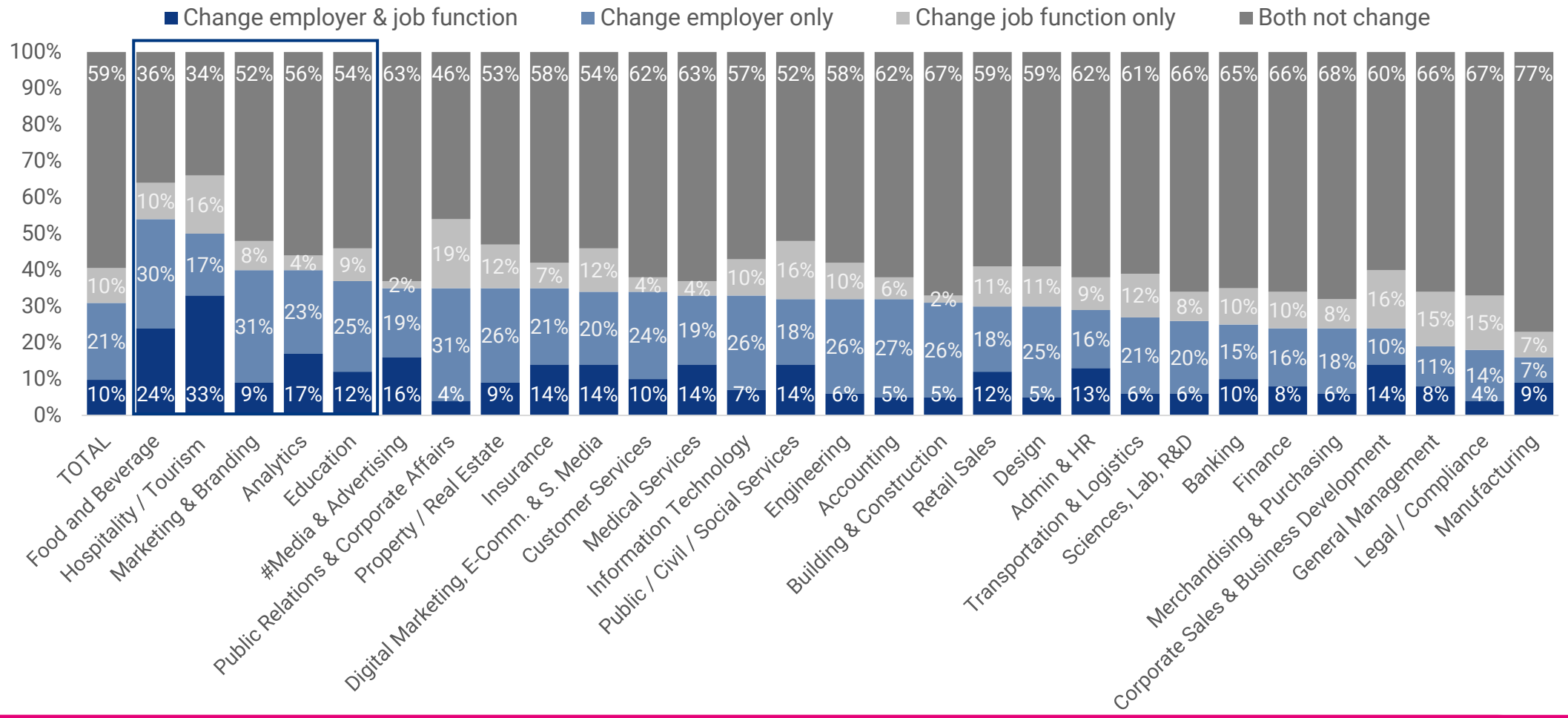
Base: All working respondents

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Incidence of changing job – by job function

- Respondents from these 5 job functions showed more movement: Food & Beverage (54%), Hospitality/ Tourism (50%), Marketing & Branding (40%), Analytics (40%), and Education (37%).



Job function with less than 20 respondents is not shown. # caution: small base

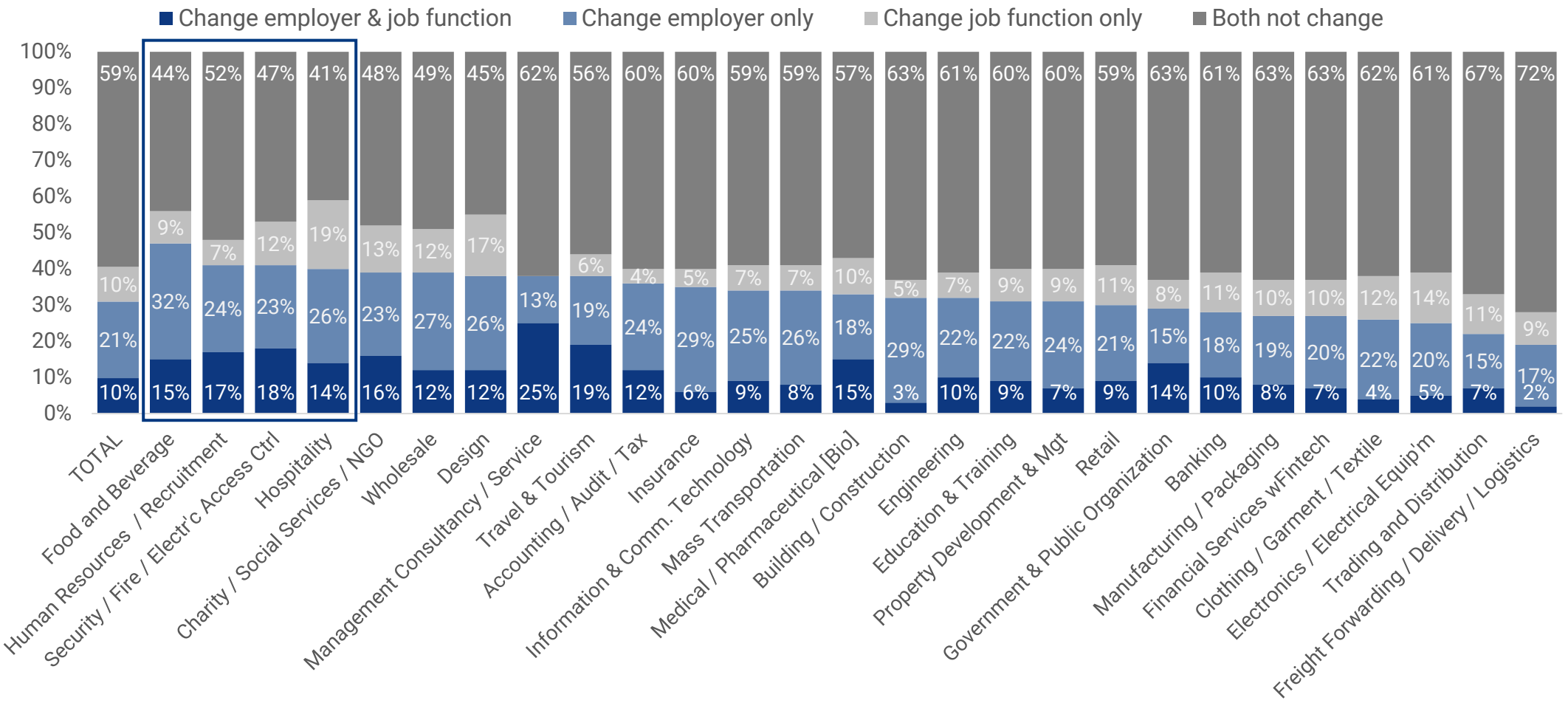
Base: All working respondents (n=3362)

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Incidence of changing job – by industry

- Several industries reflect a higher incidence of job switches in the past 12 months: Food and Beverage (47%), Human Resources/ Recruitment (41%), Security/ Fire/ Electronic Access Controls (41%), and Hospitality (40%).



Industry with less than 30 respondents is not shown

Base: All working respondents (n=3362)

Qn. 8a Which of the following best describes your work status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Reasons for changing jobs (Top 5 reasons) – among full-timers

- Full-time employees were largely pushed by “dissatisfied with salary/benefits”(33%), “discontent with company culture/management style” (31%), “low advancement opportunity” (28%), “sought for higher pay (even at the same rank) in a new job” (26%), and “too much workload and pressure” (23%)



*Top 5 reasons from the findings in 2022

Reasons with less than 5% mention are not shown
Base: All working on full-time basis and have changed job in P12M (n=981)
Qn. 8a Overall, what were your reasons for job switching? (You can choose up to 5 options)

Job Switch Dynamics in The Past 12 Months

Reasons for changing jobs (Top 5 reasons) – among part-timers/freelancers

- Part-timers and freelancers shared the top two reasons with full-timers: “discontent with company culture/ management style” (25%) and “dissatisfied with salary/ benefits”(20%). In addition, they attributed to “employment contract expired” (18%), “long working hours” (17%), and “change in job nature” (16%).



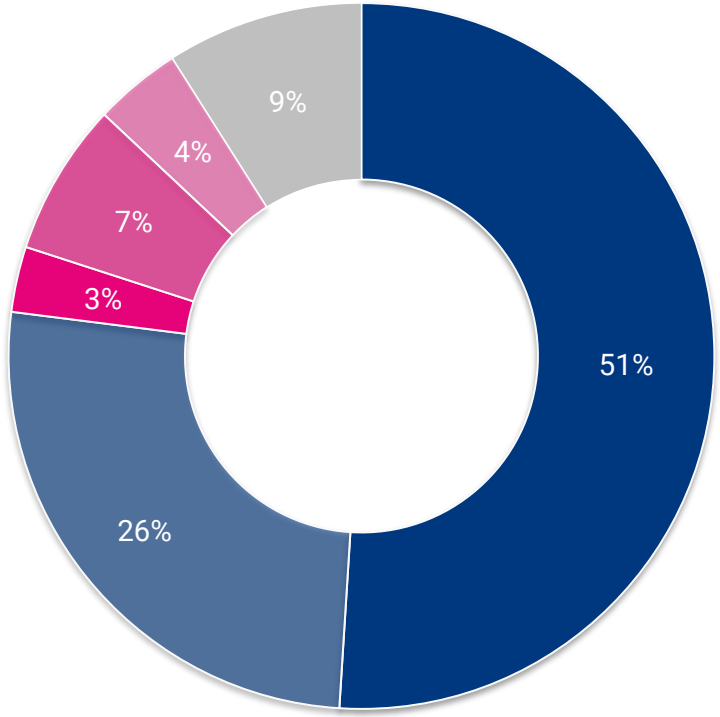
*Top 5 reasons from the findings in 2022

Reasons with less than 5% mention are not shown
Base: All working on full-time basis and have changed job in P12M (n=72)
Qn. 8a Overall, what were your reasons for job switching? (You can choose up to 5 options)

Job Switch Dynamics in The Past 12 Months

Circumstances of leaving the previous job – by employment mode

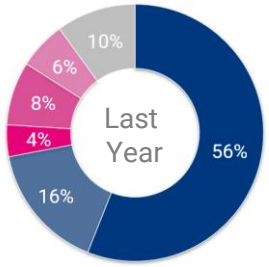
- 77% of the respondents who changed jobs in the past 12 months on their own initiatives. 26% resigned before securing a new job offer.
- 14% switched jobs in the past 12 months on passive grounds.



Own initiatives* : ***77%***

Passive factors* : ***14%***

- Accepted a new job offer before resignation
- Resigned before getting a new job offer
- Previous company liquidated / closed down / withdrew from HK
- Previous company laid off employees
- Forced to resign
- Other scenarios



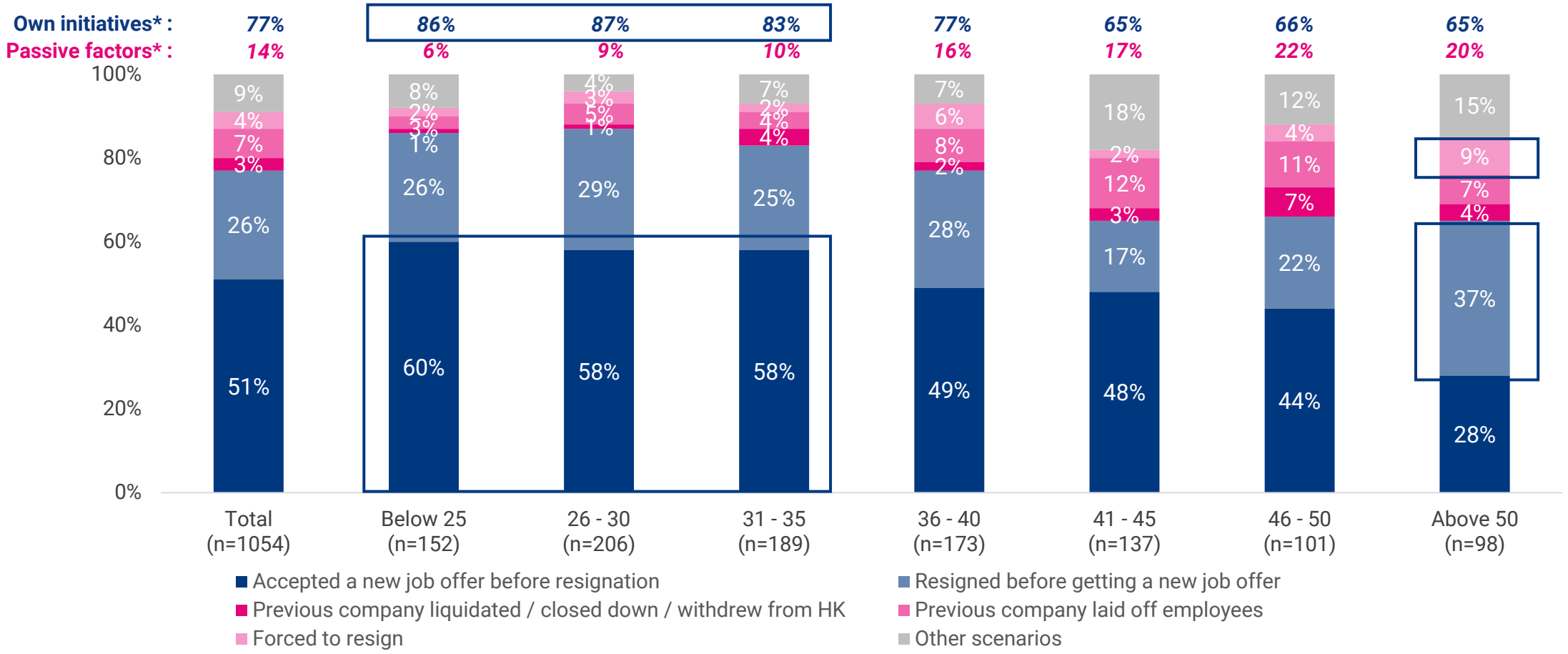
Base : All working respondents who changed job in P12M (n=1054)

*Own initiatives – 'Accepted a new job offer before resignation' / 'Resigned before getting a new job offer'
Passive factors - 'Previous company liquidated / closed down / withdrew from HK' / 'Previous company laid off employees' / 'Forced to resign'
Qn. 8a1 Which of the following can best describe your job switching status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Circumstances of leaving the previous job – by age

- Younger segments show a higher tendency of changing jobs of their own accord (83% - 87%). They are more likely to get a new job offer before resignation (58% - 60%).
- On the contrary, those aged above 50 reflected a higher incidence of resigning before getting a new job offer (37%). They also registered the highest incidence of being forced to resign (9%).



*Own initiatives – 'Accepted a new job offer before resignationfer' / 'Resigned before getting a new job offer' Passive factors - 'Previous company liquidated / closed down / withdrew from HK' / 'Previous company laid off employees' / 'Forced to resign'

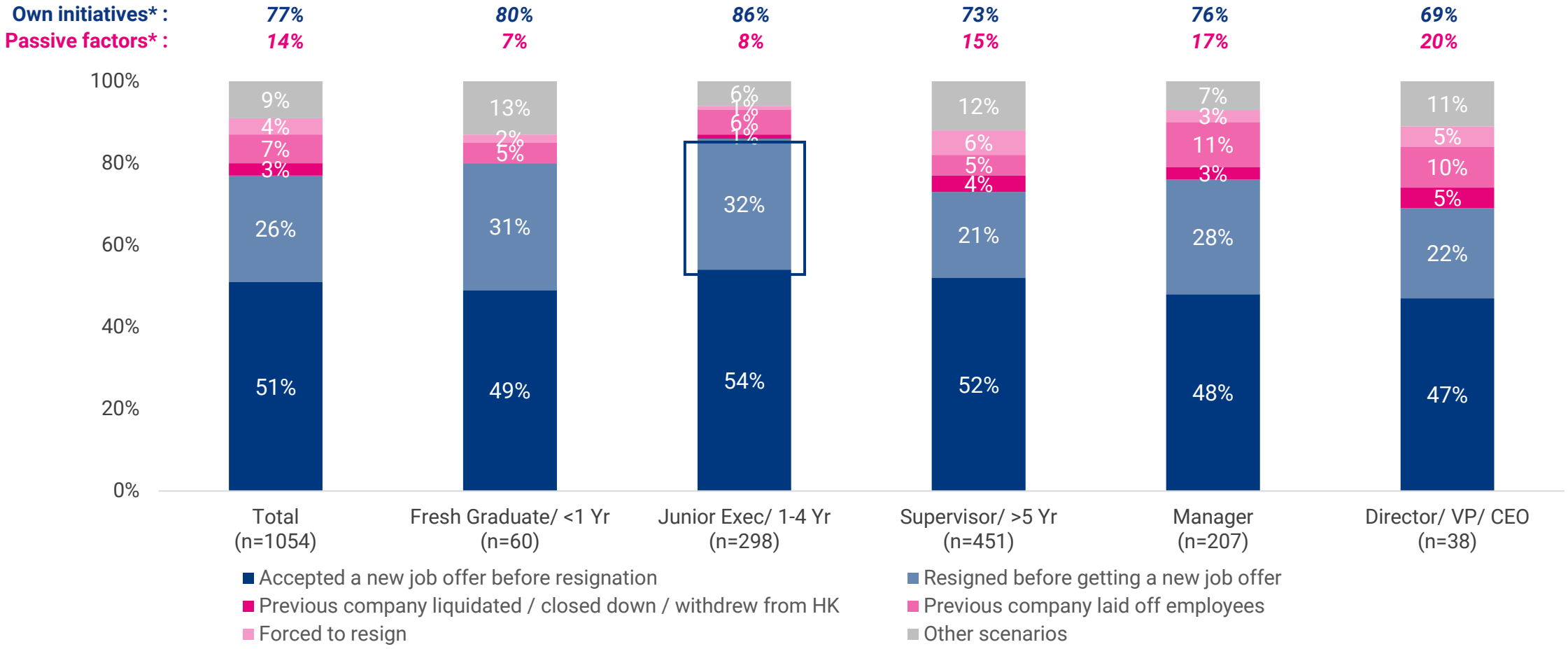
Base: All working respondents who changed job in P12M

Qn. 8a1 Which of the following can best describe your job switching status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Circumstances of leaving the previous job – by career level

- The pattern across different career levels is largely consistent except that a larger proportion of Junior Executives/ with 1-4 years of work experience (32%) did resign before getting a new job offer.



*Own initiatives – 'Accepted a new job offer before resignationfer' / 'Resigned before getting a new job offer' Passive factors - 'Previous company liquidated / closed down / withdrew from HK' / 'Previous company laid off employees' / 'Forced to resign'

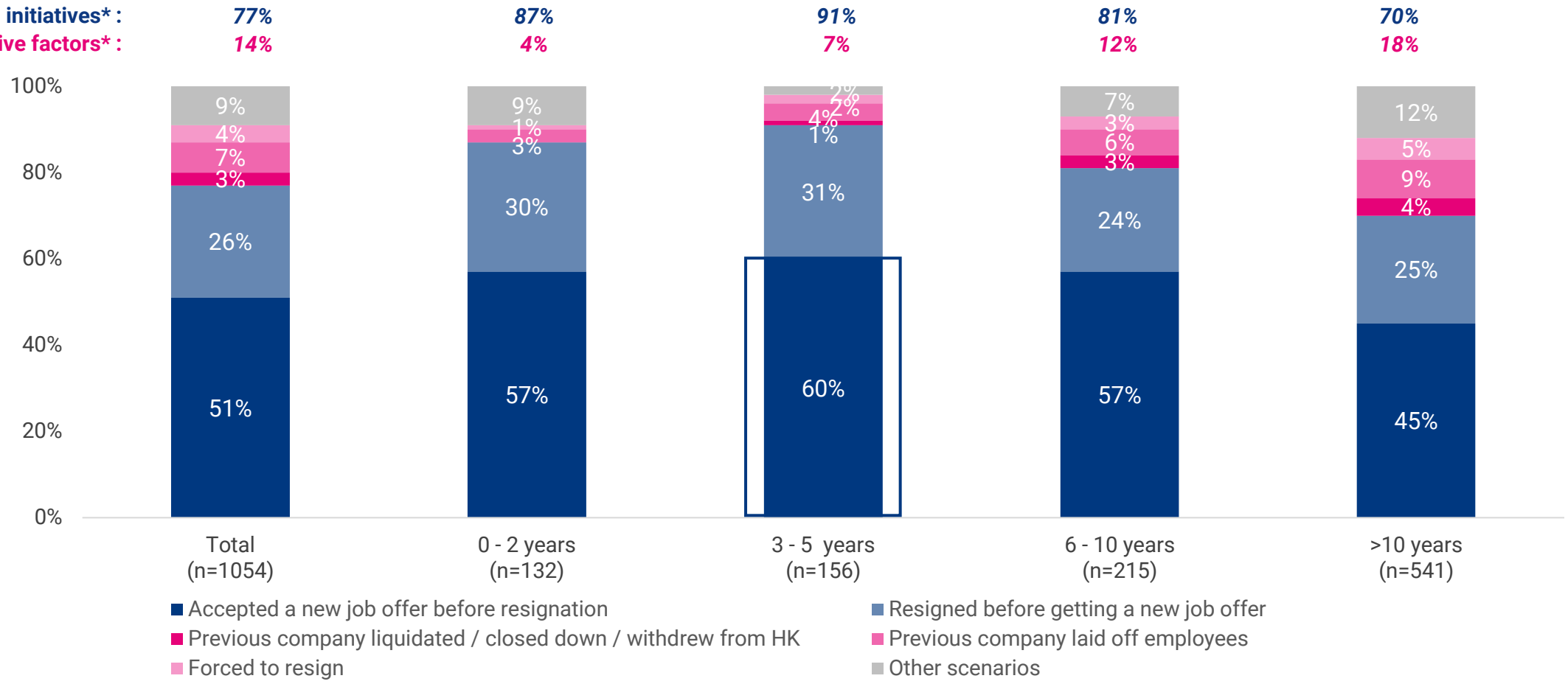
Base: All working respondents who changed job in P12M

Qn. 8a1 Which of the following can best describe your job switching status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Circumstances of leaving the previous job – by work experience

• Those with 3-5 years of work experience reported a higher incidence of accepting a new job offer before resignation (60%).



*Own initiatives – 'Accepted a new job offer before resignationfer' / 'Resigned before getting a new job offer'

Passive factors - 'Previous company liquidated / closed down / withdrew from HK' / 'Previous company laid off employees' / 'Forced to resign'

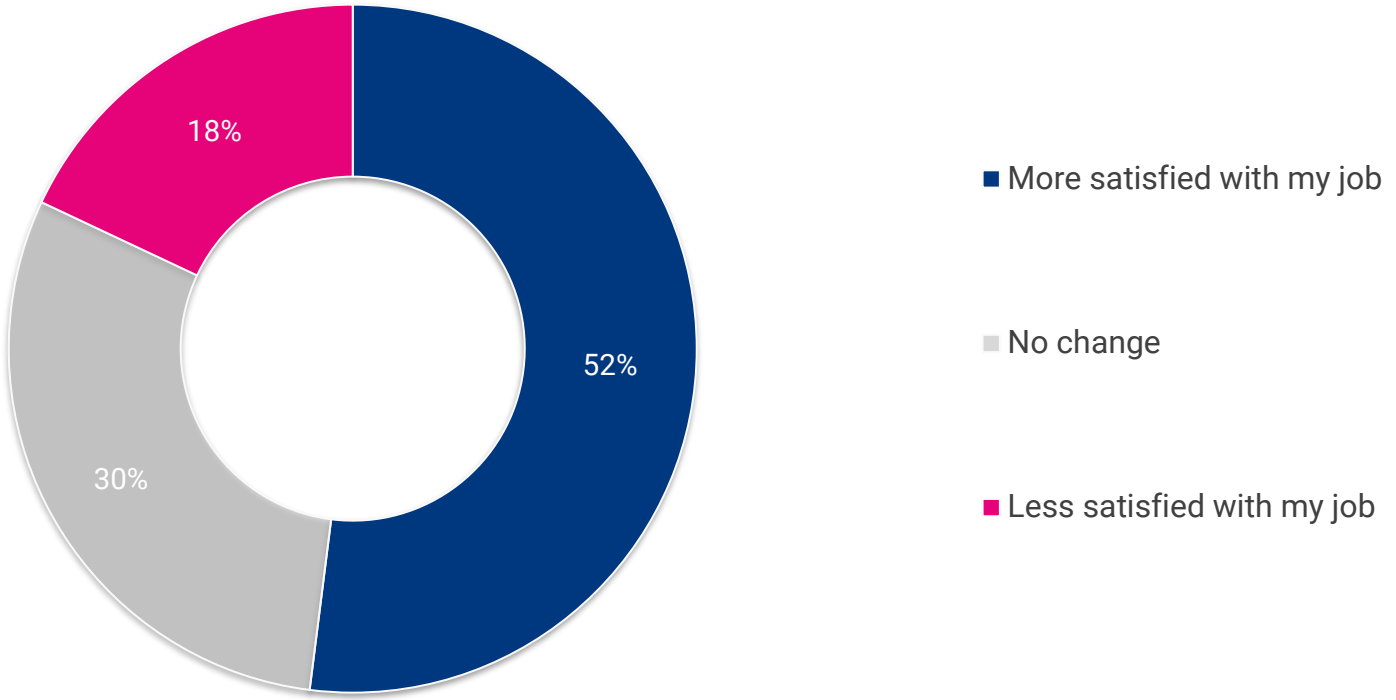
Base: All working respondents who changed job in P12M

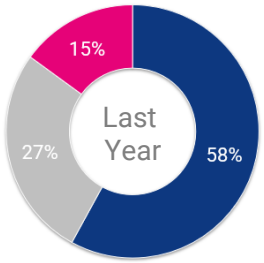
Qn. 8a1 Which of the following can best describe your job switching status in the past 12 months?

Job Switch Dynamics in The Past 12 Months

Work experience after changing jobs

• Around half of those having changed jobs in the past 12 months (52%) have found a better experience in the new role.





Base : All working respondents who changed job in P12M (n=1054)

Qn. 8c Overall, how would you describe our work experience after changing your job?

Job Switch Dynamics in The Past 12 Months

Dynamics of switching job functions while changing jobs – who are they?

51% are aged 35 or below (20% are aged below 25)

58% are female

33% are Junior Executives or those with 1 - 4 years of experience

90% are full-time employees, **8%** are part-timers/ freelancers

17% experienced pay-cut (versus 6%)

Their average salary adjustment is **0.8%** (versus 3.7%)

41% did not receive any bonus/ double pay (versus 26%)

61% are ACTIVE JobsDB users (versus 43%)

( ) denotes findings of overall sample

Base: All working respondents who changed job and job function in P12M (n=329)

Job Switch Dynamics in The Past 12 Months

Switching job functions – the propensity of shift

- Respondents working in a few job functions reflected a stronger tendency to switch job functions: Retail Sales, Food and Beverage and Public/ Civil/ Social Services.

	All working	Previous function of those changing job function	Index of Switch Strength	Current job function after change
Base	*3362*	*261*		*261*
Accounting	11%	2%	-8.6	5%
Admin & HR	15%	7%	-8.0	17%
Analytics	1%	1%	0.0	3%
Banking	3%	1%	-1.4	3%
Finance	2%	2%	**0.6**	2%
Beauty Care / Health	0%	1%	**0.6**	0%
Building & Construction	4%	2%	-2.1	2%
Engineering	6%	4%	-2.8	5%
Customer Services	3%	6%	2.5	3%
Design	2%	2%	-0.1	1%
Digital Marketing, E-Commerce & Social Media	2%	1%	-0.2	2%
Media & Advertising	1%	4%	**3.1**	2%
Education	4%	5%	**1.4**	5%
Food and Beverage	2%	6%	**3.2**	5%
General Management	2%	1%	-1.1	2%
Hospitality / Tourism	1%	2%	**0.8**	6%
Information Technology	9%	1%	-7.9	6%
Insurance	1%	1%	**0.3**	1%
Legal / Compliance	2%	1%	-0.3	1%
Manufacturing	2%	3%	**1.6**	1%
Marketing & Branding	4%	2%	-1.9	4%
Public Relations & Corporate Affairs	1%	4%	**2.4**	0%
Medical Services	1%	3%	**1.7**	2%
Merchandising & Purchasing	3%	5%	**1.9**	2%
Property / Real Estate	4%	1%	-2.4	3%
Public / Civil / Social Services	2%	6%	**3.2**	4%
Retail Sales	2%	7%	**5.0**	2%
Corporate Sales & Business Development	3%	1%	-1.6	4%
Sciences, Lab, R&D	1%	2%	**0.5**	1%
Transportation & Logistics	6%	4%	-2.0	2%
Others	1%	13%	11.5	4%

'Index of Switch Strength' : an index of the difference between the % under column 'All working' and 'Previous job function of those changing job function '

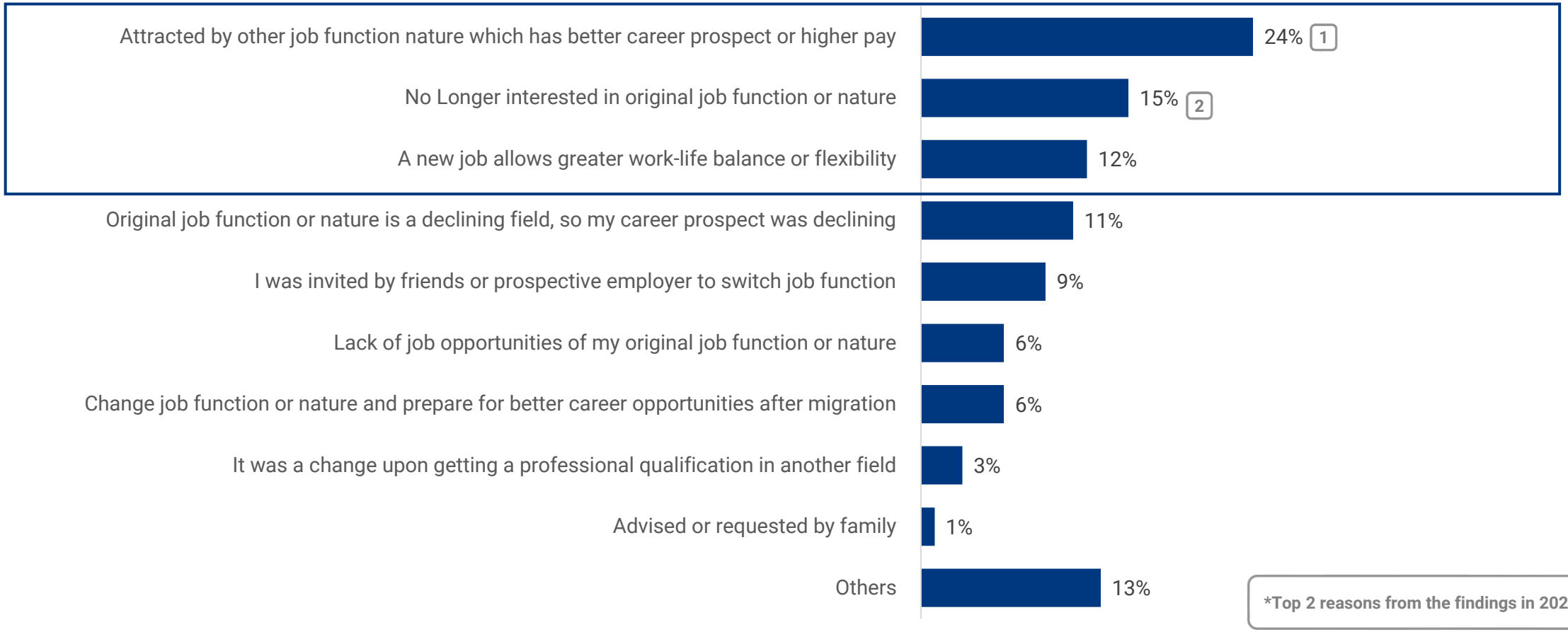
Base: All working who have changed to other job function in the past 12 months (n=261)

Qn. 8a4 From which job function or nature did you change to your current job function or nature?

Job Switch Dynamics in The Past 12 Months

Major reasons for switching job functions during the last job switch

- Respondents change job function primarily due to the pull of other job functions with better career prospects or higher pay (24%), followed by push factors of “losing interest in original job function” (15%) and the pursuit of greater work-life balance or flexibility (12%).



*Top 2 reasons from the findings in 2022

Base: All working who have changed job function in the past 12 months (n=329)
Qn. 8a3 What is the trigger point of your job function change in the past 12 months? (Single answer)

Job Switch Dynamics in The Past 12 Months

Success factors for changing to another job function

- Respondents mainly attribute success in changing job function to “good preparation for interview” (30%), “switch to job function/ occupation in high demand” (29%), and “acquire new skills and equip via self-learning” (23%)



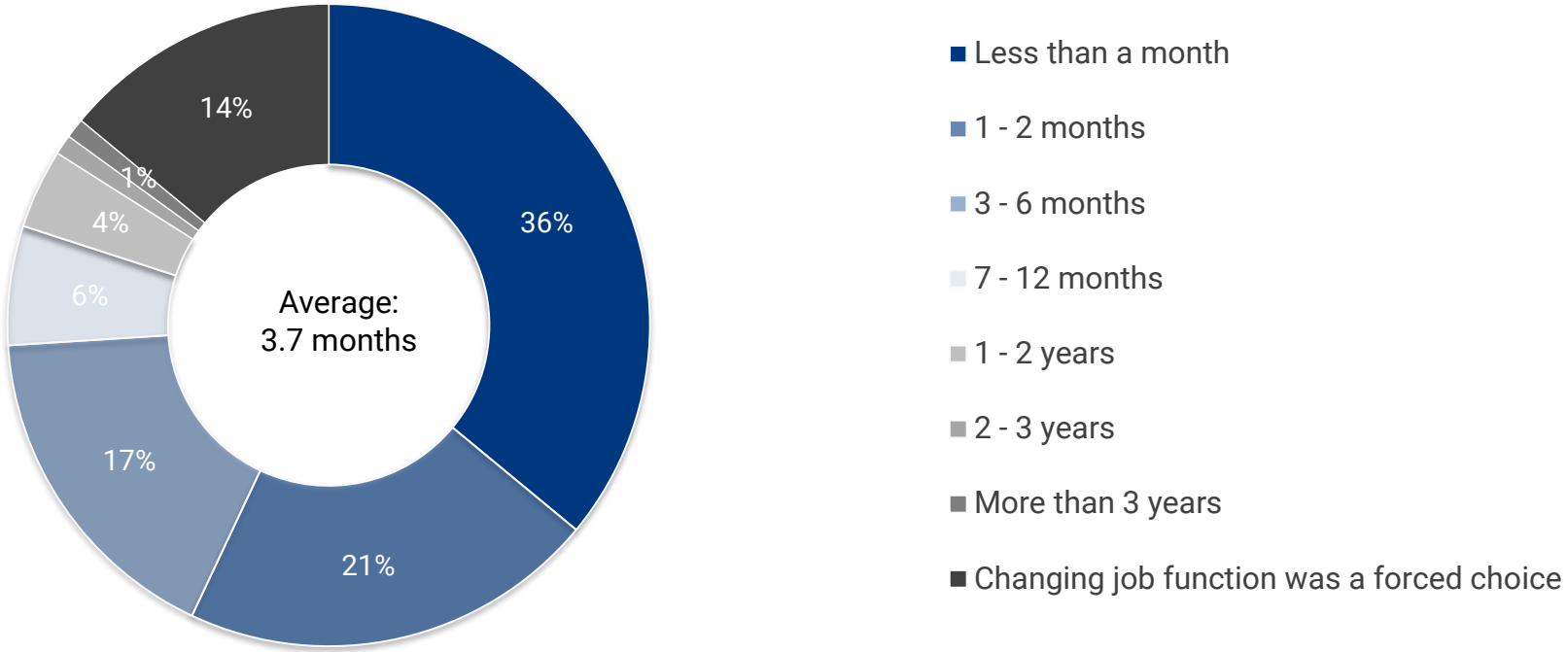
Base: All working who have changed job function in the past 12 months (n=329)

Qn. 8a4ii What are the success factors for you to change from other job functions or nature? (You can choose more than one answer)

Job Switch Dynamics in The Past 12 Months

Switching job functions – Decision-making time

• 57% indicated that they decided to change of job functions within 2 months. On average, they took 3.7 months to make up their mind.



Base : All who changed job function when changing job in P12M (n=329)

2022 findings

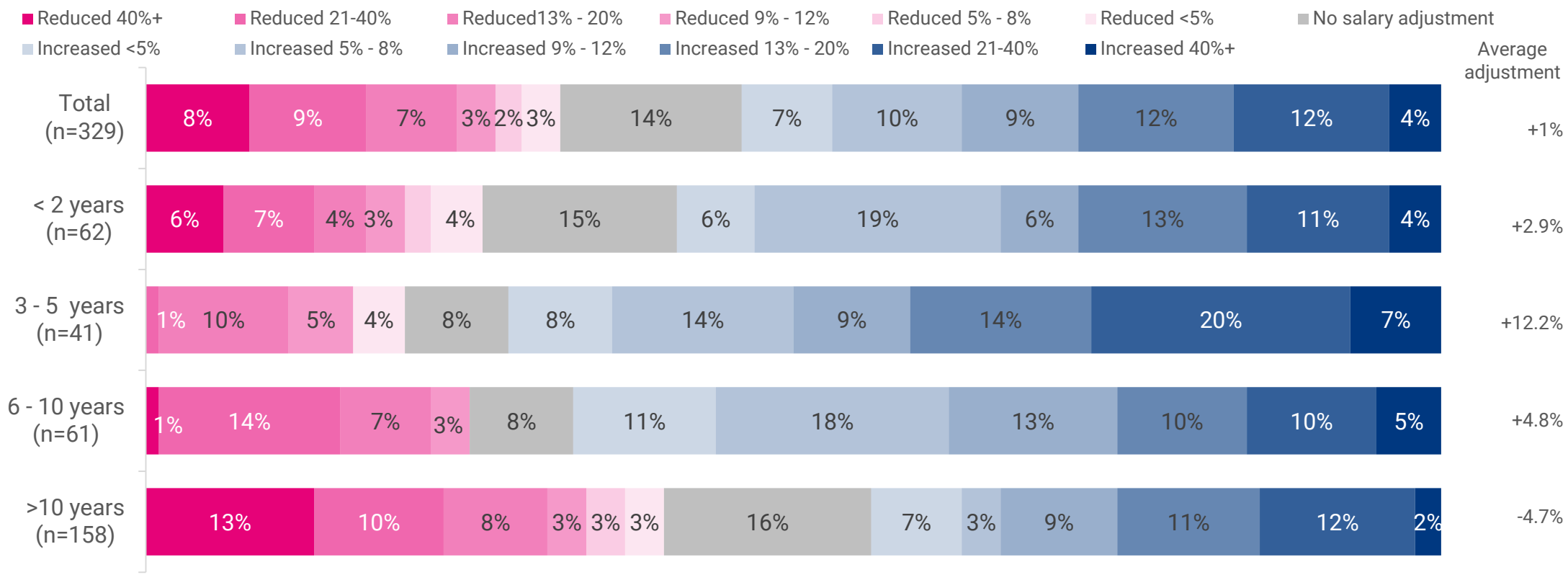
Average: 3.7 months

Qn. 8a6 How long did it take to make the decision to job switch?

Job Switch Dynamics in The Past 12 Months

Percentage of salary adjustment upon switching job functions in the past 12 months

- Respondents with 3-5 years of work experience reflected a more positive picture upon changing job functions. 72% had a pay rise.
- On the contrary, those with 10 years of work experience or more reported a reversed picture. 40% still suffered a pay cut.



Base: All who changed job function when changing job in P12M (n=329)
Qn. 8a5 What is the percentage of the salary adjustment as a result of job switching?



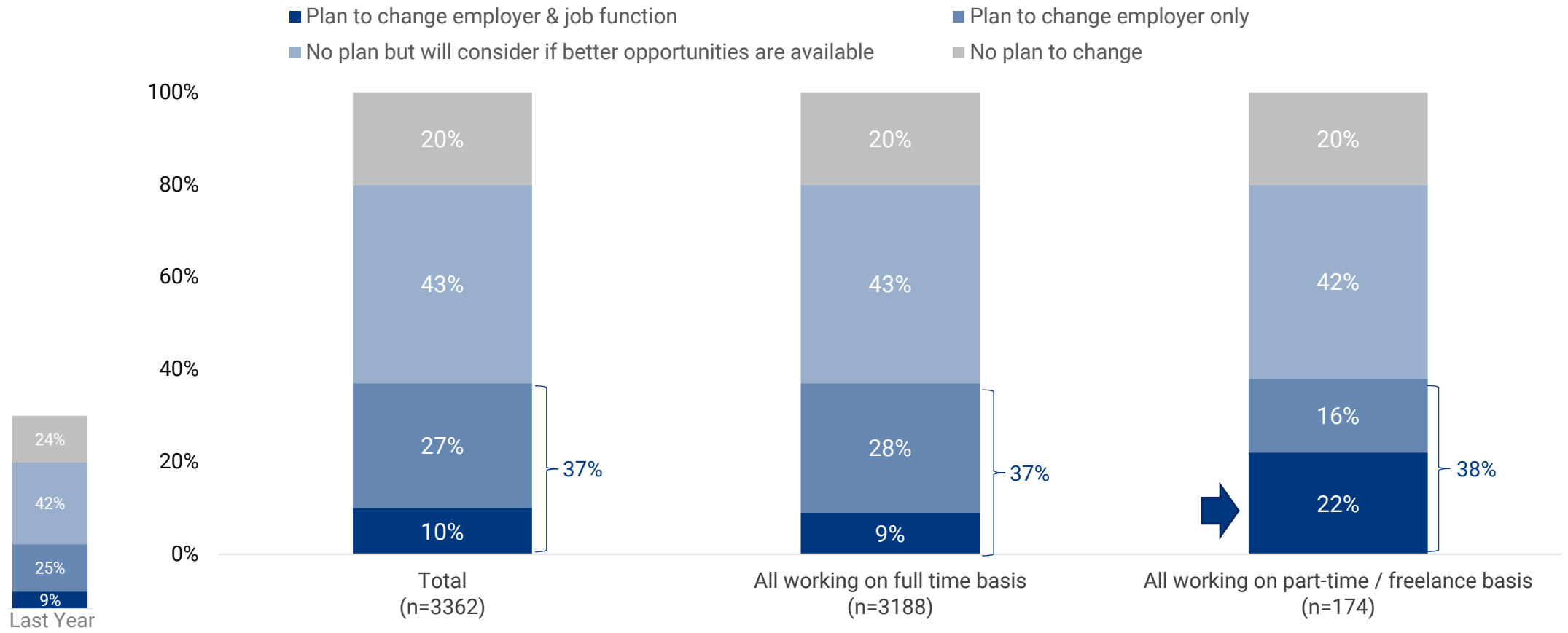
SECTION 6

JOB SWITCH PROPENSITY IN THE COMING THREE MONTHS

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by employment mode

- 80% of the respondents, regardless of their current employment mode, are planning or open to the idea of changing jobs (a slight rise from 76% in 2022). In comparison, the full-timers incline to change employers only whereas the part-timers/ freelancers (22%) show a high tendency of changing the job function as well.



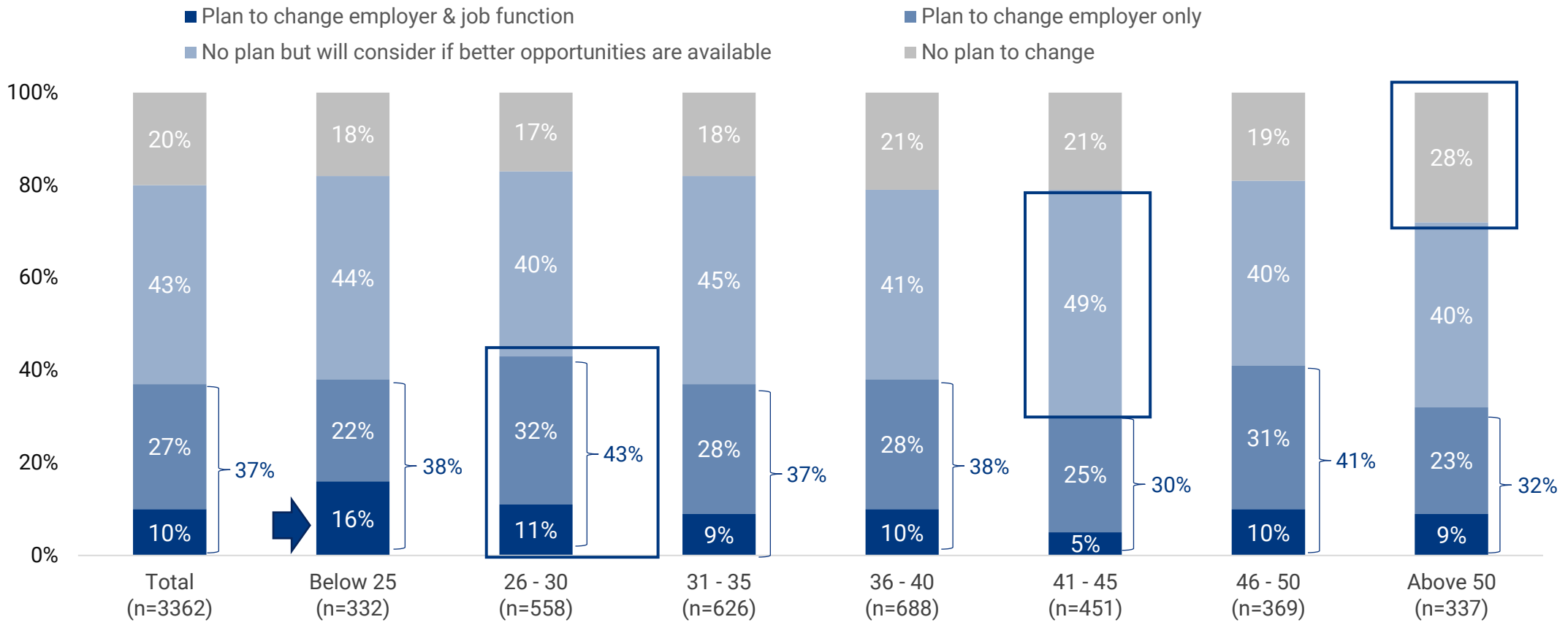
Base: All working respondents

Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by age

- Those aged 26-30 revealed the highest propensity to change jobs in the coming three months (43%) whilst the youngest segment stands out in terms of planning to change both employers and job functions (16%).
- Among the mature respondents, those aged above 50 express a stronger tendency of “definite no” (28%) while those aged 41-45 are relatively more open to the idea of changing jobs(49%).



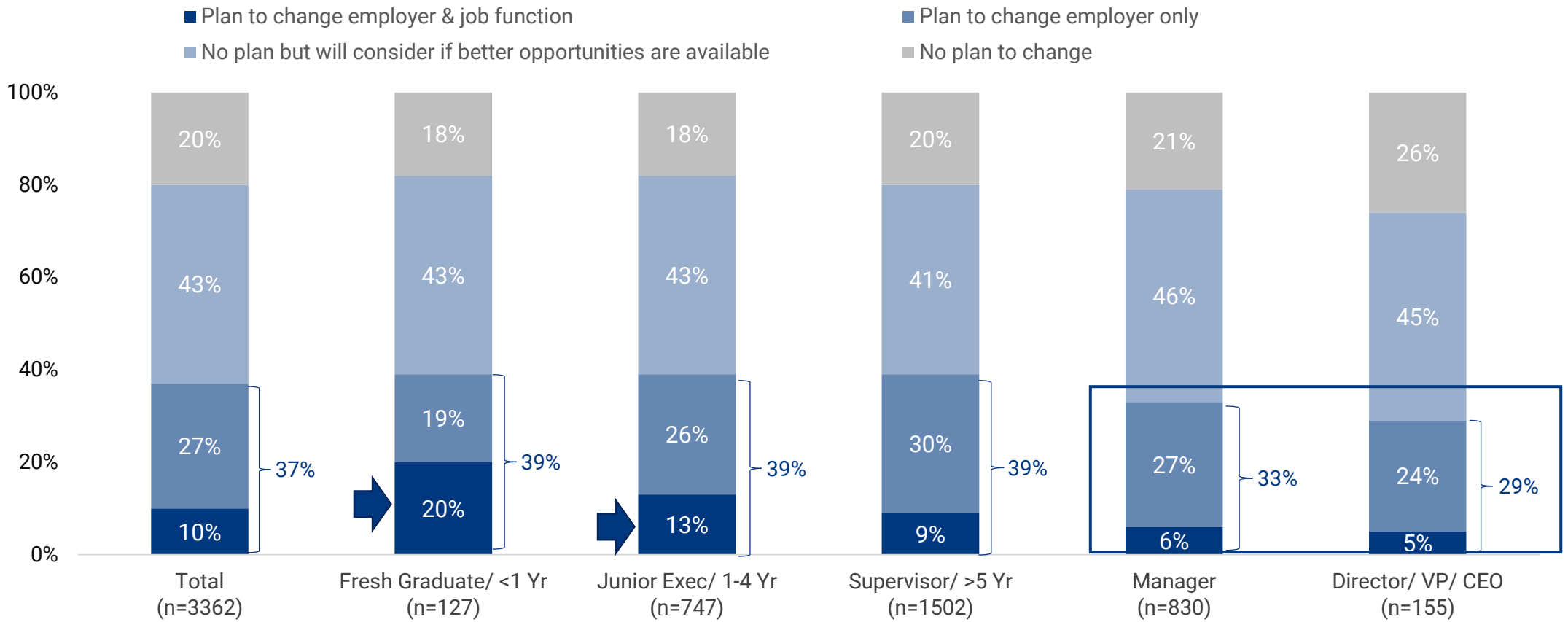
Base: All working respondents

Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by career level

- Align with the pattern by age, Fresh Graduates/ with less than 1 year of work experience (20%) and Junior Executives/ with 1-4 years of work experience (13%) are more inclined to change both employer and job function in the coming switch.
- The overall job switch tendency declines for more senior levels (Manager: 33%, Director/ VP/ CEO: 29%).



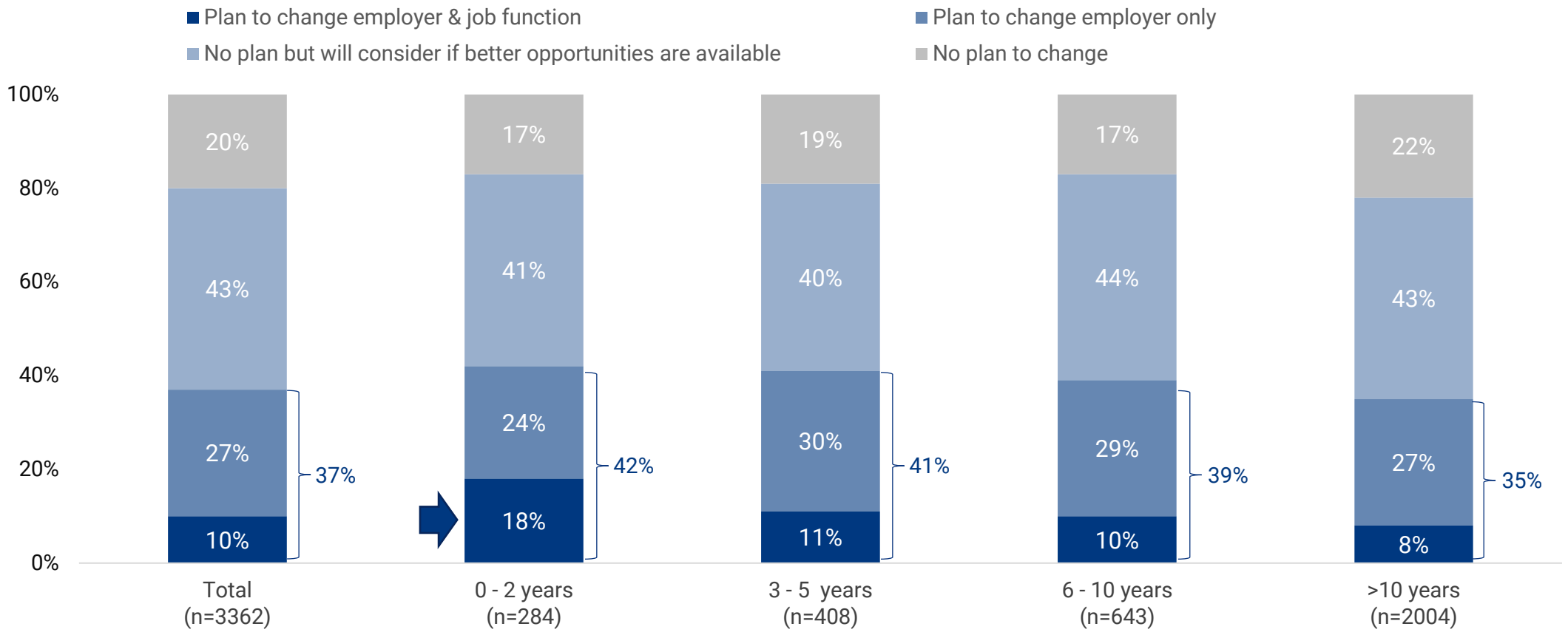
Base: All working respondents

Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by work experience

- A consistent pattern in the propensity to change jobs in the future is recorded across different segments, with an exception for those with 0-2 years of work experience. They express a stronger tendency to switch both employer and job functions (18%).



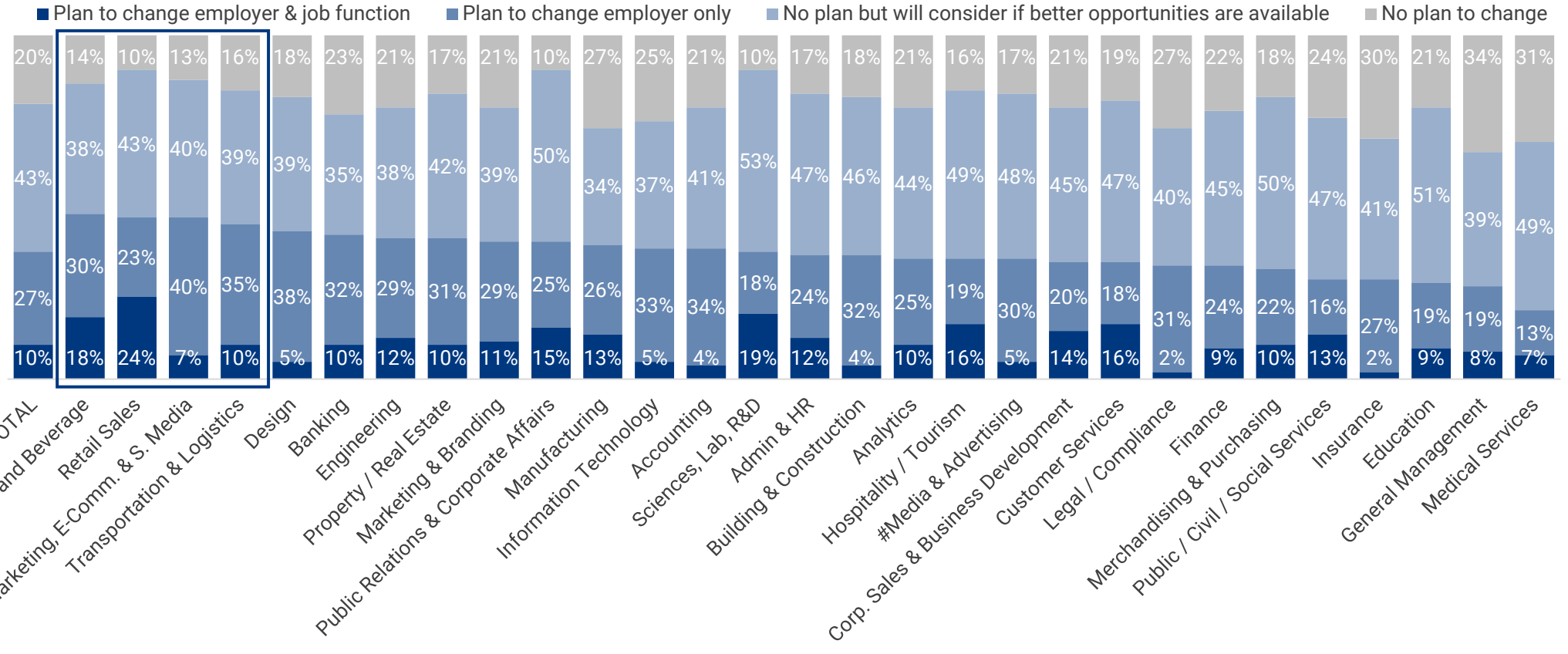
Base: All working respondents

Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by job function

- Overall, 37% of the respondents indicate planning to switch jobs in the coming three months. Respondents from Food and Beverage (48%), Retail Sales (47%), Digital Marketing, E-Commerce & Social Media (47%), and Transportation & Logistics (45%) express the highest propensity to change jobs.

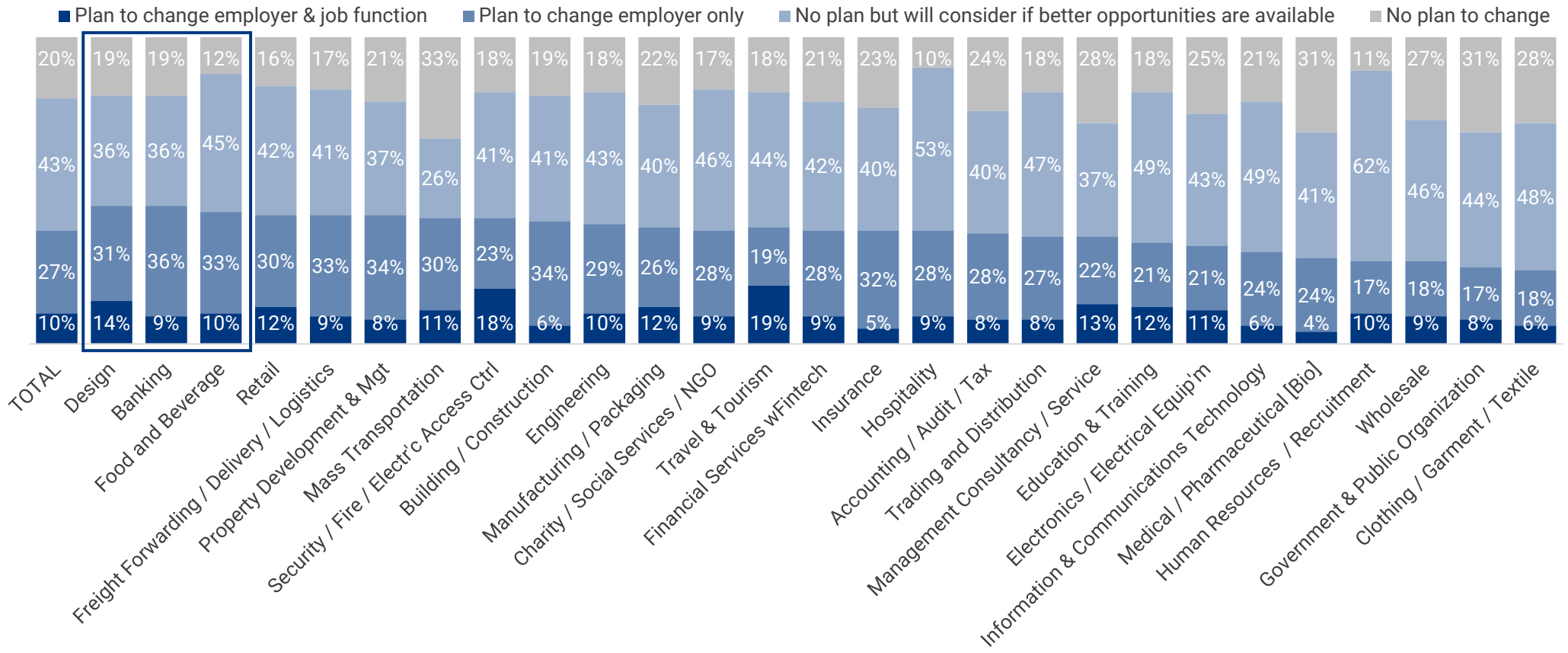


Job function with less than 20 respondents is not shown. # caution: small base
Base: All working respondents
Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Propensity to change jobs in the coming three months – by industry

• Respondents from three industries express a higher propensity to job switch: Design (45%), Banking (45%), and Food and Beverage (43%).



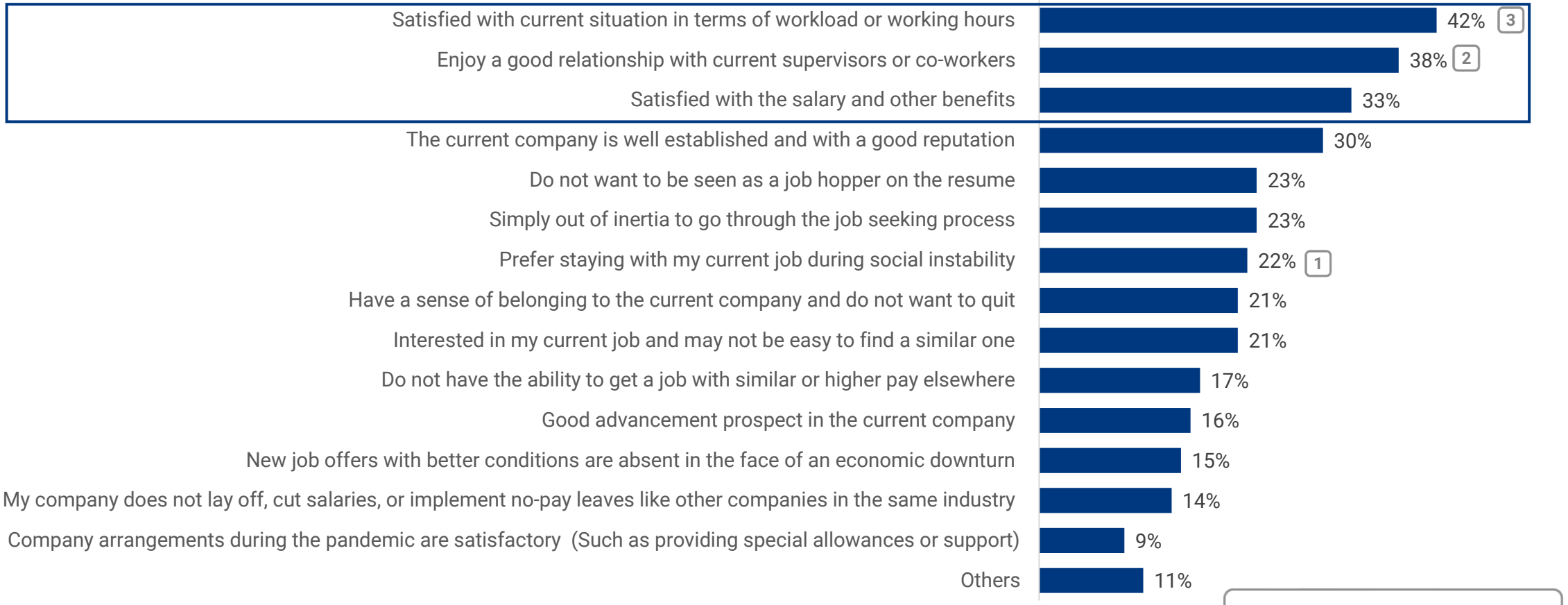
Industry with less than 30 respondents is not shown

Base: All working respondents (n=3362)

Qn. 9a Do you intend to change your employer now or in the coming three months?

Job Switch Propensity in The Coming Three Months

Reasons for NOT planning to change jobs in the coming three months
The top 2 reasons for not planning to change jobs in the coming three months. Hesitation due to social instability in 2022 is replaced by their satisfaction with the current salary and other benefits.



*Top 3 reasons from the findings in 2022

Base: All who do not plan to change job in N3M (n=674)
Qn. 9b2 What are the reasons for NOT changing your current job? (You can choose up to 5 options)

Job Switch Propensity in The Coming Three Months

Reasons for changing jobs in the coming 3 months (Maximum 5 reasons) – among full-timers

- The full-timers are largely affected by "push factors" such as "dissatisfied with salary and benefits" (41%) and "discontent with company culture or management style" (36%). They are also triggered to "seek for higher pay" in the new job (40%). The top three triggers remain the same as those in 2022.



*Top 3 reasons from the findings in 2022

Reasons with less than 5% mention are not shown

Base: All working on full-time basis and plan to change job in N3M (n=1181)

Qn. 8a Overall, what are the reasons for changing your current job? (You can choose up to 5 options)

Job Switch Propensity in The Coming Three Months

Reasons for changing jobs in the coming 3 months (Maximum 5 reasons) – among part-timers/ freelancers

- Top two reasons are consistent with those reported last year. In this round, the part-timers/freelancers seem to be more progressive and "chase for the Job Market trend to have career development" (25%)



*Top 3 reasons from the findings in 2022

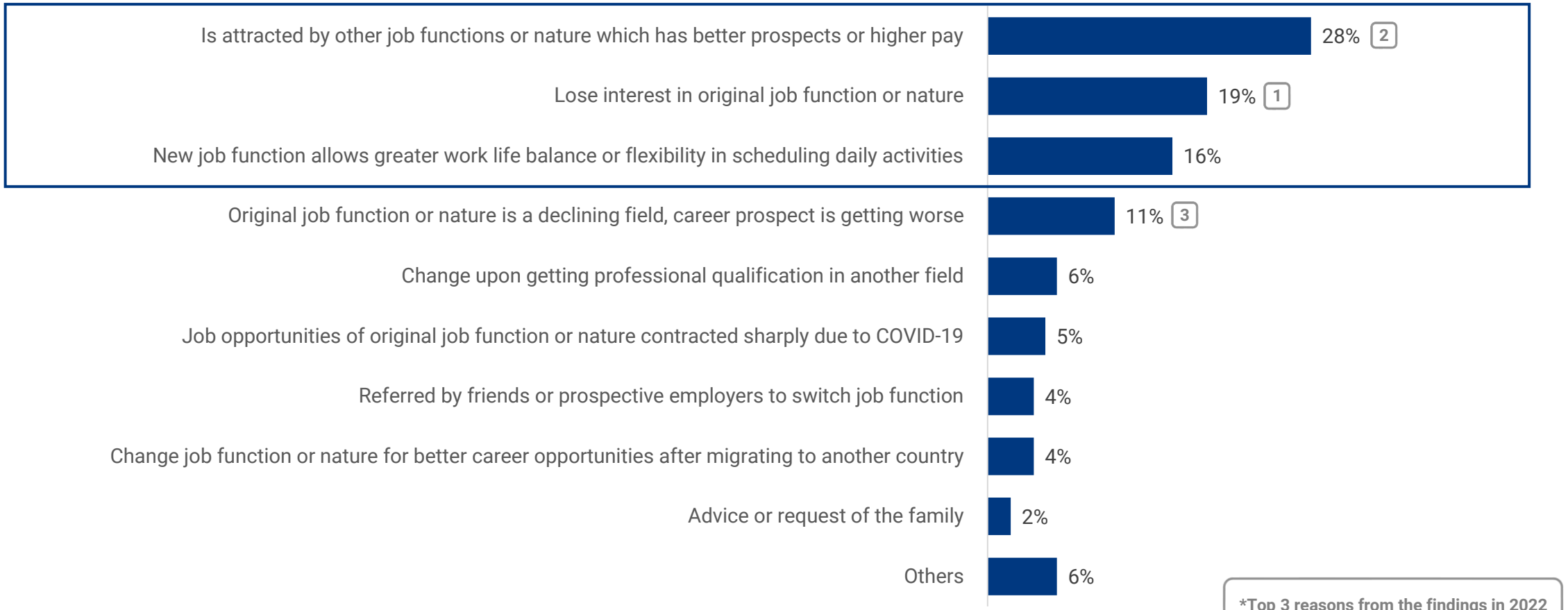
Reasons with less than 5% mention are not shown

Base: All working on part-time or freelance basis and plan to change job in N3M (n=67)

Qn. 8a Overall, what are the reasons for changing your current job? (You can choose up to 5 options)

Job Switch Propensity in The Coming Three Months

Major reasons for planning to change job functions
The top 2 reasons for wanting to change job functions are consistent with last year - “attracted by other job function/nature which has better prospect/ higher pay” (28%) and “lose interest in original job function” (19%). “New job function allows greater work-life balance or flexibility in scheduling daily activities”(16%) comes up as the third key reason.



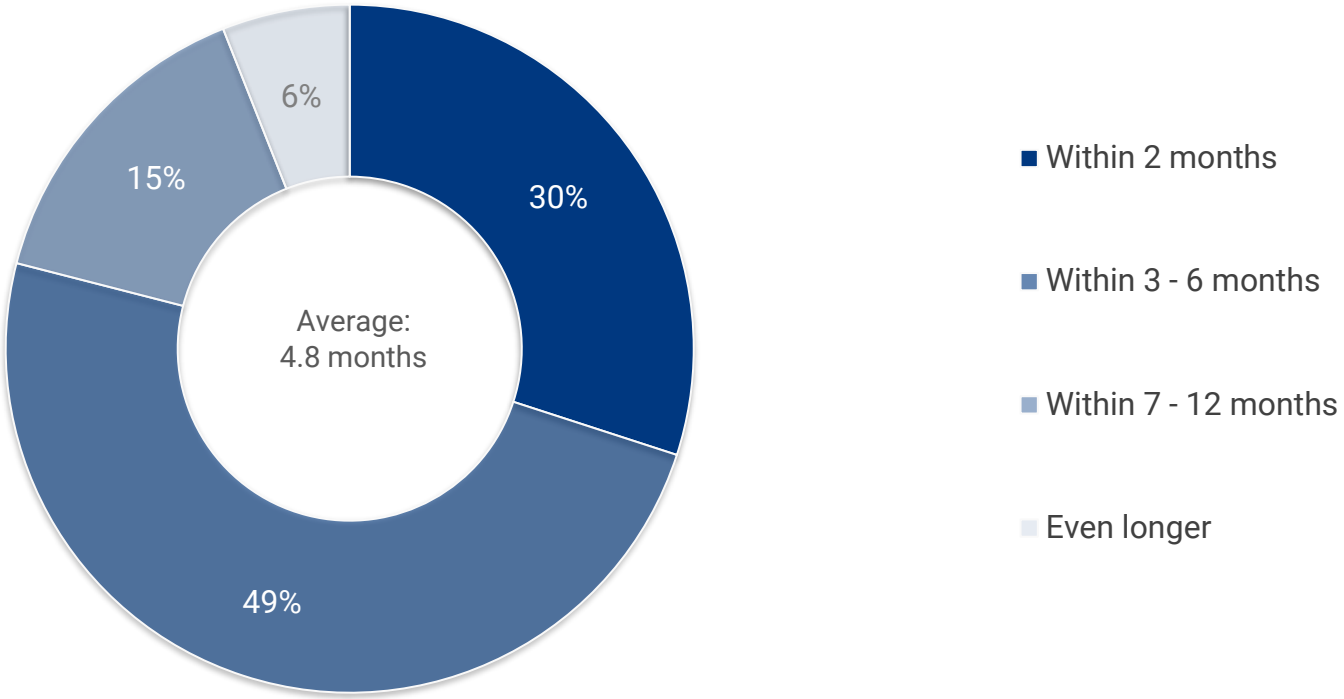
*Top 3 reasons from the findings in 2022

Base: All who plan to change job function in N3M (n=325)
Qn. 9a1 Why do you plan to change your job function or job nature? (Single answer)

Job Switch Propensity in The Coming Three Months

Expected time required for job hunting

- Compared to last year, those working on a full-time basis are more optimistic about job seeking as 30% (versus 24% in 2022) expect to find a job successfully within two months. The overall average time frame is also shortened to 4.8 months (versus 5.6 months in 2022).





Last Year

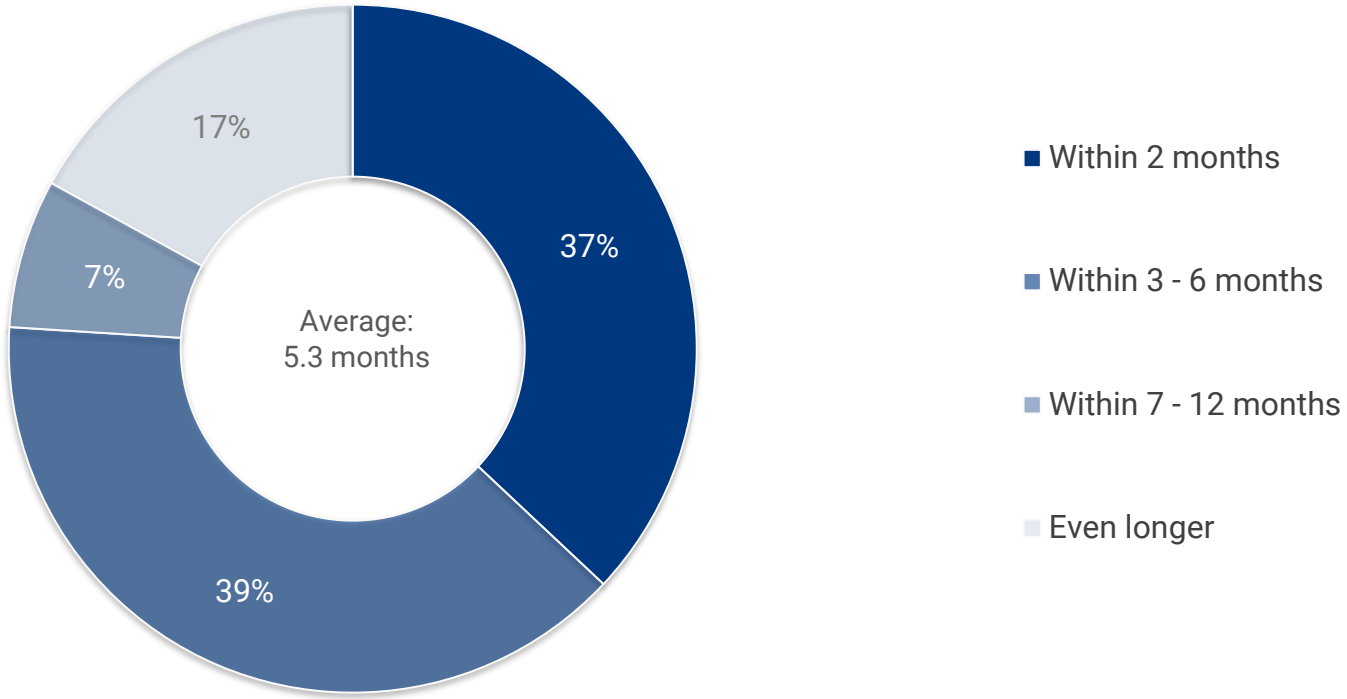
Base: All working on full-time basis and plan to change jobs in N3M (n=1181)

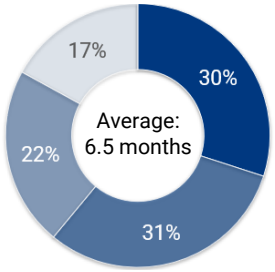
Qn. 9c How long do you estimate it will take you to switch to a new job

Job Switch Propensity in The Coming Three Months

Expected time required for job hunting

- The Part-timers or freelancers are more conservative than full-timers and expect to take 5.3 months to find a new job. Nevertheless, compared to last year, part-timers' or freelancers expected average time frame is also shortened (versus 6.5 months in 2022).





Last Year

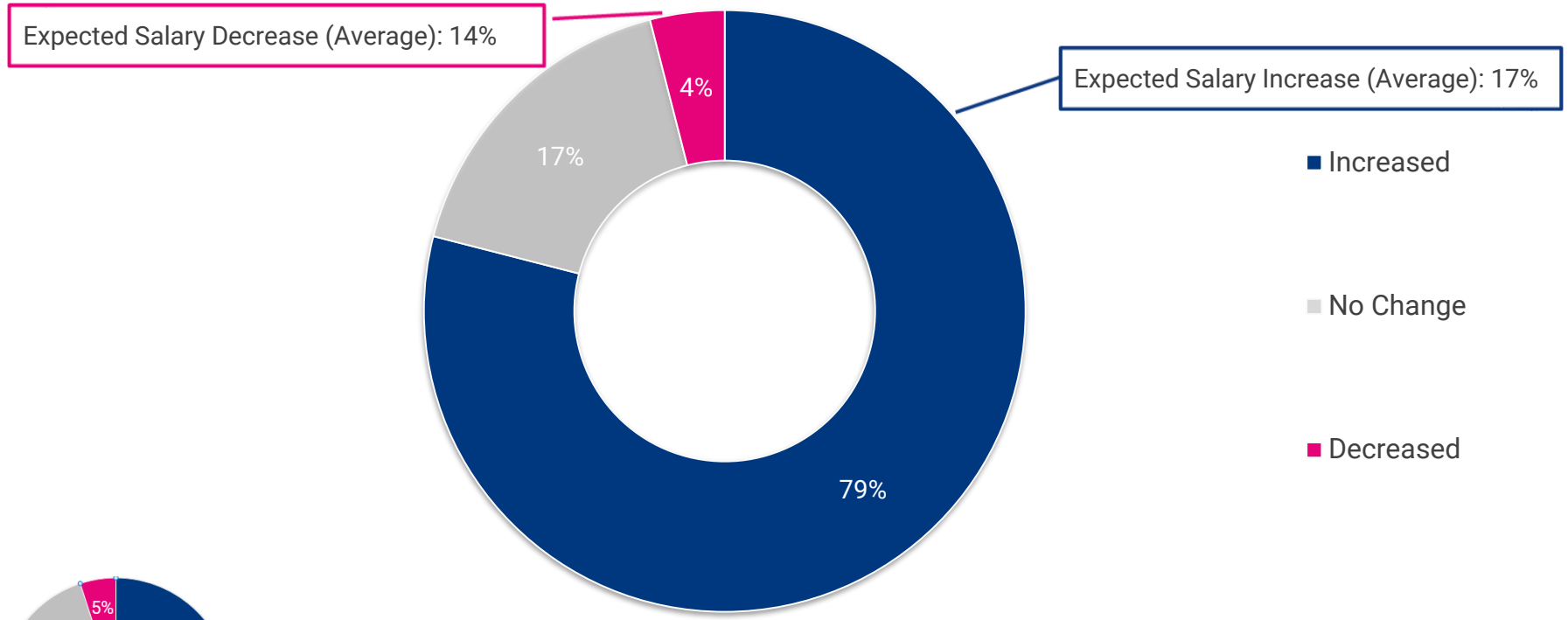
Base: All working on part-time or freelance basis and plan to change jobs in N3M (n=67)

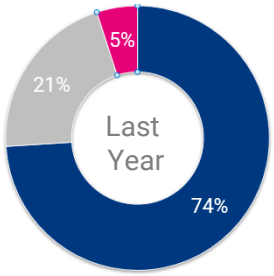
Qn. 9c How long do you estimate it will take you to switch to a new job

Job Switch Propensity in The Coming Three Months

Expected salary adjustment in the new job

- The full-time employees who plan to change jobs in the coming three months are more optimistic than last year. 79% expect an increased salary (versus 74% in 2022), with an average of 17% (same as 2022) increase. Only 4% (5% in 2022) are pessimistic that they will get a salary cut of 14% on average (versus 16% in 2022).





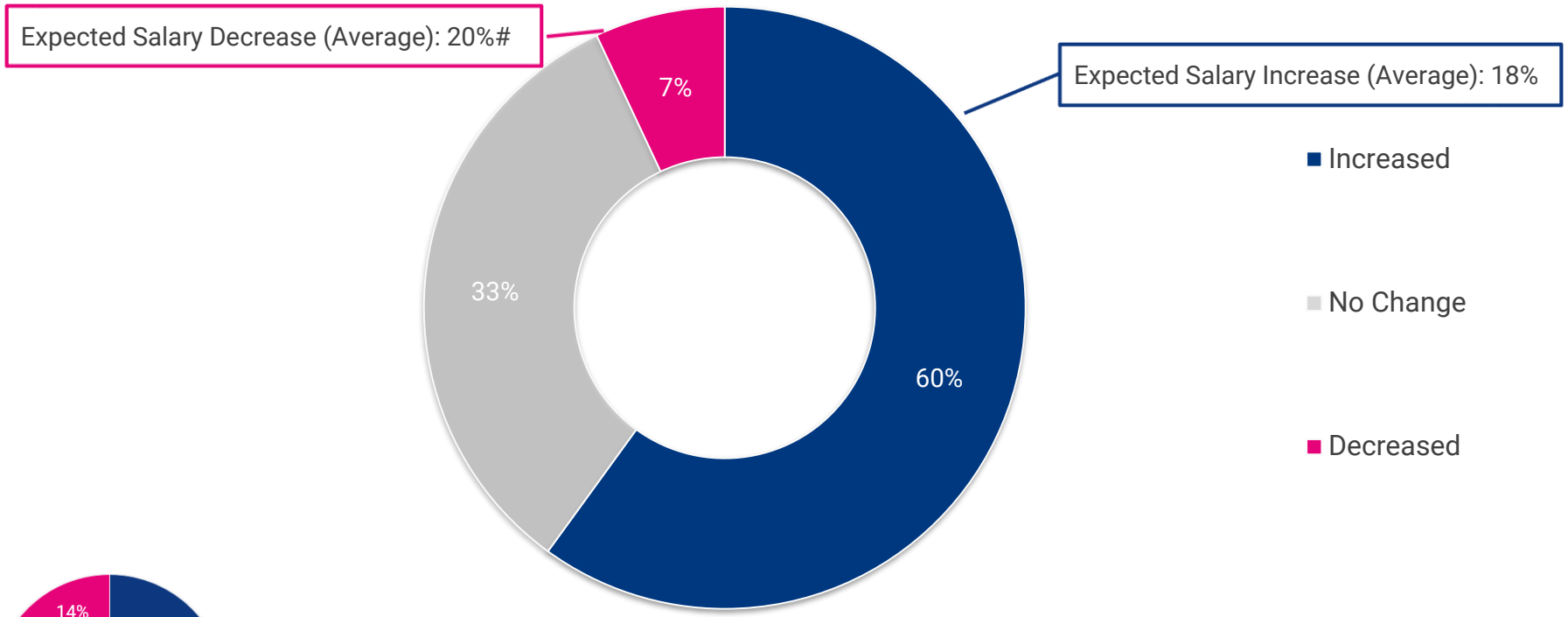
Base: All working on full-time basis and plan to change jobs in N3M (n=1181)

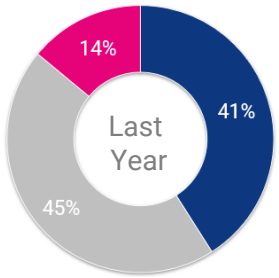
Qn. 9d What would you expect the salary adjustment after changing your job?

Job Switch Propensity in The Coming Three Months

Expected salary adjustment in the new job

- Those working on a part-time or freelance basis hold a more conservative outlook than full-timers, but they are more positive than last year (60% expect an increase versus 41% in 2022). Only 7% prepare for a drop (versus 14% in 2022).





Base: All working on part-time or freelance basis and plan to change jobs in N3M (n=67)

caution: small base

Qn. 9d What would you expect the salary adjustment after changing your job?



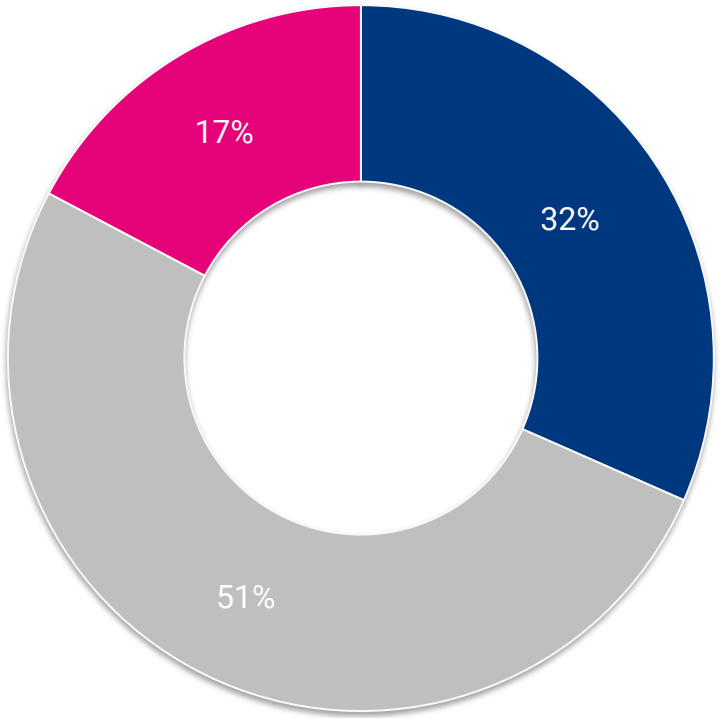
SECTION 7

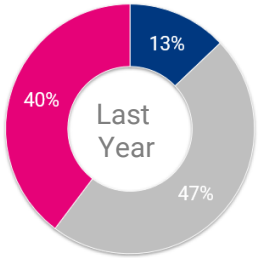
EMPLOYMENT OUTLOOK IN 2023

Employment Outlook in 2023

Overall employment outlook

- Compared to last year, the respondents are much more optimistic about the employment outlook in 2023. The proportion of holding positive views surges from 13% in 2022 to 32% this year.





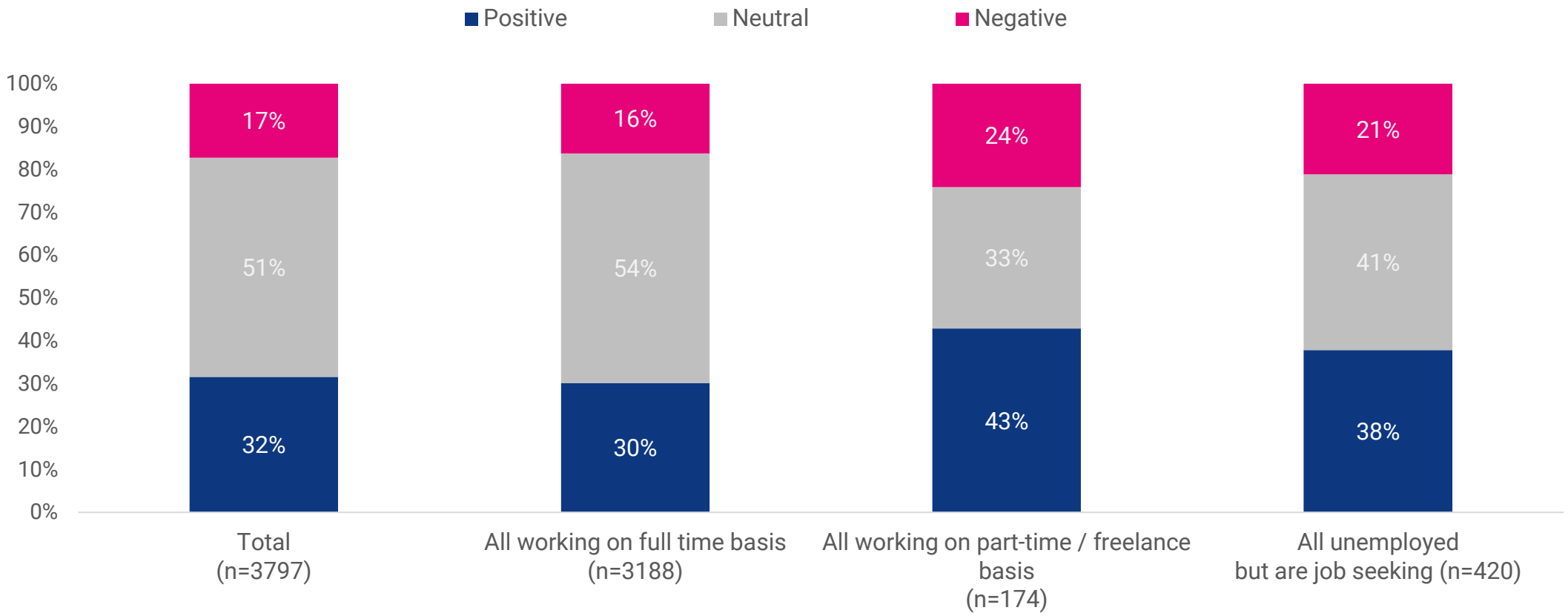
Base : All respondents (n=3797)

Qn.12. Thinking about Hong Kong's overall employment outlook in 2023, do you feel ...

Employment Outlook in 2023

Overall employment outlook – by employment status

- Zooming into respondents of different employment statuses, part-timers/freelancers, and unemployed job seekers reflect more polarized views.
- 43% of the part-timers/freelancers are positive whilst 24% are negative.
- 38% of unemployed job seekers hold positive views whilst 21% have negative views.



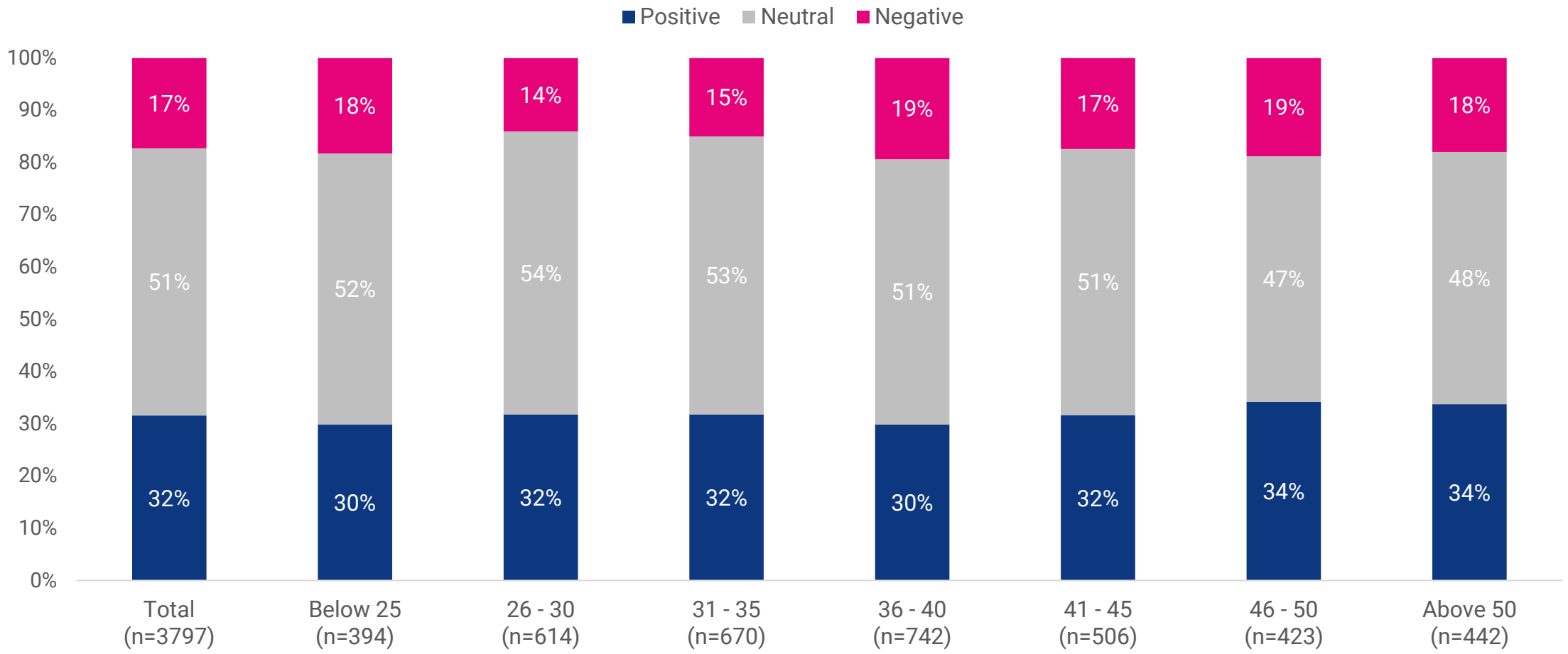
Base : All respondents

Qn.12. Thinking about Hong Kong's overall employment outlook in 2023, do you feel ...

Employment Outlook in 2023

Overall employment outlook – by age

• The outlook for 2023 is similar across people of different age segments.



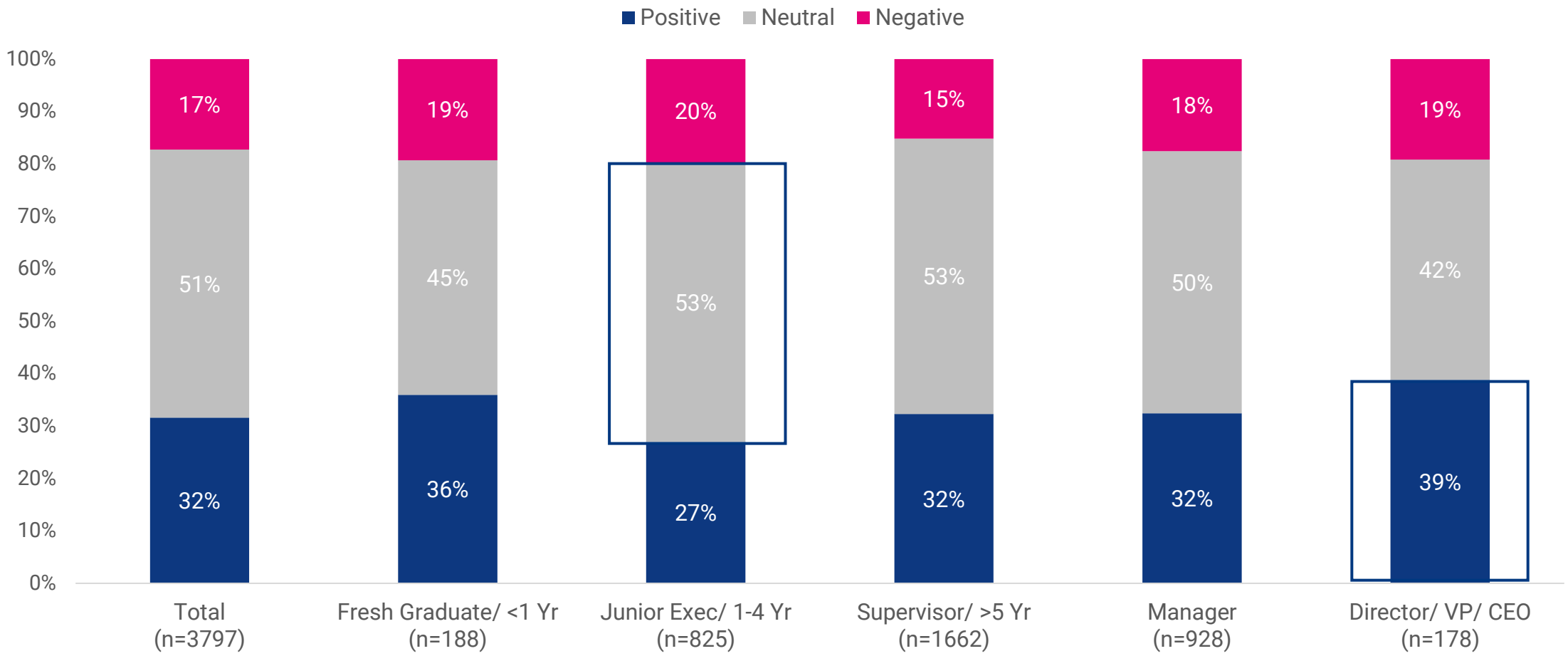
Base : All respondents

Qn.12. Thinking about Hong Kong's overall employment outlook in 2023, do you feel ...

Employment Outlook in 2023

Overall employment outlook – by career level

- Directors/ VPs/ CEOs show the highest proportion of being positive (39% versus 32% among total)
- Junior Executives/ 1-4 years are more prudent, as 53% hold a neutral view and only 27% have a positive view.



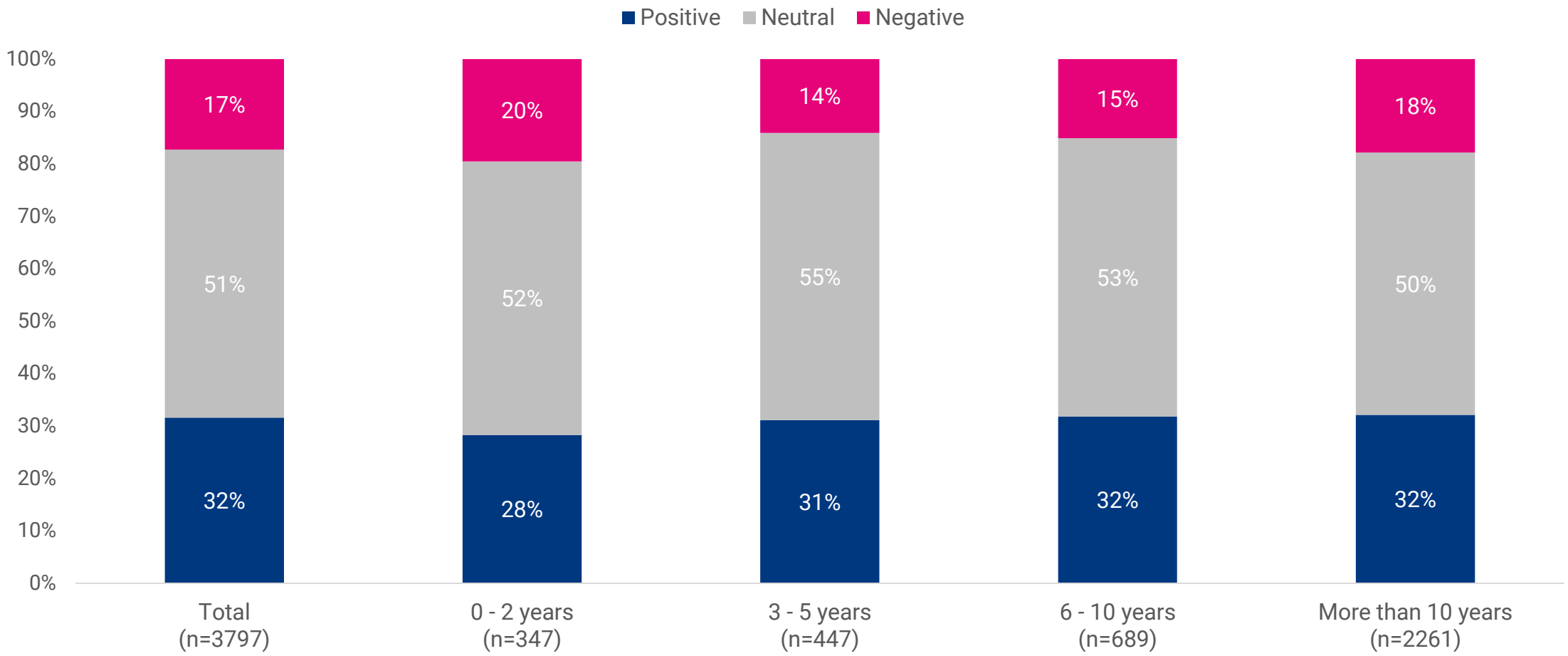
Base : All respondents

Qn.12. Thinking about Hong Kong's overall employment outlook in 2023, do you feel ...

Employment Outlook in 2023

Overall employment outlook – by work experience

• The outlook for 2023 is consistent across respondents with different work experiences.



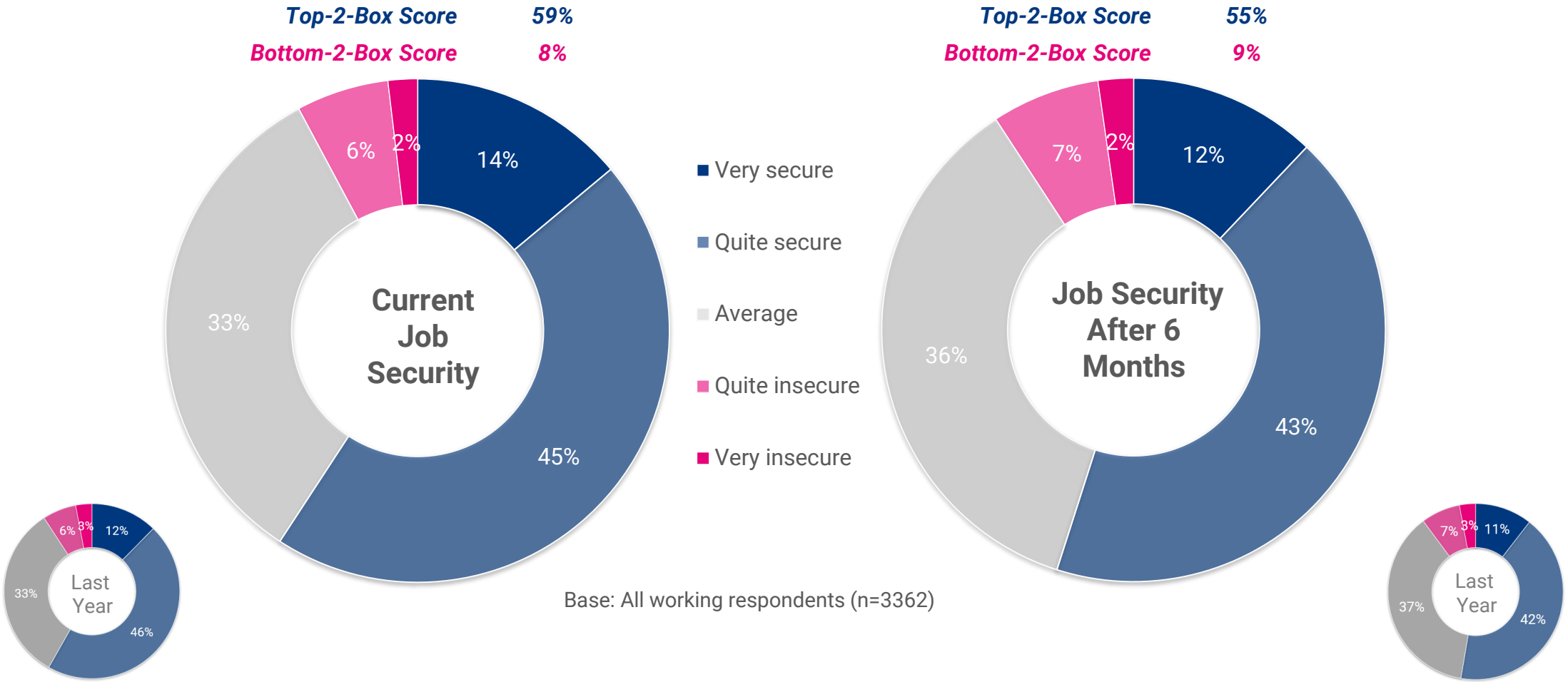
Base : All respondents

Qn.12. Thinking about Hong Kong's overall employment outlook in 2023, do you feel ...

Employment Outlook in 2023

Perception of personal situation

- Respondents maintain a consistent perception with last year, be it current or after 6 months. 59% feel secure about their personal employment situation now and 55% maintain the same view 6 months later.



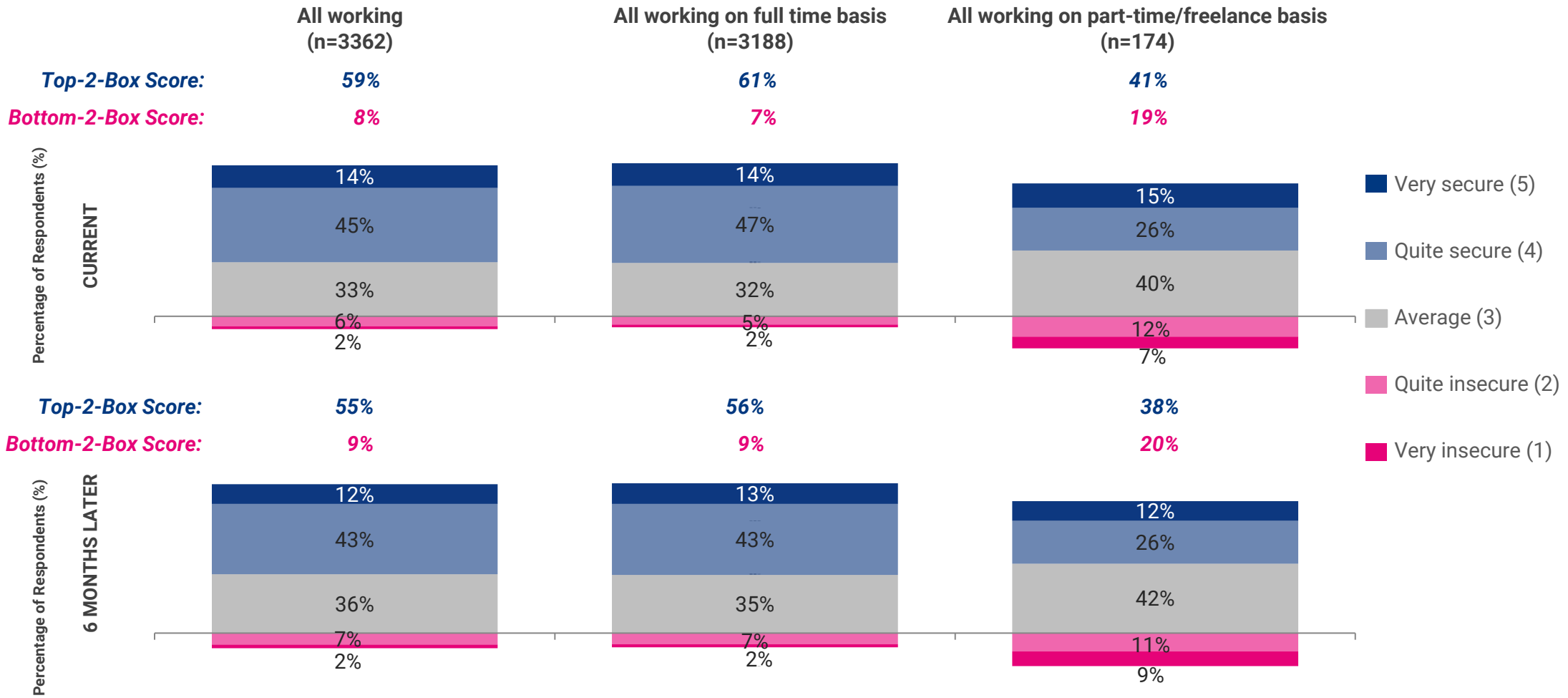
Base: All working respondents (n=3362)

Top-2-box: % of rating "very secure" and "quite secure" Bottom-2-box: % of rating of "very insecure" and "quite insecure"
Qn.12a. On a personal level, how do you feel about your job security currently?
Qn. 12b. How do you feel about your job security after 6 months?

Employment Outlook in 2023

Perception of the personal situation– by employment status

• The part–timers/freelancers feel less secure than the full-timers, be it current (only 41% feel secure) or after 6 months (only 38% feel secure).



Top-2-box: % of rating "very secure" and "quite secure" Bottom-2-box: % of rating of "very insecure" and "quite insecure"

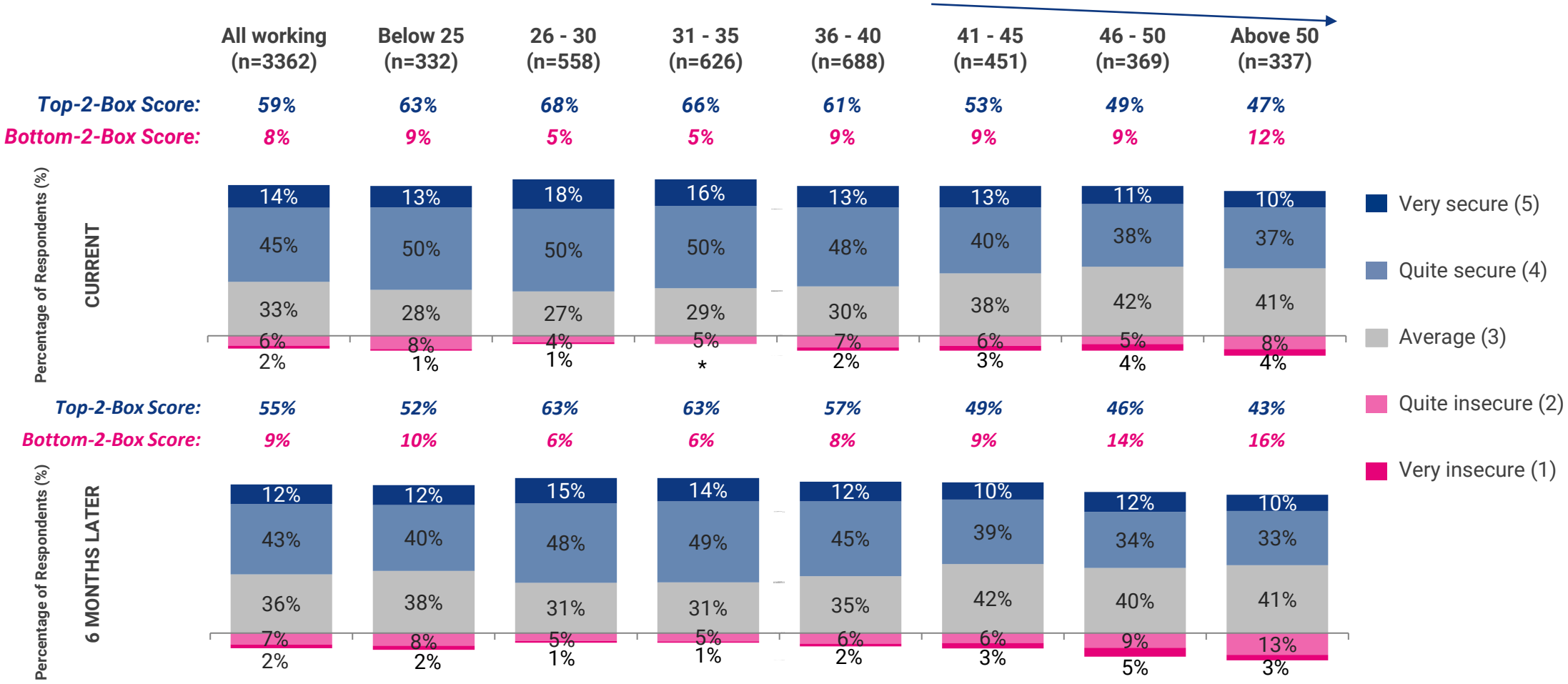
Base: All working respondents

Qn.12a. On a personal level, how do you feel about your job security currently? 12b. How do you feel about your job security after 6 months?

Employment Outlook in 2023

Perception of the personal situation – by age

- Those aged below 35 are relatively more positive about their job security currently and 6 months later.
- Decreasing job security is noted among respondents aged above 40. The same applies to both the current situation and 6 months later.



Top-2-box: % of rating "very secure" and "quite secure" Bottom-2-box: % of rating of "very insecure" and "quite insecure" *denotes less than 0.5%

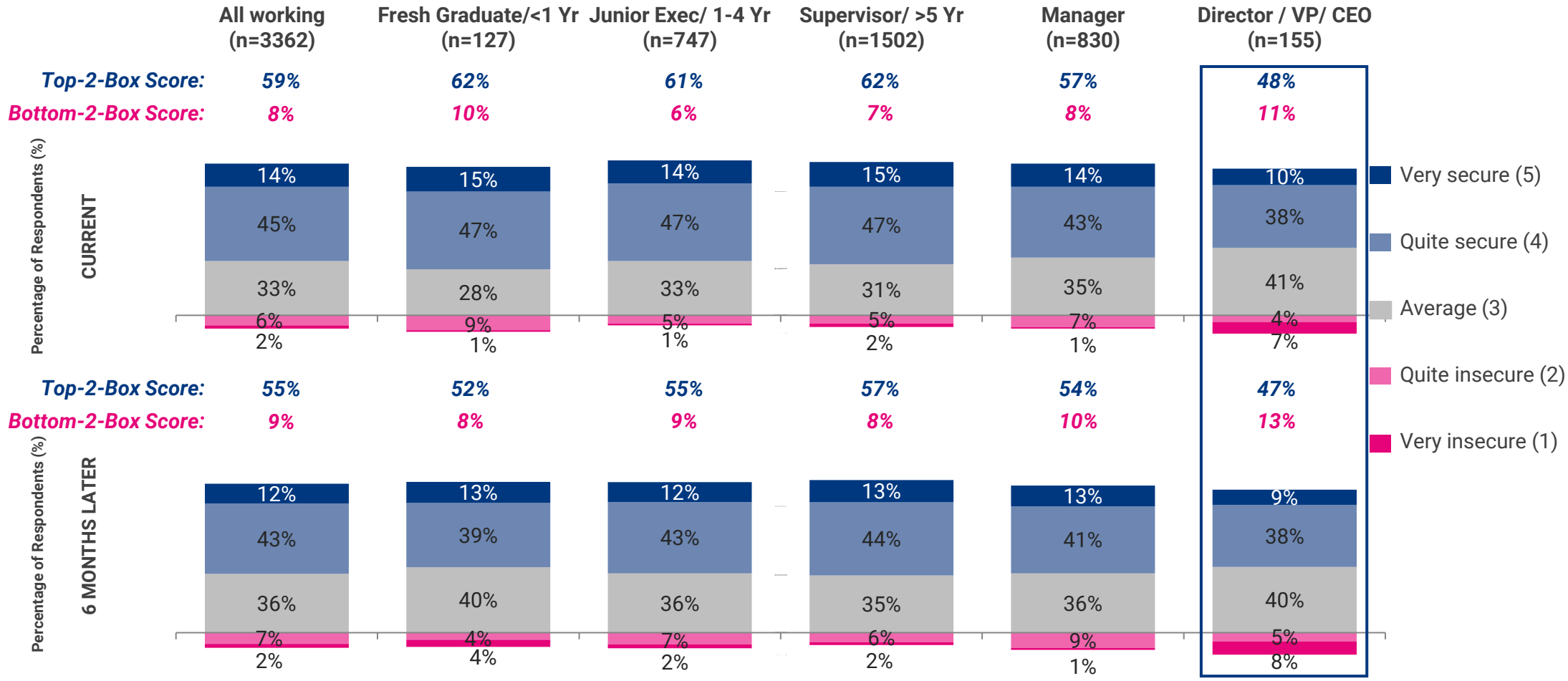
Base: All working respondents

Qn.12a. On a personal level, how do you feel about your job security currently? 12b. How do you feel about your job security after 6 months?

Employment Outlook in 2023

Perception of the personal situation – by career level

- Following the relatively insecure feeling among those over 40 years old, the Directors/ VPs/ CEOs also demonstrate a lower sense of security compared to the other levels, applicable to both the current situation and 6 months later.

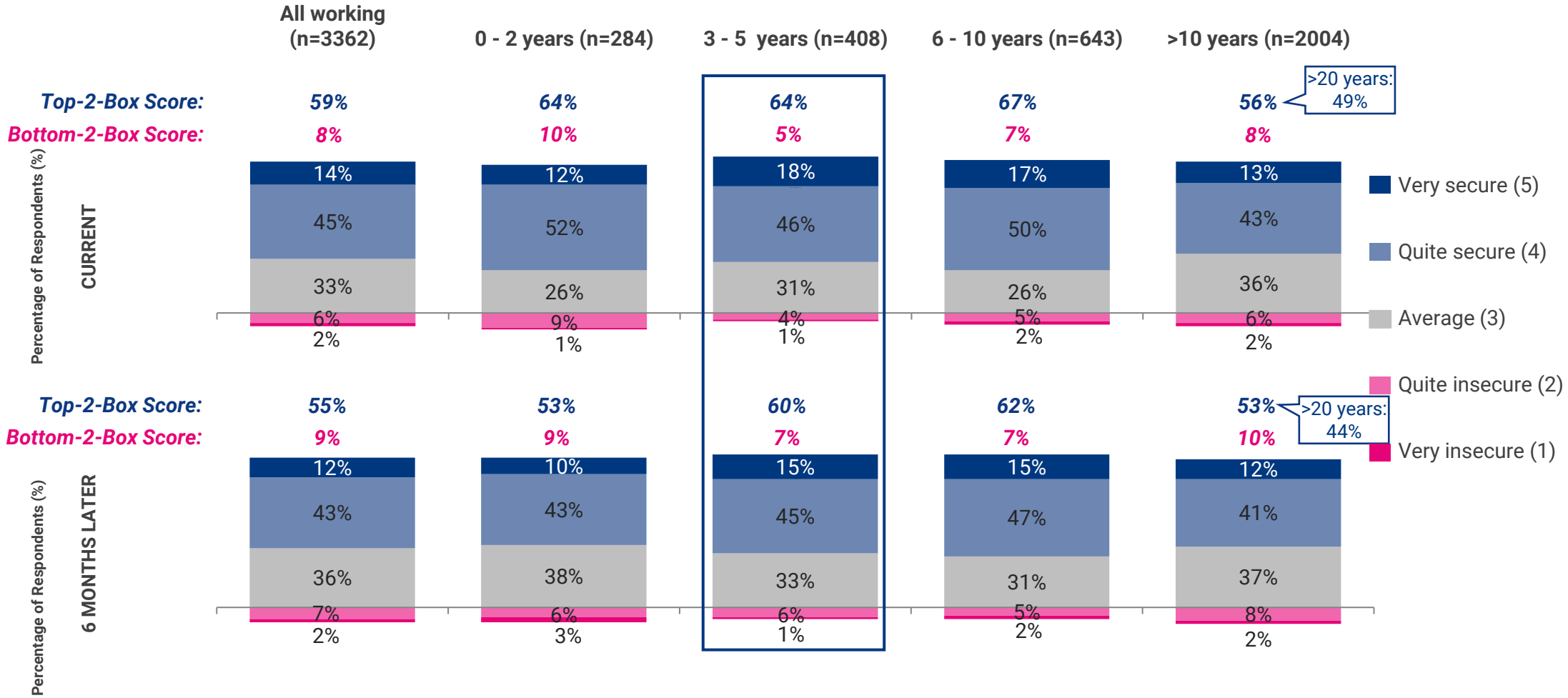


Top-2-box: % of rating "very secure" and "quite secure" Bottom-2-box: % of rating of "very insecure" and "quite insecure"
Base: All working respondents
Qn.12a. On a personal level, how do you feel about your job security currently? 12b. How do you feel about your job security after 6 months?

Employment Outlook in 2023

Perception of the personal situation – by work experience

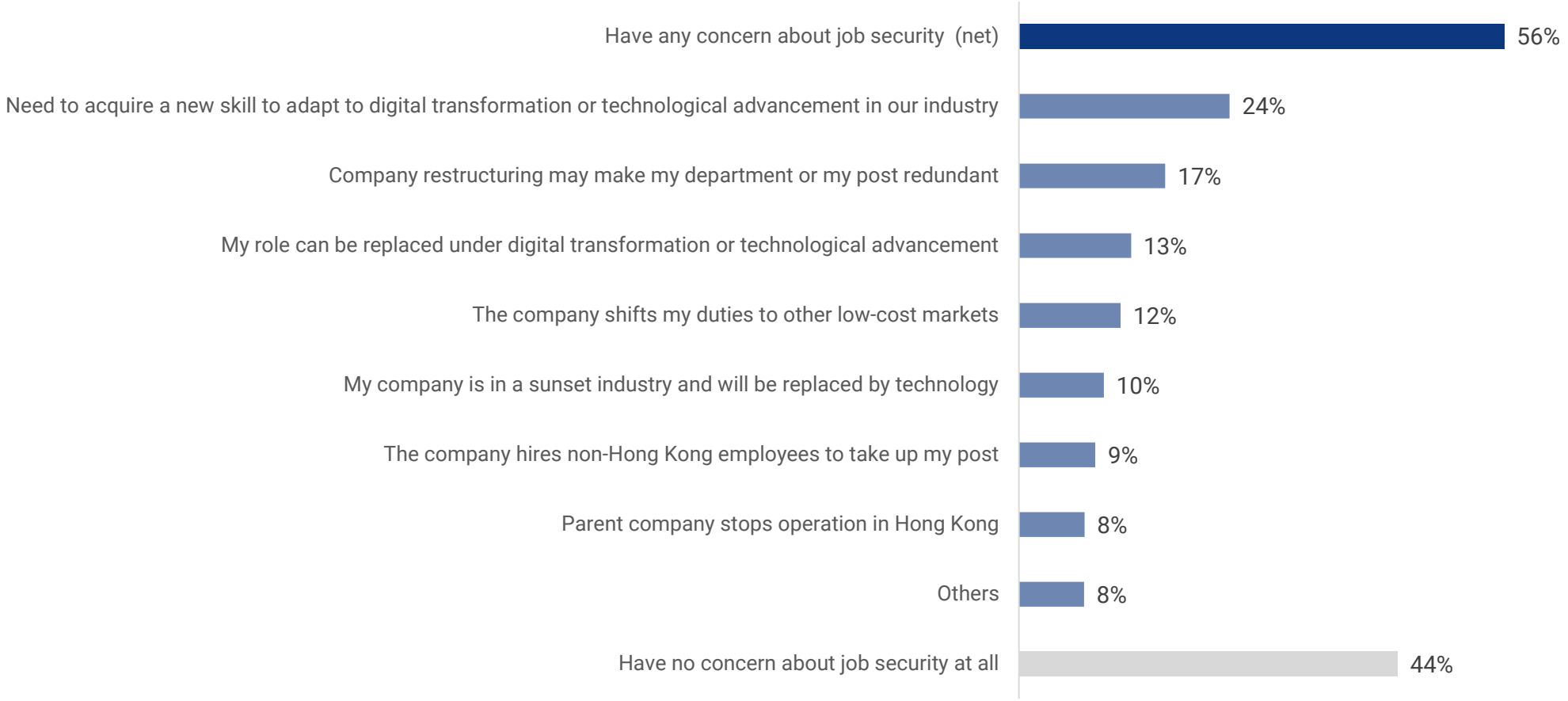
- The job security level peaks among respondents with 6-10 years of work experience (67%). It drops when work experience gets beyond 10 years. The same pattern applies to both the current situation and 6 months later.



Top-2-box: % of rating "very secure" and "quite secure" Bottom-2-box: % of rating of "very insecure" and "quite insecure"
Base: All working respondents
Qn.12a. On a personal level, how do you feel about your job security currently? 12b. How do you feel about your job security after 6 months?

Employment Outlook in 2023

Specific job security concerns (to cope with post-pandemic transformation in the job market)
- 56% indicate concerns about job security when coping with post-pandemic transformation.
- The prime concern is the “need to acquire a new skill to adapt to digital transformation/ technological advancement of own industry” (24%).



Base : All respondents (n=3797)
Qn.13c. To cope with post-pandemic transformation in the job market, do you have any concerns about your job? What are your concerns? (You can choose more than one answer)

Employment Outlook in 2023

Specific job security concerns (to cope with post-pandemic transformation in the job market) – by employment mode
• Those unemployed but are seeking a job show the highest concern about job security (78%) and their concerns spread across different dimensions.

	Total	All working on a full-time basis	All working on part-time / freelance basis	All unemployed but are job seeking
	n=3797	n=3188	n=174	n=420
Have any concern about job security (net)	**56%**	**53%**	**63%**	**78%**
Need to acquire a new skill to adapt to digital transformation or technological advancement in our industry	24% 1	23% 1	29% 1	30%
Company restructuring may make my department or my post redundant	17% 2	16% 2	11%	24%
My role can be replaced under digital transformation / technological advancement	13%	13%	15%	16%
The company shifts my duties to other low-cost markets	12%	11%	13%	19%
My company is in a sunset industry and will be replaced by technology	10%	9%	17% 2	15%
The company hires non-Hong Kong employees to take up my post	9%	8%	9%	11%
Parent company stops operation in Hong Kong	8%	7%	10%	13%
Others	8%	6%	14%	17%
Have no concern about job security at all	**44%**	**47%**	**37%**	**22%**

Base: All respondents
Qn.13c. To cope with post-pandemic transformation in the job market, do you have any concerns about your job? What are your concerns? (You can choose more than one answer)

Employment Outlook in 2023

Specific job security concerns (to cope with post-pandemic transformation in the job market) – by age
- Like the situation of job security in general, the younger segments especially those aged below 30 appear to be less worried (51% - 52%).
- Among people with any concerns, the "need to acquire a new skill to adapt to digital transformation/ technological advancement of own industry" is the top concern across different age segments.

	Total	Aged below 25	Aged 26 - 30	Aged 31 - 35	Aged 36 - 40	Aged 41 - 45	Aged 46 - 50	Above 50
	n=3797	n=394	n=614	n=670	n=742	n=506	n=423	n=442
Have any concern about job security (net)	**56%**	**51%**	**52%**	**55%**	**55%**	**58%**	**65%**	**59%**
Need to acquire a new skill to adapt to digital transformation or technological advancement in our industry	24% 1	26% 1	25% 1	25% 1	23% 1	22% 1	28% 1	22% 1
Company restructuring may make my department or my post redundant	17% 2	10%	12%	16% 2	18% 2	20% 2	22% 2	21% 2
My role can be replaced under digital transformation/ technological advancement	13%	20% 2	15% 2	15%	11%	11%	11%	8%
The company shifts my duties to other low-cost markets	12%	8%	9%	11%	13%	15%	11%	14%
My company is in a sunset industry and will be replaced by technology	10%	10%	8%	10%	10%	10%	12%	9%
The company hires non-Hong Kong employees to take up my post	9%	9%	8%	10%	9%	8%	10%	7%
Parent company stops operation in Hong Kong	8%	4%	5%	6%	10%	11%	9%	8%
Others	8%	5%	5%	6%	7%	9%	12%	11%
Have no concern about job security at all	**44%**	**49%**	**48%**	**45%**	**45%**	**42%**	**35%**	**41%**

Base: All respondents
Qn.13c. To cope with post-pandemic transformation in the job market, do you have any concerns about your job? What are your concerns? (You can choose more than one answer)

Employment Outlook in 2023

Specific job security concerns (to cope with post-pandemic transformation in the job market) – by career level

- Similarly, the "need to acquire a new skill to adapt to digital transformation/ technological advancement of own industry" is the key concern across all career levels. In addition, the junior levels are more worried about "being replaced under digital transformation/ technological advancement" while more senior levels are concerned about "redundancy caused by company restructuring".

	Total	Fresh Graduate/ <1 Year	Junior Exec/ 1-4 Year	Supervisor/ >5 Year	Manager	Director/ VP/ CEO
	n=3797	n=188	n=825	n=1662	n=928	n=178
Have any concern about job security (net)	56%	60%	54%	55%	59%	59%
Need to acquire a new skill to adapt to digital transformation or technological advancement in our industry	24% 1	26% 1	24% 1	25% 1	23% 1	20% 2
Company restructuring may make my department or my post redundant	17% 2	11%	15%	16% 2	20% 2	22% 1
My role can be replaced under digital transformation / technological advancement	13%	20% 2	18% 2	11%	11%	6%
The company shifts my duties to other low-cost markets	12%	9%	13%	12%	12%	11%
My company is in a sunset industry and will be replaced by technology	10%	13%	10%	9%	9%	12%
The company hires non-Hong Kong employees to take up my post	9%	12%	8%	8%	10%	10%
Parent company stops operation in Hong Kong	8%	6%	6%	7%	10%	9%
Others	8%	9%	5%	8%	8%	9%
Have no concern about job security at all	44%	40%	46%	45%	41%	41%

Base: All respondents

Qn.13c. To cope with post-pandemic transformation in the job market, do you have any concerns about your job? What are your concerns? (You can choose more than one answer)

Employment Outlook in 2023

Specific job security concerns (to cope with post-pandemic transformation in the job market) – by work experience

- Other than having a common top concern, respondents with shorter work experience (0-5 years) are more concerned about "being replaced under digital transformation/ technological advancement" while those with longer work experience (6 years or more) are worried about "redundancy caused by company restructuring".

	Total	0-2 Years	3-5 Years	6-10 Years	More than 10 Years
	n=3797	n=346	n=447	n=689	n=2261
Have any concern about job security (net)	56%	54%	52%	55%	58%
Need to acquire a new skill to adapt to digital transformation or technological advancement in our industry	24% 1	27% 1	25% 1	24% 1	24% 1
Company restructuring may make my department or my post redundant	17% 2	10%	12%	14% 2	20% 2
My role can be replaced under digital transformation / technological advancement	13%	21% 2	17% 2	13%	11%
The company shifts my duties to other low-cost markets	12%	10%	9%	11%	13%
My company is in a sunset industry and will be replaced by technology	10%	11%	9%	9%	10%
The company hires non-Hong Kong employees to take up my post	9%	11%	7%	8%	9%
Parent company stops operation in Hong Kong	8%	5%	4%	6%	9%
Others	8%	5%	4%	6%	9%
Have no concern about job security at all	44%	46%	48%	45%	42%

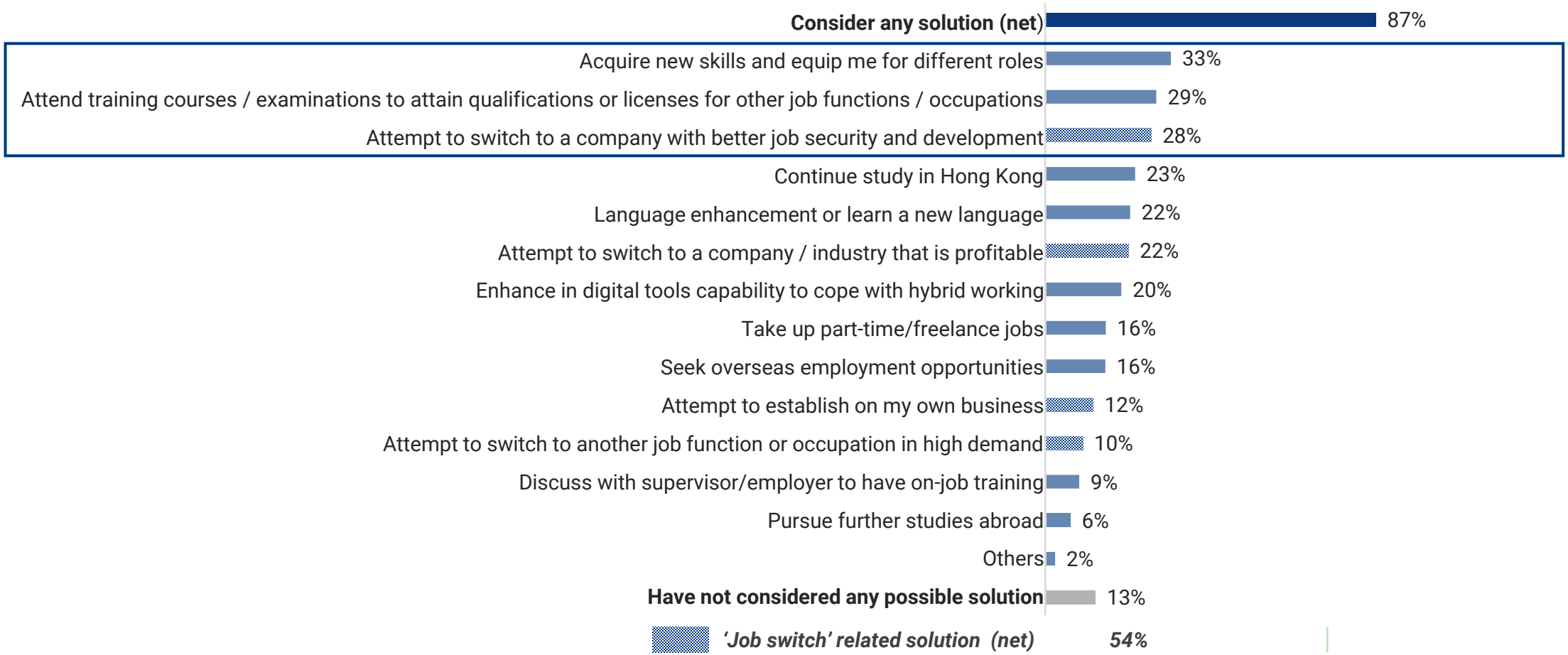
Base: All respondents

Qn.13c. To cope with post-pandemic transformation in the job market, do you have any concerns about your job? What are your concerns? (You can choose more than one answer)

Employment Outlook in 2023

Solutions ever considered to seek career advancement in the post-pandemic job market

- Close to nine out of ten have considered some solutions to cope with post-pandemic transformation in the job market.
- The top ones are related to self-advancement, including “acquire new skills and be equipped for different roles” (33%) and “attend training/ examinations to attain qualifications/licenses for other job functions/ occupations” (29%). The third key solution is related to job switch “attempt to switch to a company with better job security and development” (28%).



Base : All respondents (n=3797)

Qn.13d. To cope with post-pandemic transformation in the job market, have you considered any of these solutions for career advancement?(You can choose more than one answer)

Employment Outlook in 2023

Solutions ever considered to seek career advancement in the post-pandemic job market – by employment mode

- The part-timers/ freelancers and the unemployed job-seekers are more enthusiastic than the full-timers and they adopt more diverse strategies. The part-timers/ freelancers reflect their focus on "taking up part-time/ freelance jobs"(35%) whilst the unemployed job-seekers "enhance their digital tools capability to cope with hybrid working" (27%).

	Total	All working on a full-time basis	All working on part-time / freelance basis	All unemployed but are job seeking
	n=3797	n=3188	n=174	n=420
Consider any solution (net)	**87%**	**86%**	**92%**	**91%**
Acquire new skills and equip myself for different roles	33% (1)	33% (1)	23%	35% (1)
Attend training courses / examinations to attain qualifications or licenses for other job functions / occupations	29% (2)	28% (2)	32% (2)	35% (2)
Attempt to switch to a company with better job security & development	28% (3)	28% (2)	24% (3)	26%
Continue study in Hong Kong	23%	24%	21%	23%
Language enhancement or learn a new language	22%	22%	18%	24%
Attempt to switch to a company / industry that is profitable	22%	22%	19%	20%
Enhance in digital tools capability to cope with hybrid working	20%	19%	15%	27% (3)
Take up part-time/freelance jobs	16%	13%	35% (1)	24%
Seek overseas employment opportunities	16%	15%	22%	20%
Attempt to establish on my own business	12%	11%	23%	16%
Attempt to switch to another job function or occupation in high demand	10%	9%	10%	14%
Discuss with supervisor/employer to have on-job training	9%	9%	7%	7%
Pursue further studies abroad	6%	6%	8%	7%
Others	2%	2%	5%	3%
Have not considered any possible solution	**13%**	**14%**	**8%**	**9%**

Base: All respondents

Qn.13d. To cope with post-pandemic transformation in the job market, have you considered any of these solutions for career advancement?(You can choose more than one answer)

Employment Outlook in 2023

Solutions ever considered to seek career advancement in the post-pandemic job market – by age

- The top solutions considered by the various age groups are similar.
- The young segments aged between 26–35 are also keen to “continue study in Hong Kong” (27% - 30%).

	Total	Aged below 25	Aged 26 - 30	Aged 31 - 35	Aged 36 - 40	Aged 41 - 45	Aged 46 - 50	Above 50
	n=3797	n=394	n=614	n=670	n=742	n=506	n=423	n=442
Consider any solution (net)	**87%**	**89%**	**90%**	**90%**	**87%**	**84%**	**88%**	**79%**
Acquire new skills and equip myself for different roles	33% (1)	34% (2)	38% (1)	36% (1)	33% (1)	31% (1)	31% (1)	25% (1)
Attend training courses / examinations to attain qualifications or licenses for other job functions / occupations	29% (2)	37% (1)	32% (2)	32% (2)	26% (3)	30% (2)	26% (3)	21%
Attempt to switch to a company with better job security & development	28% (3)	29% (3)	27% (3)	30% (3)	27% (2)	28% (3)	30% (2)	22% (2)
Continue study in Hong Kong	23%	24%	27% (3)	30% (3)	22%	23%	23%	13%
Language enhancement or learn a new language	22%	24%	25%	26%	23%	20%	21%	13%
Attempt to switch to a company / industry that is profitable	22%	22%	25%	26%	20%	21%	21%	13%
Enhance in digital tools capability to cope with hybrid working	20%	16%	18%	23%	19%	20%	22%	22% (2)
Take up part-time/freelance jobs	16%	12%	17%	17%	14%	14%	15%	21%
Seek overseas employment opportunities	16%	14%	16%	13%	17%	18%	14%	16%
Attempt to establish on my own business	12%	16%	12%	15%	11%	11%	14%	8%
Attempt to switch to another job function or occupation in high demand	10%	10%	10%	11%	9%	9%	10%	9%
Discuss with supervisor/employer to have on-job training	9%	8%	12%	11%	9%	6%	6%	5%
Pursue further studies abroad	6%	12%	11%	6%	5%	4%	3%	4%
Others	2%	1%	2%	1%	3%	3%	4%	3%
Have not considered any possible solution	**13%**	**11%**	**10%**	**10%**	**13%**	**16%**	**12%**	**21%**

Base: All respondents

Qn.13d. To cope with post-pandemic transformation in the job market, have you considered any of these solutions for career advancement?(You can choose more than one answer)

Employment Outlook in 2023

Solutions ever considered to seek career advancement in the post-pandemic job market – by career level

- "Acquire new skills and equip myself for different roles" and "Attend training courses/examinations to attain qualifications or licenses for other job functions/occupations" are consistent key solutions considered by different career levels.
- Directors / VPs / CEOs also focus on "seeking overseas employment opportunities" (27%) and "enhance in digital tools capability" (23%).

	Total	Fresh Graduate/ <1 Year	Junior Exec/ 1-4 Year	Supervisor/ >5 Year	Manager	Director/ VP/ CEO
	n=3797	n=188	n=825	n=1662	n=928	n=178
Consider any solution (net)	**87%**	**89%**	**85%**	**88%**	**86%**	**87%**
Acquire new skills and equip myself for different roles	33% (1)	33% (2)	34% (1)	32% (1)	35% (1)	29% (1)
Attend training courses/ examinations to attain qualifications or licenses for other job functions/ occupations	29% (2)	39% (1)	33% (2)	29% (2)	27% (3)	16%
Attempt to switch to a company with better job security & development	28% (3)	22% (3)	28% (3)	28% (3)	29% (2)	23% (3)
Continue study in Hong Kong	23%	25%	23%	27%	19%	14%
Language enhancement or learn a new language	22%	23%	24%	24%	19%	12%
Attempt to switch to a company/ industry that is profitable	22%	19%	22%	21%	23%	21%
Enhance in digital tools capability to cope with hybrid working	20%	17%	18%	20%	21%	23% (3)
Take up part-time/ freelance jobs	16%	17%	15%	17%	13%	16%
Seek overseas employment opportunities	16%	17%	14%	14%	18%	27% (2)
Attempt to establish on my own business	12%	16%	12%	12%	11%	19%
Attempt to switch to another job function or occupation in high demand	10%	6%	11%	10%	10%	8%
Discuss with supervisor/ employer to have on-job training	9%	9%	7%	9%	10%	3%
Pursue further studies abroad	6%	10%	9%	6%	5%	2%
Others	2%	2%	2%	3%	1%	5%
Have not considered any possible solution	**13%**	11%	15%	12%	14%	13%

Base: All respondents

Qn.13d. To cope with post-pandemic transformation in the job market, have you considered any of these solutions for career advancement?(You can choose more than one answer)

Employment Outlook in 2023

Solutions ever considered to seek career advancement in the post-pandemic job market – by work experience
- Respondents with different work experiences share the top three solutions.
- Those with work experience of 0-2 years (24%) or 6-10 years (30%) also resort to “continue study in Hong Kong”.

	Total	0-2 Years	3-5 Years	6-10 Years	More than 10 Years
	n=3797	n=346	n=447	n=689	n=2261
Consider any solution (net)	**87%**	**88%**	**89%**	**91%**	**85%**
Acquire new skills and equip myself for different roles	33% (1)	35% (1)	38% (1)	37% (1)	31% (1)
Attend training courses / examinations to attain qualifications or licenses for other job functions / occupations	29% (2)	39% (2)	32% (2)	33% (2)	26% (3)
Attempt to switch to a company with better job security & development	28% (3)	24% (3)	28% (3)	30% (3)	27% (2)
Continue study in Hong Kong	23%	24% (3)	26%	30% (3)	21%
Language enhancement or learn a new language	22%	23%	26%	27%	20%
Attempt to switch to a company / industry that is profitable	22%	22%	25%	25%	20%
Enhance in digital tools capability to cope with hybrid working	20%	16%	19%	20%	21%
Take up part-time/freelance jobs	16%	14%	13%	18%	16%
Seek overseas employment opportunities	16%	16%	14%	14%	16%
Attempt to establish on my own business	12%	15%	12%	14%	11%
Attempt to switch to another job function or occupation in high demand	10%	10%	8%	12%	9%
Discuss with supervisor/employer to have on-job training	9%	9%	10%	13%	7%
Pursue further studies abroad	6%	14%	10%	7%	4%
Others	2%	2%	2%	1%	3%
Have not considered any possible solution	**13%**	**12%**	**11%**	**9%**	**15%**

Base: All respondents
Qn.13d. To cope with post-pandemic transformation in the job market, have you considered any of these solutions for career advancement?(You can choose more than one answer)



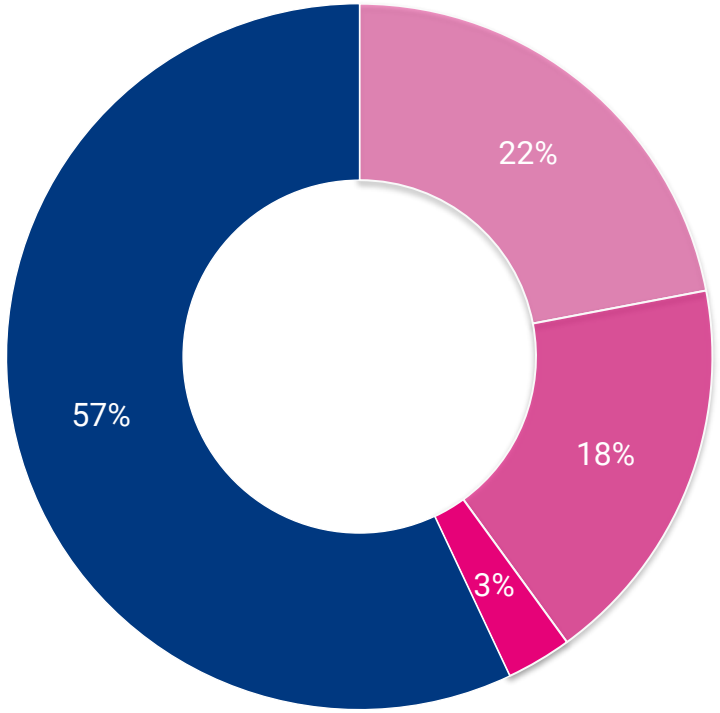
SECTION 8

WORKING OUTSIDE OF HONG KONG

Working Outside of Hong Kong

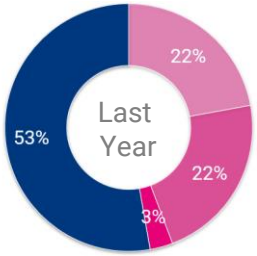
Attitudes towards working outside Hong Kong for a long term within two years

• Overall, 43% are open to working outside Hong Kong for the long term (one year or more), with 21% targeting moving out of Hong Kong.



- Will consider
- Will consider to pave way for migration
- Will move abroad in near future and have begun job searching
- Not consider

Base: All respondents (n=3797)

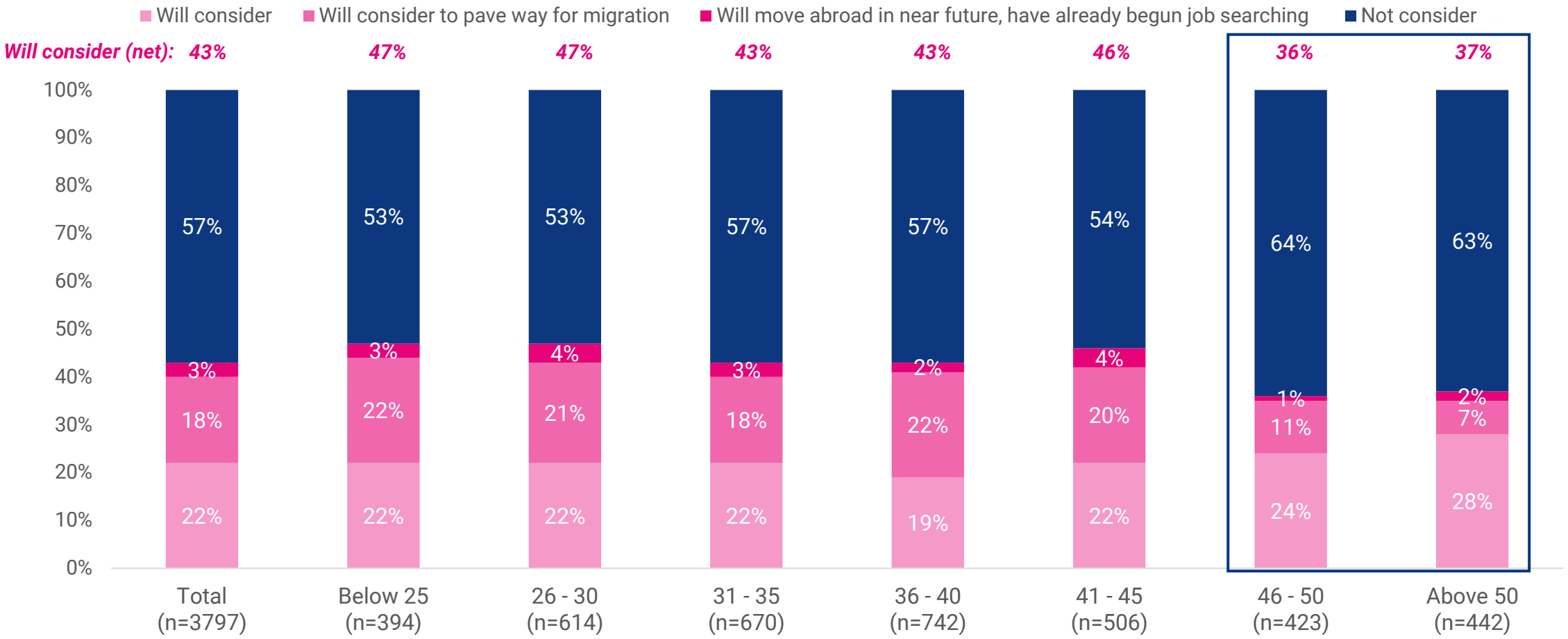


Qn.16. Would you consider working outside Hong Kong in a long term within 2 years? Which of the following best describes your situation? ("Long term" means staying in a job or position for 1 year or more.)

Working Outside of Hong Kong

Attitudes towards working outside Hong Kong for a long period within two years – by age

- Attitudes towards working outside Hong Kong are generally similar among respondents aged below 45.
- The interest level is much lower among respondents aged 46 or above (36% - 37%). In addition, fewer of these segments consider this to pave the way for emigration (7% - 11%).



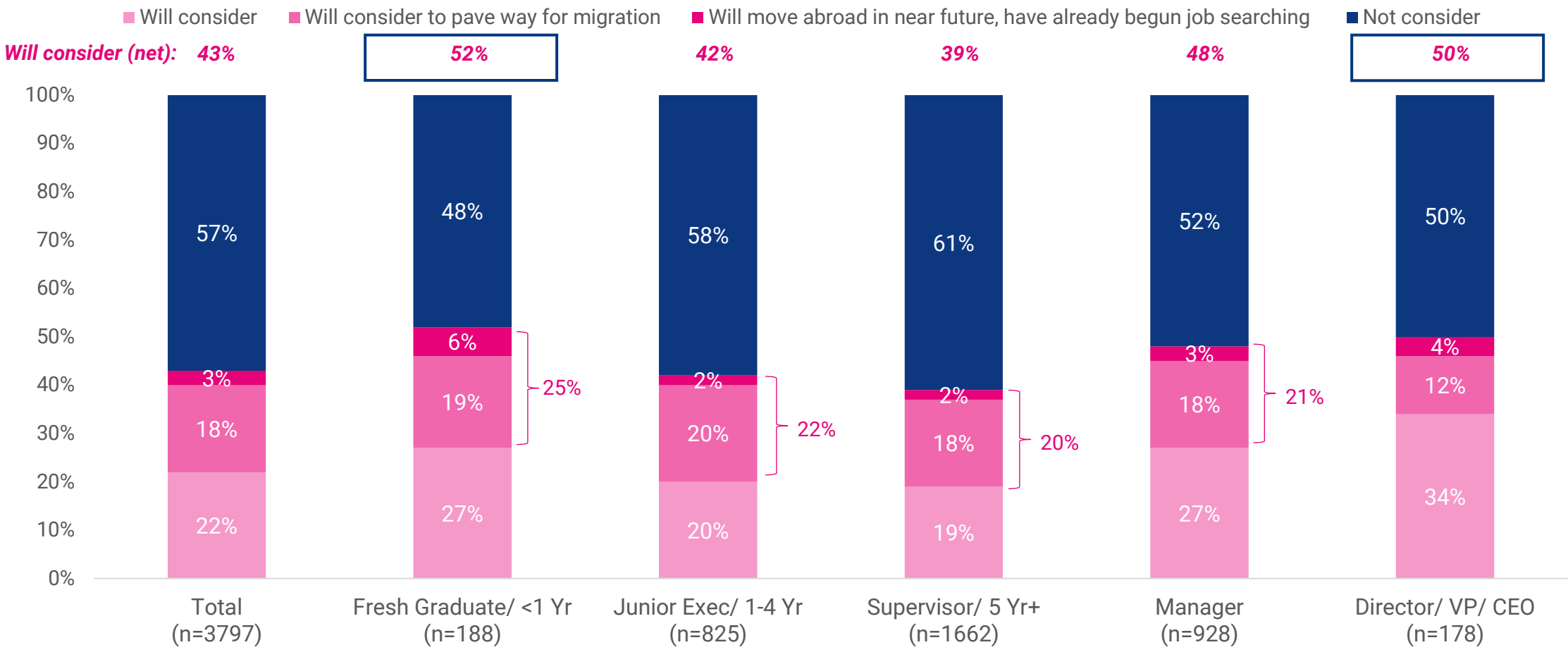
Base: All respondents

Qn.16. Would you consider working outside Hong Kong in a long term within 2 years? Which of the following best describes your situation? ("Long term" means staying in a job or position for 1 year or more.)

Working Outside of Hong Kong

Attitudes towards working outside Hong Kong for a long term within two years – by career level

- The most junior and the most senior segments are the most open to the idea of working outside Hong Kong.
- Except for Directors/ VPs/ CEOs, all other careers had a substantial proportion (20% - 25%) hinting at their plan to migrate.



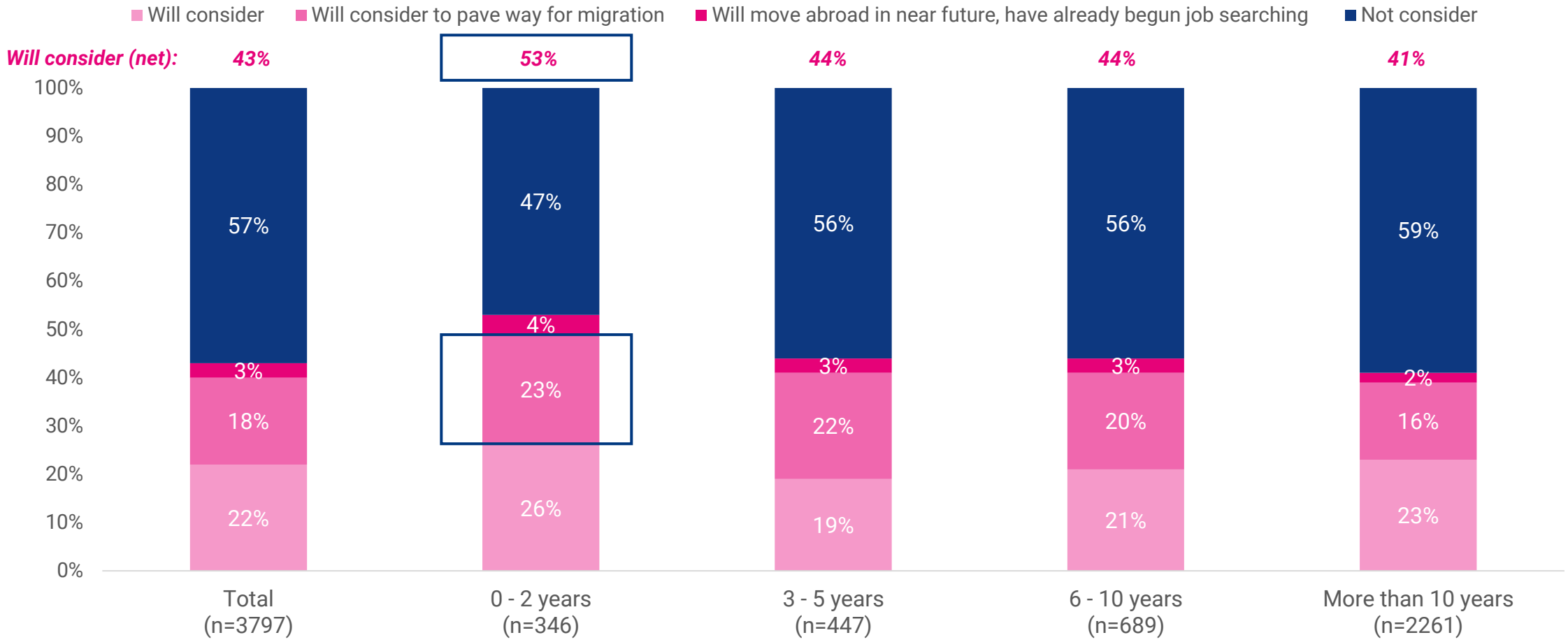
Base: All respondents

Qn.16. Would you consider working outside Hong Kong in a long term within 2 years? Which of the following best describes your situation? ("Long term" means staying in a job or position for 1 year or more.)

Working Outside of Hong Kong

Attitudes towards working outside Hong Kong for a long term within two years – by work experience

- Those with 0-2 years of work experience are more enthusiastic about working outside Hong Kong for a long period (53%). Specifically, this segment reflects a higher tendency (23%) to consider seeking job vacancies outside Hong Kong to pave the way for migration.



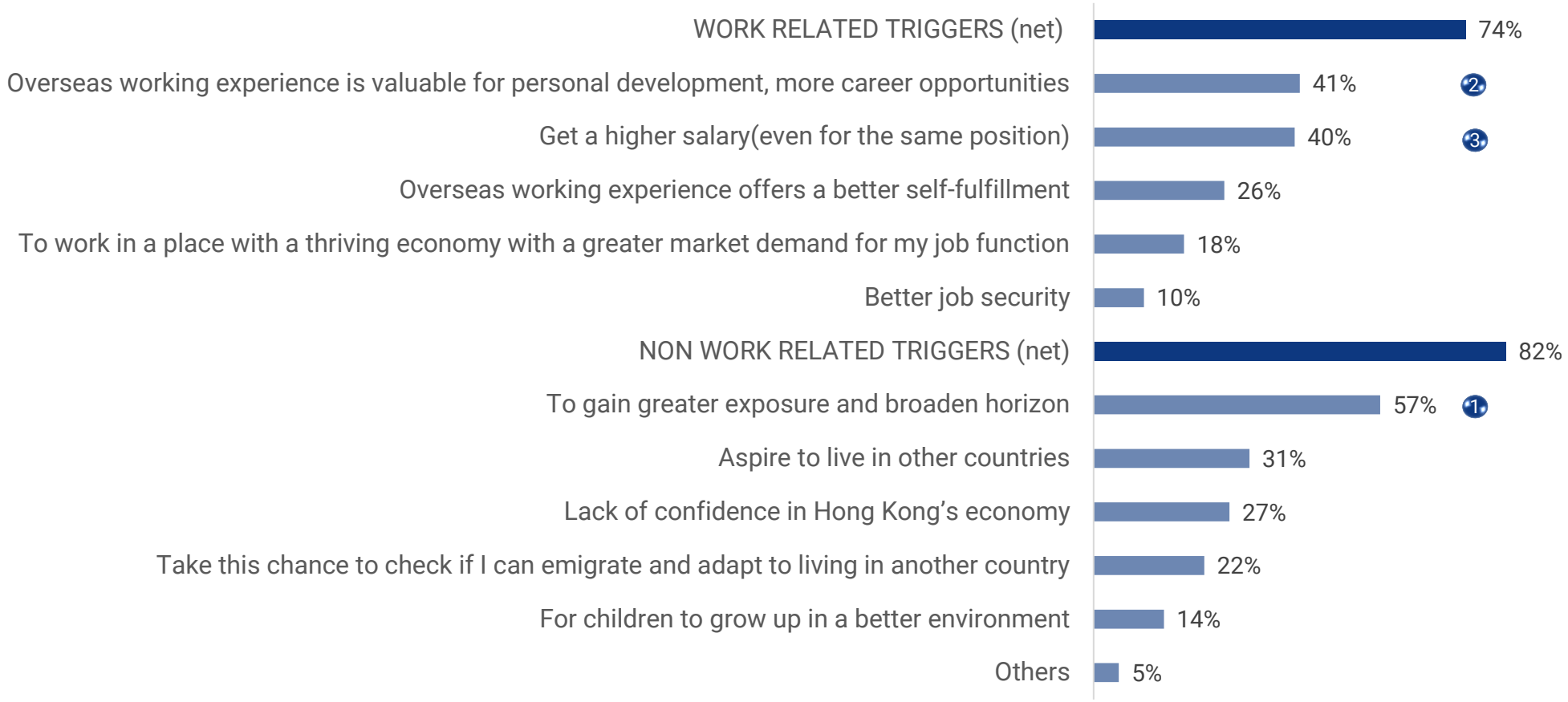
Base: All respondents

Qn.16. Would you consider working outside Hong Kong in a long term within 2 years? Which of the following best describes your situation? ("Long term" means staying in a job or position for 1 year or more.)

Working Outside of Hong Kong

Consider working outside of Hong Kong

- The most important trigger point is non-work related - “gain greater exposure and broaden horizon” (57%).
- Work-related elements are second-tier drivers, and the key ones are “overseas work experience is valuable for personal development with more career opportunities” (41%) and “get a higher salary (even for the same position)”(40%).



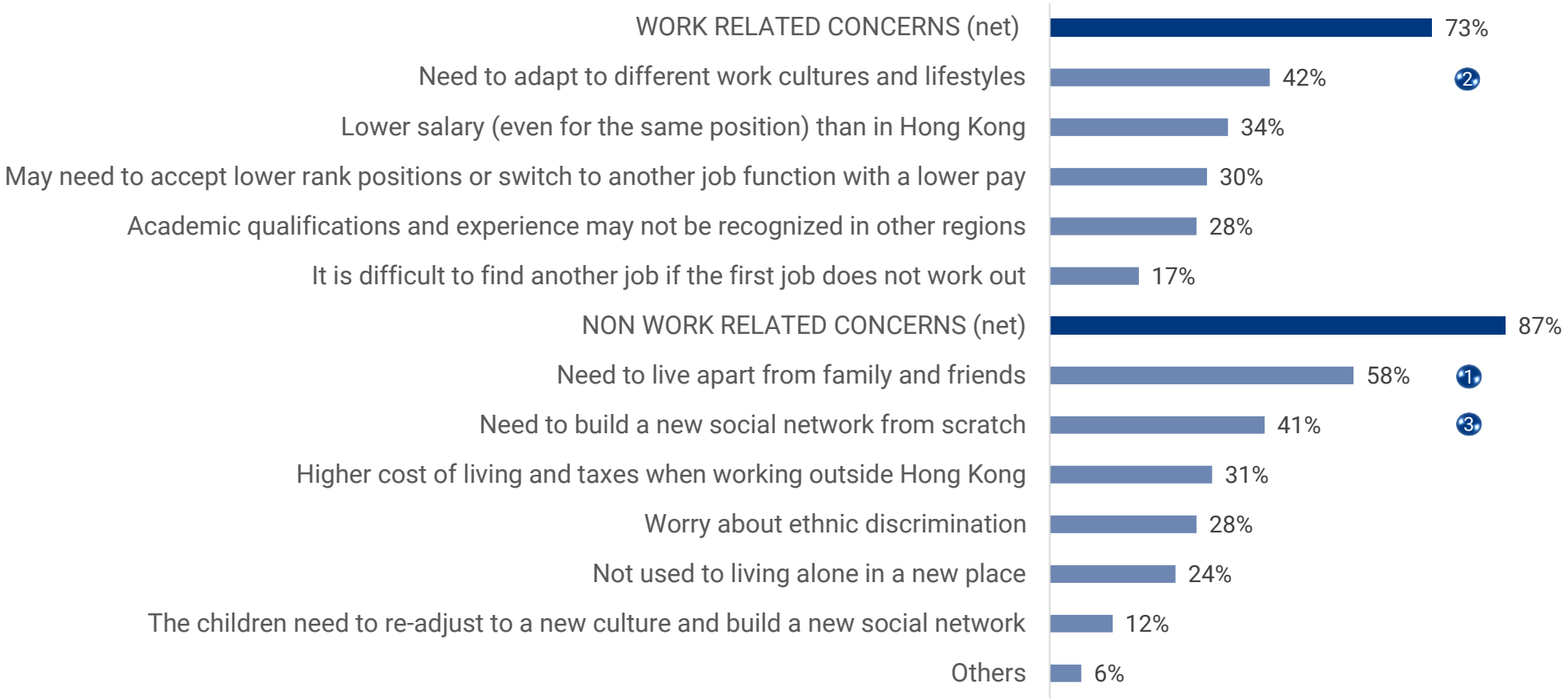
Base : All who will consider working outside Hong Kong (n=847)

Qn.16. Would you consider working outside Hong Kong in a long term within 2 years? Which of the following best describes your situation? (“Long term” means staying in a job or position for 1 year or more.)

Working Outside of Hong Kong

Do NOT consider working outside of Hong Kong

- The biggest hurdle that keeps these people from working outside Hong Kong is the “need to live apart from family and friends” (58%).
- The second-tier hurdles cover both work and non-work-related reasons: “need to adapt to different work cultures and lifestyles” (42%) and “need to build a new social network from scratch” (41%).



Base : All who will not consider working outside Hong Kong (n=847)
Qn.17. Thinking about working outside Hong Kong, what is/are your key concern(s)? (You can choose more than one answer)

Working Outside of Hong Kong

Top three preferred places for working outside of Hong Kong

• Australia (45%) and the United Kingdom (43%) are the top two preferred places, followed by Singapore (34%), Canada (27%), and China (24%).

Asia Pacific (net)	94%
➢ Australia	45%
➢ Singapore	34%
➢ China	24%
➢ Taiwan	22%
➢ Japan	20%
➢ Macau	10%
➢ New Zealand	9%
➢ Malaysia	6%
➢ Thailand	5%
➢ South Korea	3%
➢ Vietnam	3%
➢ Brunei	1%
➢ Bangladesh	1%
➢ Indonesia	1%
➢ Other Districts	2%

European Countries	52%
➢ United Kingdom	43%
➢ Germany	4%
➢ France	3%
➢ Netherlands	2%
➢ Switzerland	2%
➢ Denmark	1%

Americas (net)	38%
➢ Canada	27%
➢ United States of America	15%

Middle East (net)	4%
➢ Dubai	3%

Base: All who will consider working outside Hong Kong (n=1631)
Answer with less than 1% mention is not shown
Qn.20. Apart from Hong Kong, where do you want to work in the future? Please select your top 3 options from the list.

Working Outside of Hong Kong

Top three preferred places for working outside of Hong Kong – by age

- The preferred places selected by more than 20% of the respondents from each segment are summarized below.
- Australia and the United Kingdom are the top two preferred places among respondents aged 45 or below. For those aged above 45, Singapore and China outweigh the United Kingdom as prime target places.

TOTAL (n=1631)	
➢ Australia	45%
➢ United Kingdom	43%
➢ Singapore	34%
➢ Canada	27%
➢ China	24%
➢ Taiwan	22%
➢ Japan	20%

Aged below 25 (n=185)		Aged 26 – 30 (n=290)		Aged 31 – 35 (n=286)		Aged 36 – 40 (n=318)		Aged 41 – 45 (n=233)		Aged 46 – 50 (n=154)		Aged above 50 (n=162)	
United Kingdom	47%	United Kingdom	52%	Australia	47%	Australia	56%	Australia	47%	Singapore	44%	China	42%
Australia	43%	Australia	44%	United Kingdom	45%	United Kingdom	52%	United Kingdom	37%	Australia	38%	Australia	28%
Canada	38%	Singapore	36%	Singapore	36%	Singapore	38%	Singapore	31%	China	36%	United Kingdom	27%
Singapore	25%	Canada	36%	Canada	25%	Canada	26%	China	23%	United Kingdom	25%	Singapore	27%
United States of America	24%			Taiwan	24%			Japan	23%	Japan	24%	Taiwan	25%
Taiwan	22%			Japan	23%			Taiwan	22%	Taiwan	23%	Macau	21%
Japan	22%			China	23%			Canada	21%	Canada	20%		

Base: All who will consider working outside Hong Kong

Qn.20. Apart from Hong Kong, where do you want to work in the future? Please select your top 3 options from the list.

Working Outside of Hong Kong

Top three preferred places for working outside of Hong Kong – by career level

- The preferred places selected by more than 20% of the respondents from each segment are summarized below.
- Directors/ VPs/ CEOs select Australia (41%) and Singapore (39%) as the top two preferred places whilst all other levels preferred Australia and the United Kingdom.

TOTAL (n=1631)	
➢ Australia	45%
➢ United Kingdom	43%
➢ Singapore	34%
➢ Canada	27%
➢ China	24%
➢ Taiwan	22%
➢ Japan	20%

Fresh Graduate / <1 year (n=97)B		Junior Executive / 1 - 4 years(n=350)		Supervisor / >5 years (n=645)		Manager (n=442)		Director/ VP/ CEO (n=89)	
Australia	43%	United Kingdom	50%	Australia	47%	Australia	47%	Australia	41%
United Kingdom	40%	Australia	40%	United Kingdom	43%	United Kingdom	41%	Singapore	39%
Canada	30%	Canada	35%	Singapore	37%	Singapore	37%	United Kingdom	34%
United States of America	26%	Singapore	29%	Canada	27%	China	27%	China	29%
China	23%	Japan	26%	Taiwan	26%	Canada	22%	Taiwan	20%
Taiwan	22%	Taiwan	22%	China	24%				

Base: All who will consider working outside Hong Kong

Qn.20. Apart from Hong Kong, where do you want to work in the future? Please select your top 3 options from the list.

Working Outside of Hong Kong

Top three preferred places for working outside of Hong Kong – by work experience

- The preferred places selected by more than 20% of the respondents from each segment are summarized below.
- Those with 3-5 years of work experience preferred the United Kingdom and Canada. All other segments consistently preferred Australia and the United Kingdom.

TOTAL (n=1631)	
➢ Australia	45%
➢ United Kingdom	43%
➢ Singapore	34%
➢ Canada	27%
➢ China	24%
➢ Taiwan	22%
➢ Japan	20%

0 – 2 years (n=184)	
Australia	45%
United Kingdom	43%
Canada	37%
Singapore	24%
United States of America	23%
Taiwan	20%

3 – 5 years (n=195)	
United Kingdom	53%
Canada	41%
Australia	39%
Singapore	34%
Japan	21%

6 – 10 years (n=304)	
Australia	47%
United Kingdom	47%
Singapore	33%
Canada	28%
Taiwan	24%
China	22%
Japan	20%

> 10 years (n=925)	
Australia	46%
United Kingdom	40%
Singapore	37%
China	27%
Taiwan	22%
Canada	22%

Base: All who will consider working outside Hong Kong
Qn.20. Apart from Hong Kong, where do you want to work in the future? Please select your top 3 options from the list.



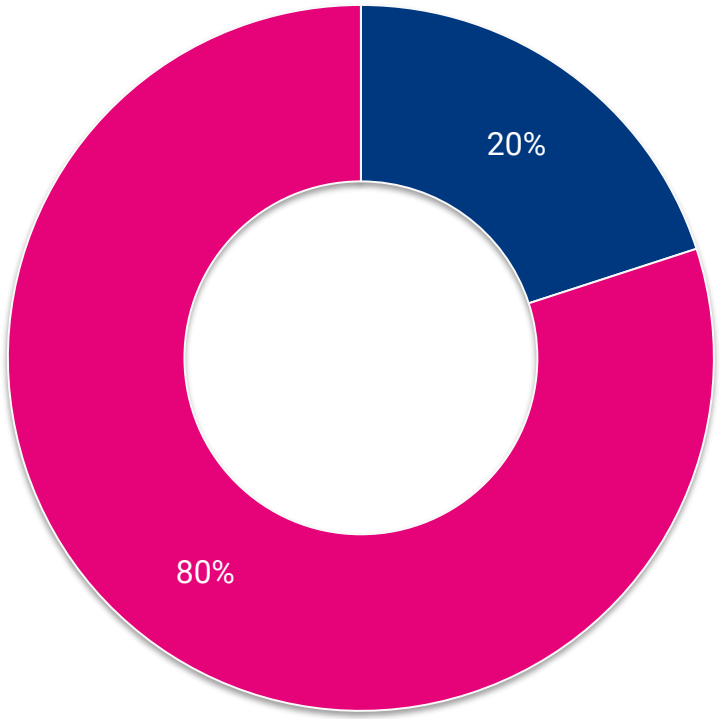
SECTION 9

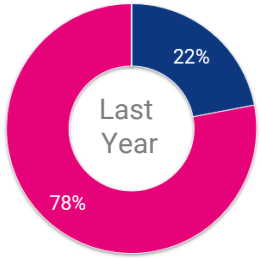
EMPLOYERS' COPING POLICIES

Employer's Coping Policies

Implementation of short to midterm cost-saving policies due to COVID-19 and economic downturn

• Only 20% report that their company has adopted any short- to mid-term cost-saving policies (versus 22% in 2022).





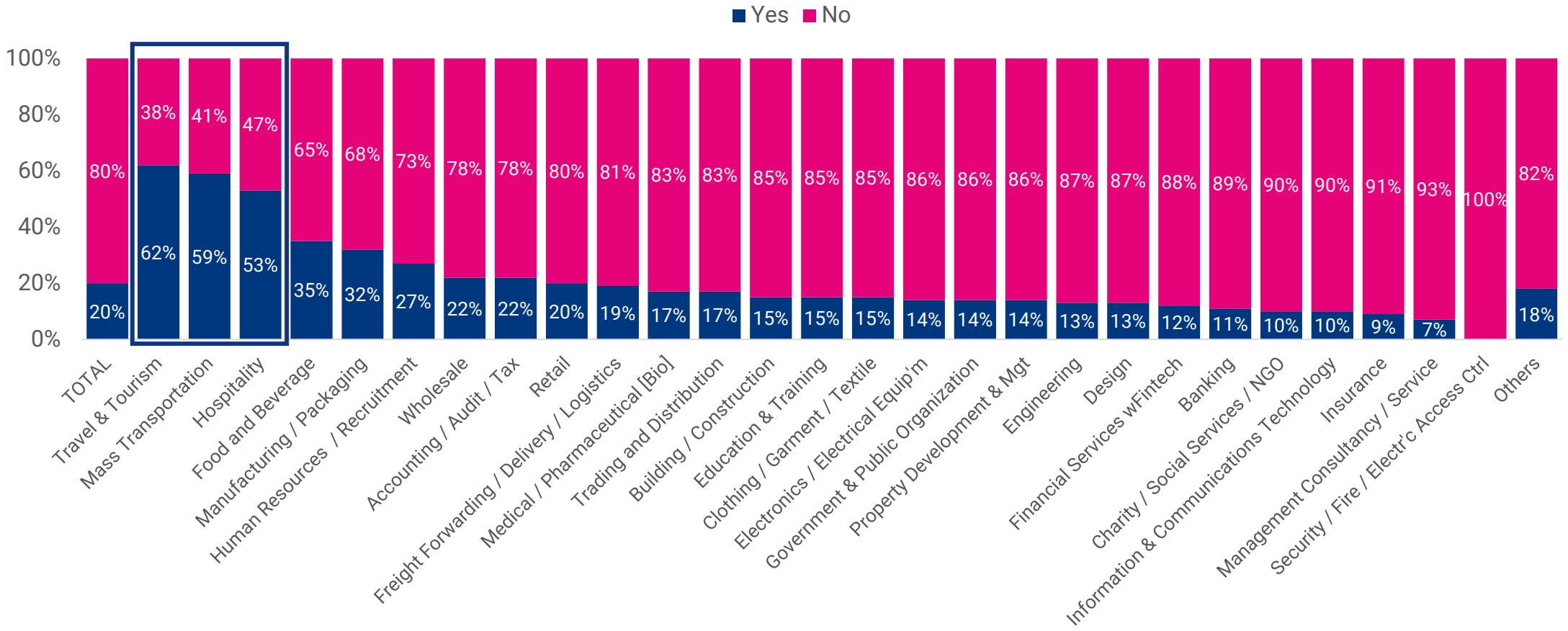
Base : All working on full time basis (n=3188)

Qn.5d. Due to COVID-19 and the economic downturn, has your company implemented any short to midterm cost-saving policies (e.g. salary reduction or no pay leaves) that affect you?

Employer's Coping Policies

Implementation of short to midterm cost-saving policies due to COVID-19 and economic downturn

- In this round, the top three industries that implement short to midterm cost-saving policies are Travel & Tourism (62%), Mass Transportation (59%), and Hospitality (53%).



Industry with less than 30 respondents is not shown

Base : All working on full-time basis (n=3188)

Qn.5d. Due to COVID-19 and the economic downturn, has your company implemented any short to midterm cost-saving policies (e.g. salary reduction or no pay leaves) that affect you?



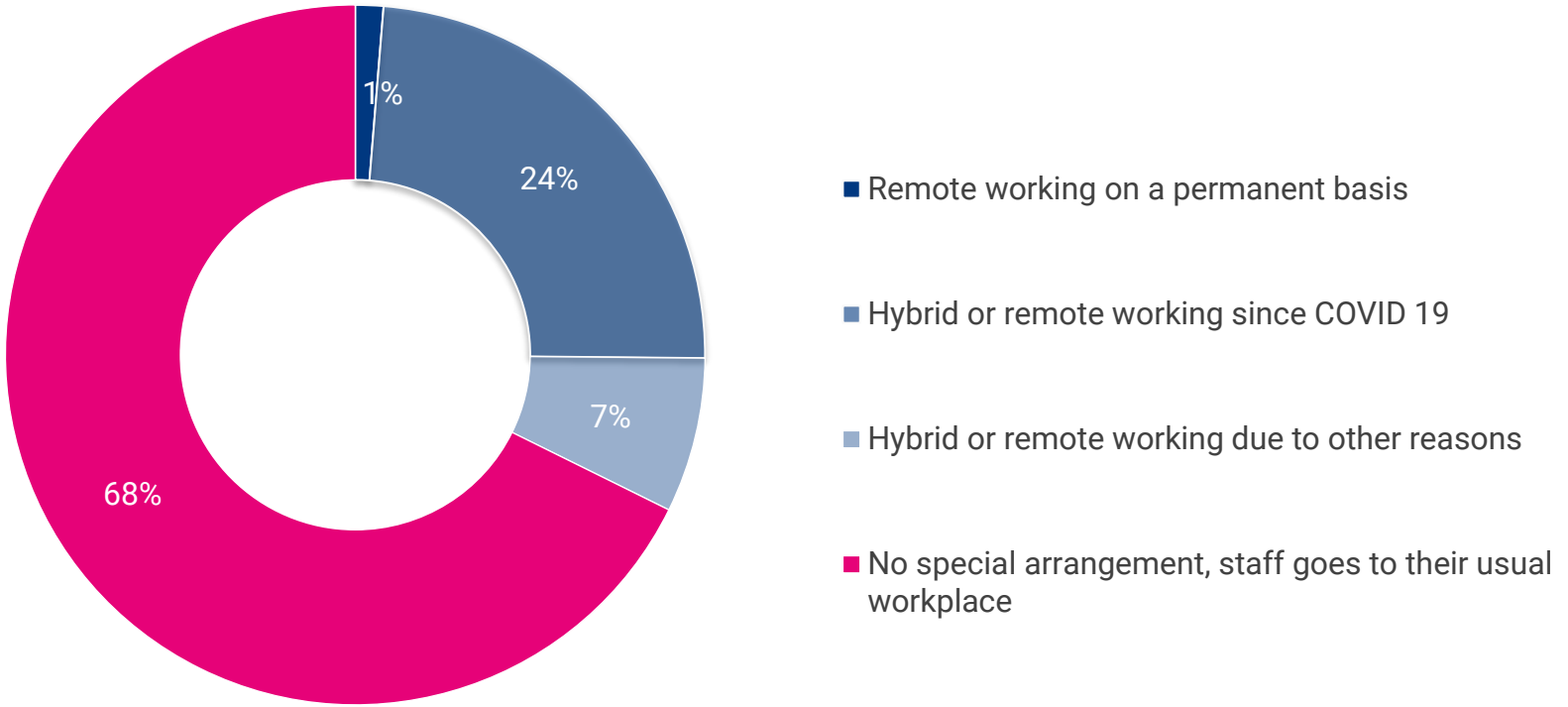
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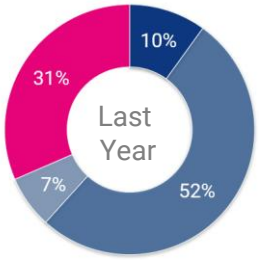
HYBRID OR REMOTE WORKING

Hybrid or Remote Working

Company's implementation of hybrid or remote working

- Post-pandemic, companies are moving away from hybrid and remote work models. Recent stats show that only 32% of businesses maintain these practices, down from 69% in 2022. As organizations adapt to changes in the work landscape, it's crucial to consider employee needs when making operational decisions.





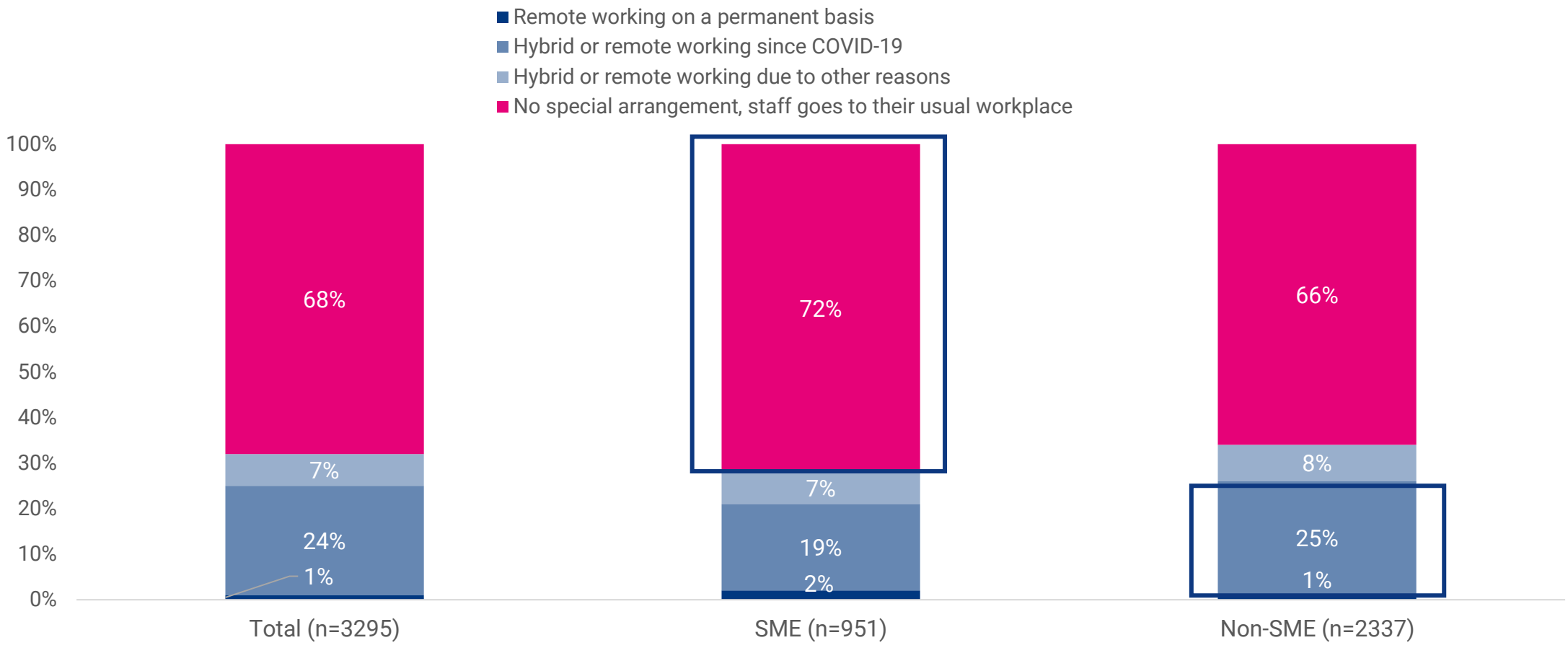
Base : All working on full-time or part-time basis (n=3188)

Qn.11c. Which of the following best describes the working mode of your company?

Hybrid or Remote Working

Company's implementation of hybrid or remote working– by company size

- In comparison, SMEs are more prone to maintain the conventional working mode with staff going to their usual workplace (72%).
- Non-SMEs reflect a higher incidence of implementing hybrid or remote working since COVID-19 (25% versus 19% among SMEs)



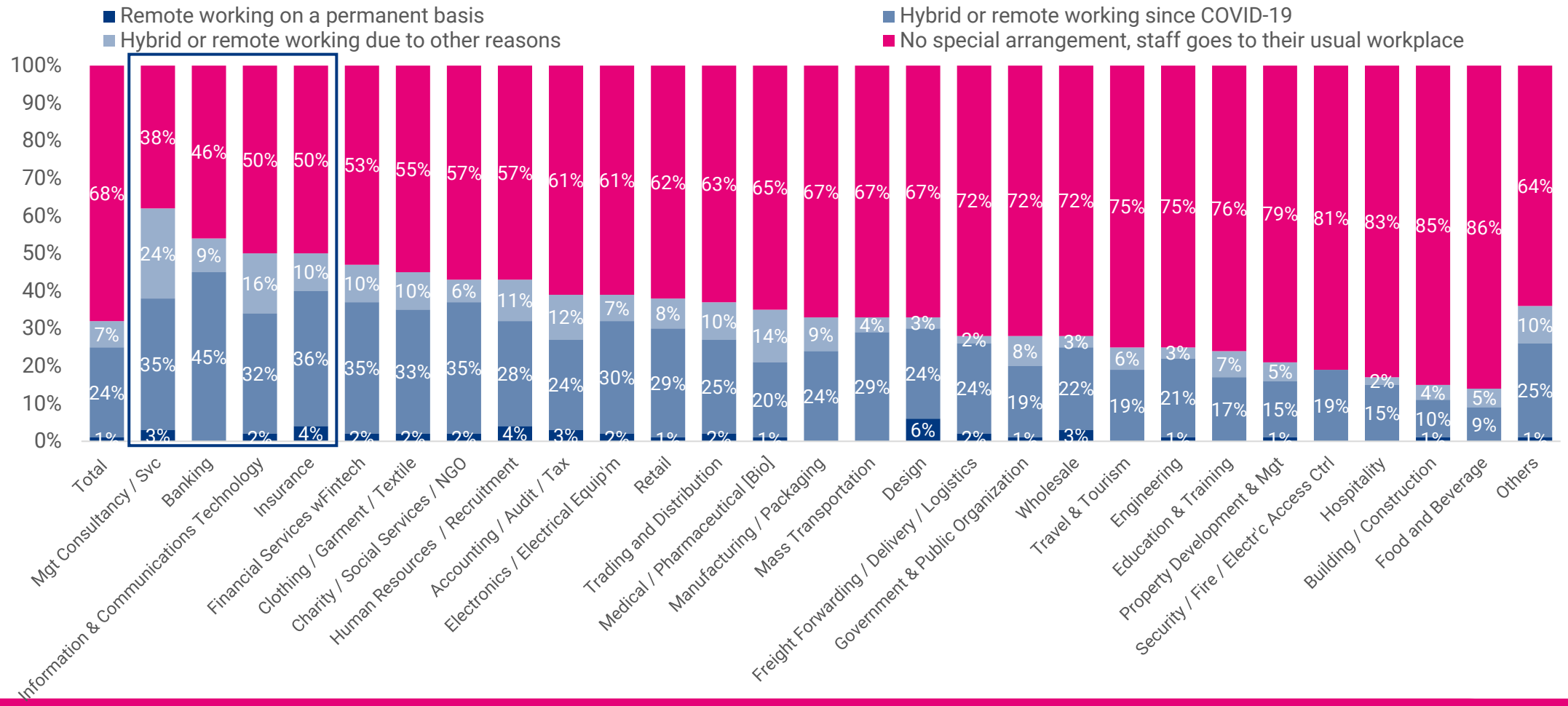
Base: All working on a full-time or part-time basis

Qn.11c. Which of the following best describes the working mode of your company?

Hybrid or Remote Working

Company's implementation of hybrid or remote working – by industry

- Several industries have a higher incidence of implementing hybrid or remote working: Management Consultancy/ Service (62%), Banking (54%), Information & Communications Technology (50%), and Insurance (50%).



Industry with less than 30 respondents is not shown

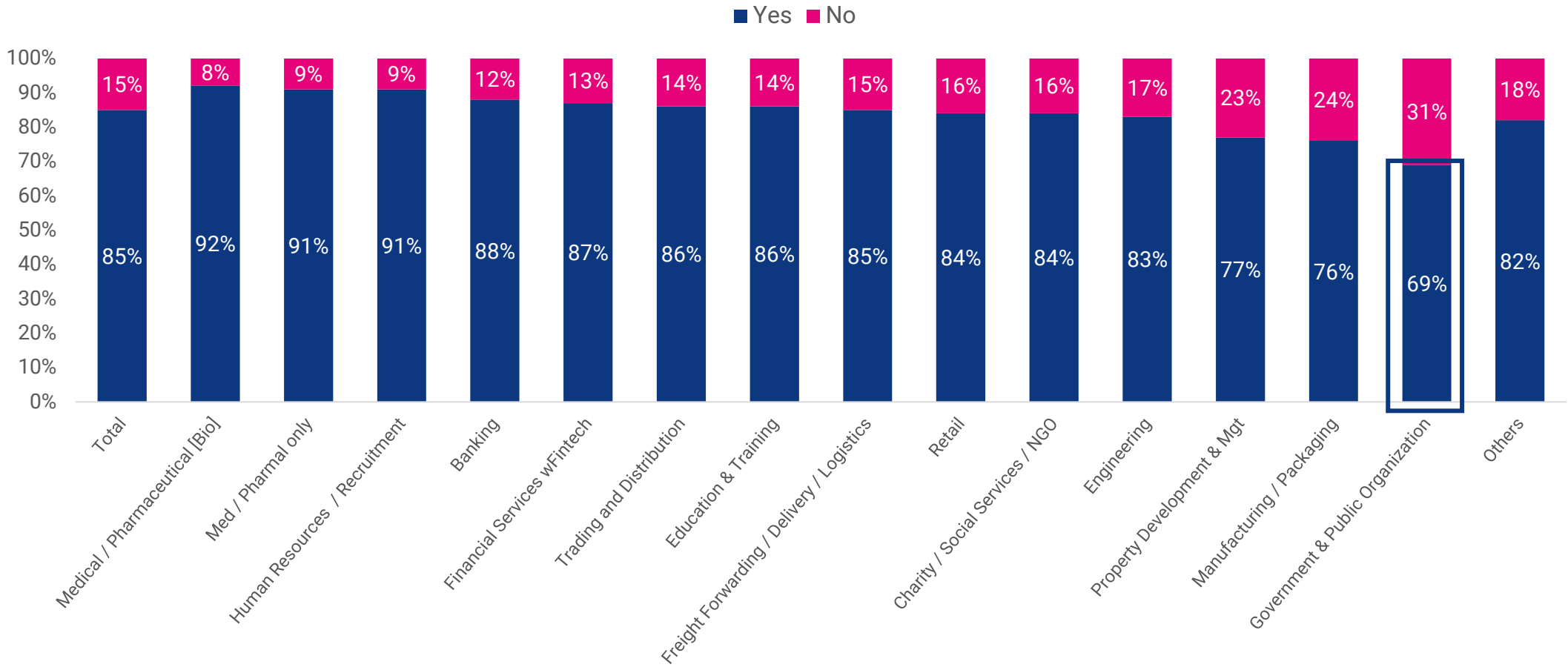
Base : All working on a full-time or part-time basis (n=3295)

Qn.11c. Which of the following best describes the working mode of your company?

Hybrid or Remote Working

Personal experience of remote working – by industry

- Among respondents whose company has adopted the hybrid mode, more than three-quarters have experienced this mode personally. In comparison, respondents from Government & Public Organizations report a lower incidence (69%).



Industry with less than 30 respondents is not shown

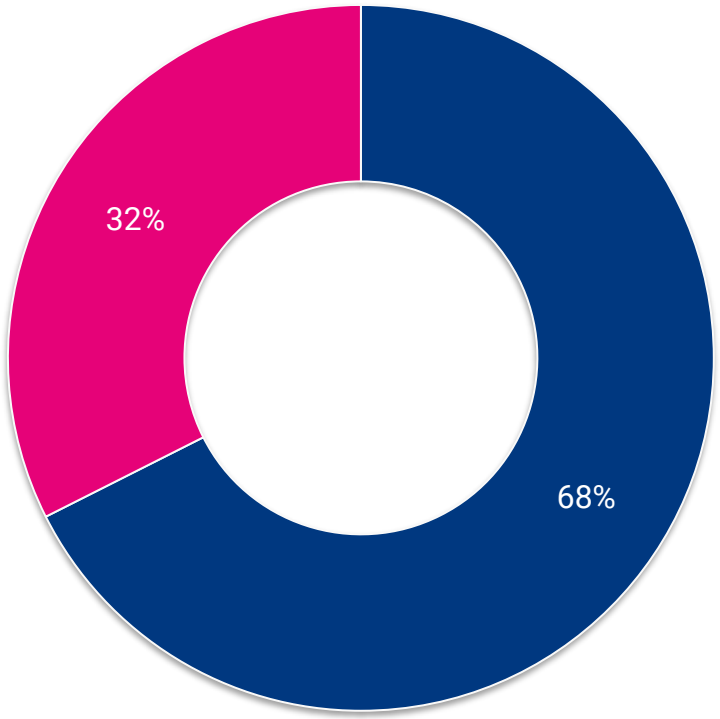
Base : All working on a full-time or part-time basis company has adopted hybrid mode or complete remote working mode out of COVID 19 or other reasons (n=1008)

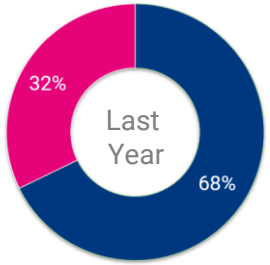
Qn.11d. Have you ever encountered any hybrid or remote working?

Hybrid or Remote Working

Employees' preference for working mode

- In general, employees' preference for working mode remains the same as last year – 68% prefer hybrid or remote working mode to 'work at office' mode.





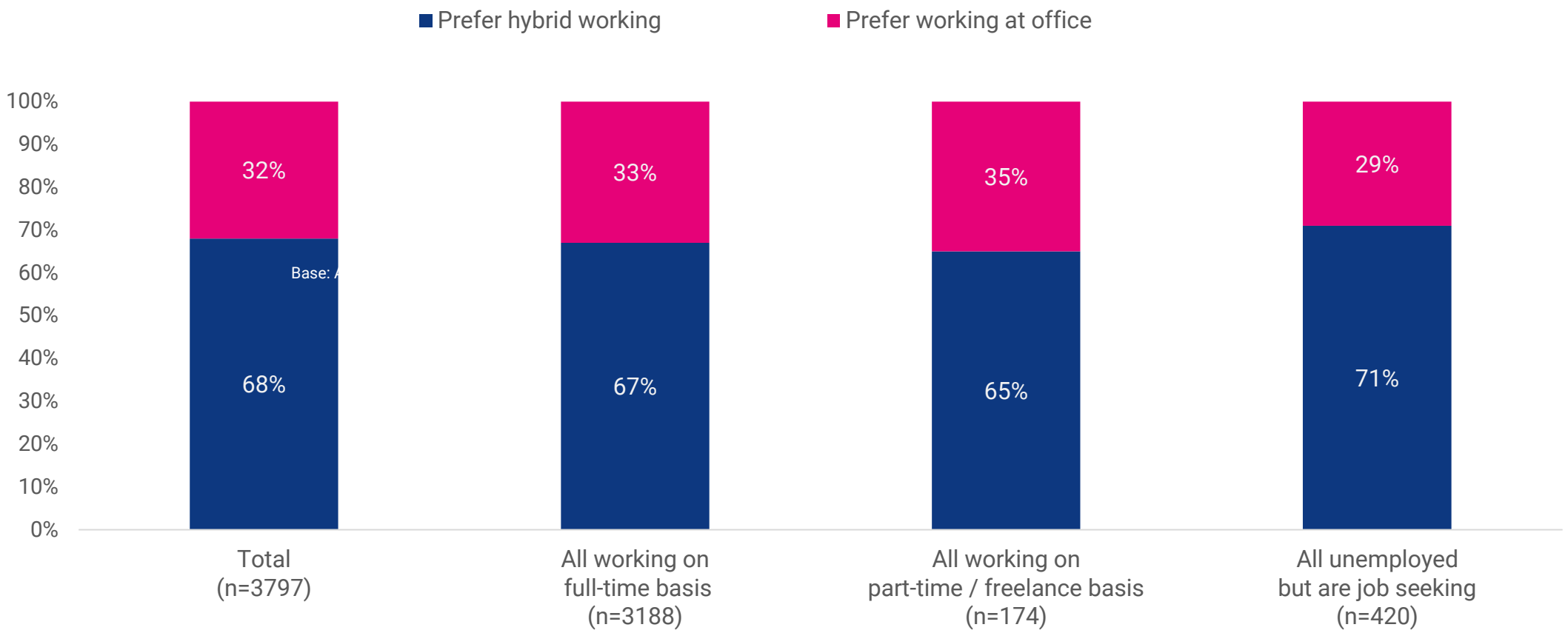
Base: All respondents (n=3797)

Qn.11e. Do you like or prefer hybrid working? Please answer the questions about the hybrid or remote working situation in your current company or share your own opinion if you never experienced that.

Hybrid or Remote Working

Employees' preference for working mode– by employment status

• The preference level is similar across different employment statuses.



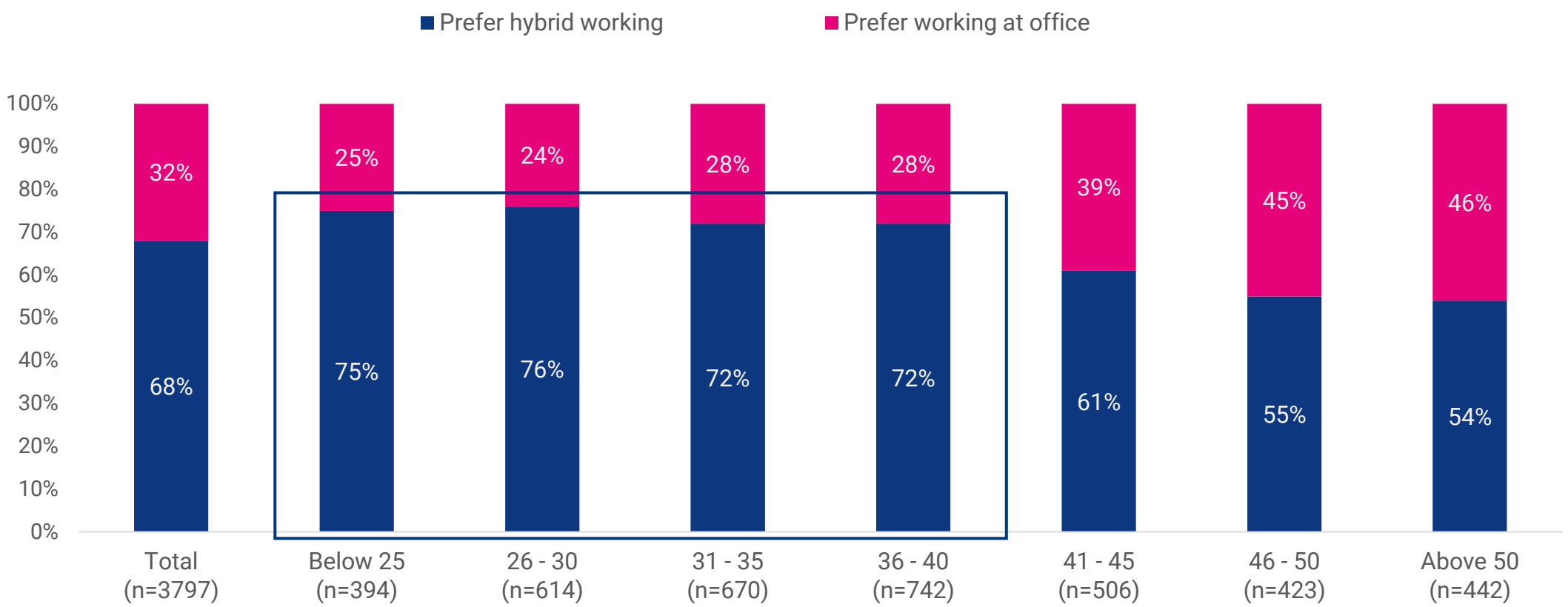
Base: All respondents

Qn.11e. Do you like or prefer hybrid working? Please answer the questions about the hybrid or remote working situation in your current company or share your own opinion if you never experienced that.

Hybrid or Remote Working

Employees' preference for working mode – by age

• Employees aged below 40 indicate a stronger preference for hybrid working (72% - 76%) than the older segments.



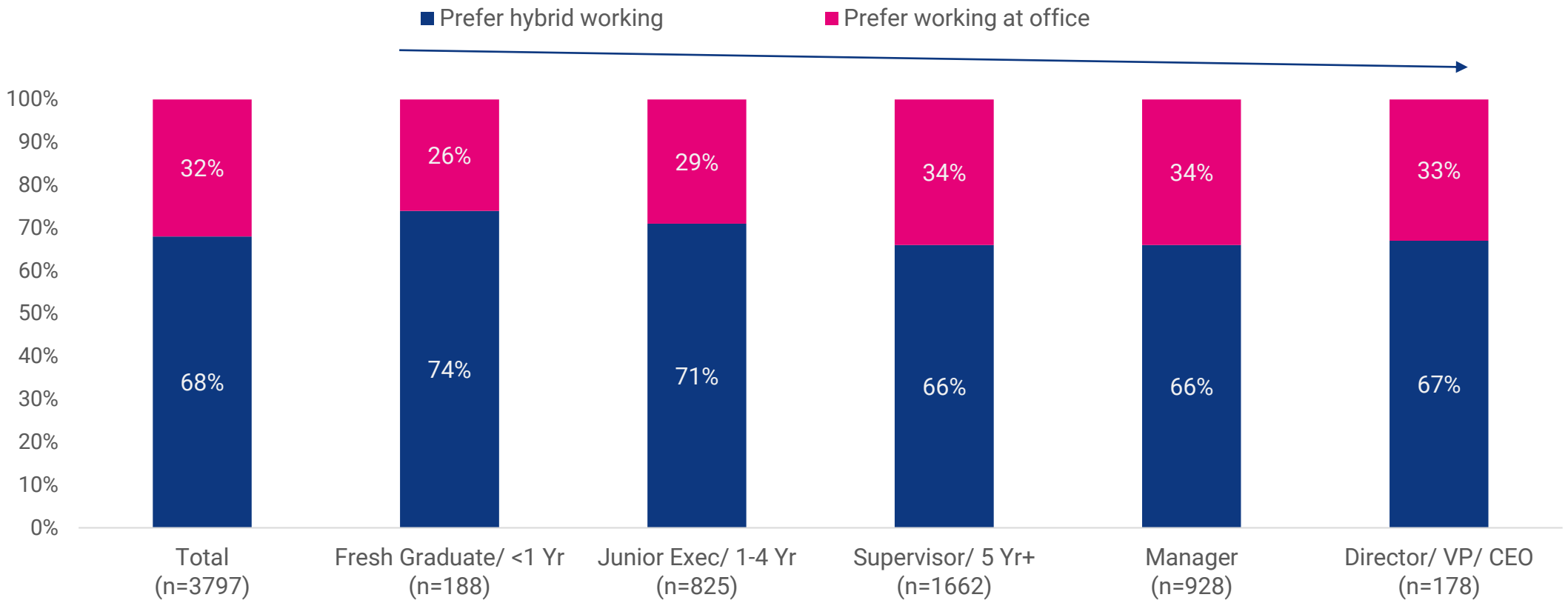
Base: All respondents

Qn.11e. Do you like or prefer hybrid working? Please answer the questions about the hybrid or remote working situation in your current company or share your own opinion if you never experienced that.

Hybrid or Remote Working

Employees' preference for working mode – by career level

- Fresh graduates/ with less than 1 year of work experience (74%) and Junior Executives/ with 1-4 years of work experience (71%) are relatively more in favor of hybrid working.
- The preference for hybrid working slightly declines with career levels.



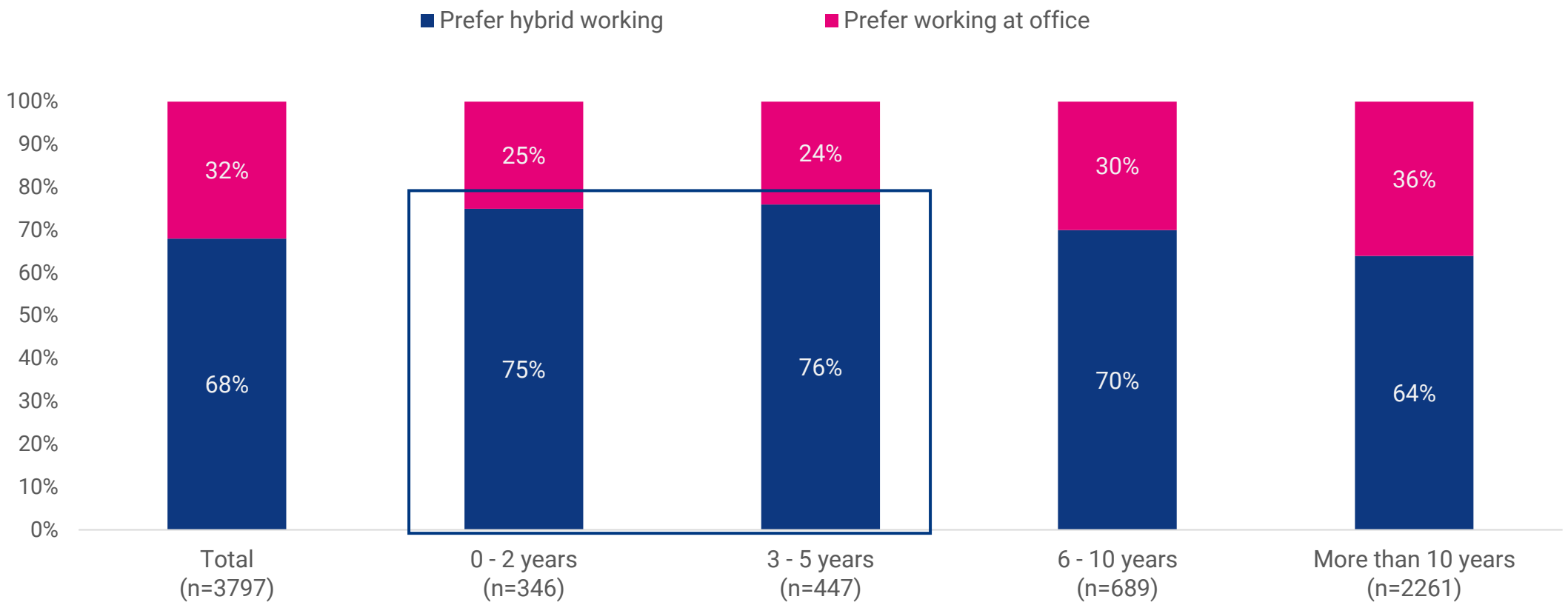
Base: All respondents

Qn.11e. Do you like or prefer hybrid working? Please answer the questions about the hybrid or remote working situation in your current company or share your own opinion if you never experienced that.

Hybrid or Remote Working

Employees' preference for working mode – by work experience

• Employees with shorter work experience show a stronger preference for hybrid working mode (75% - 76%).



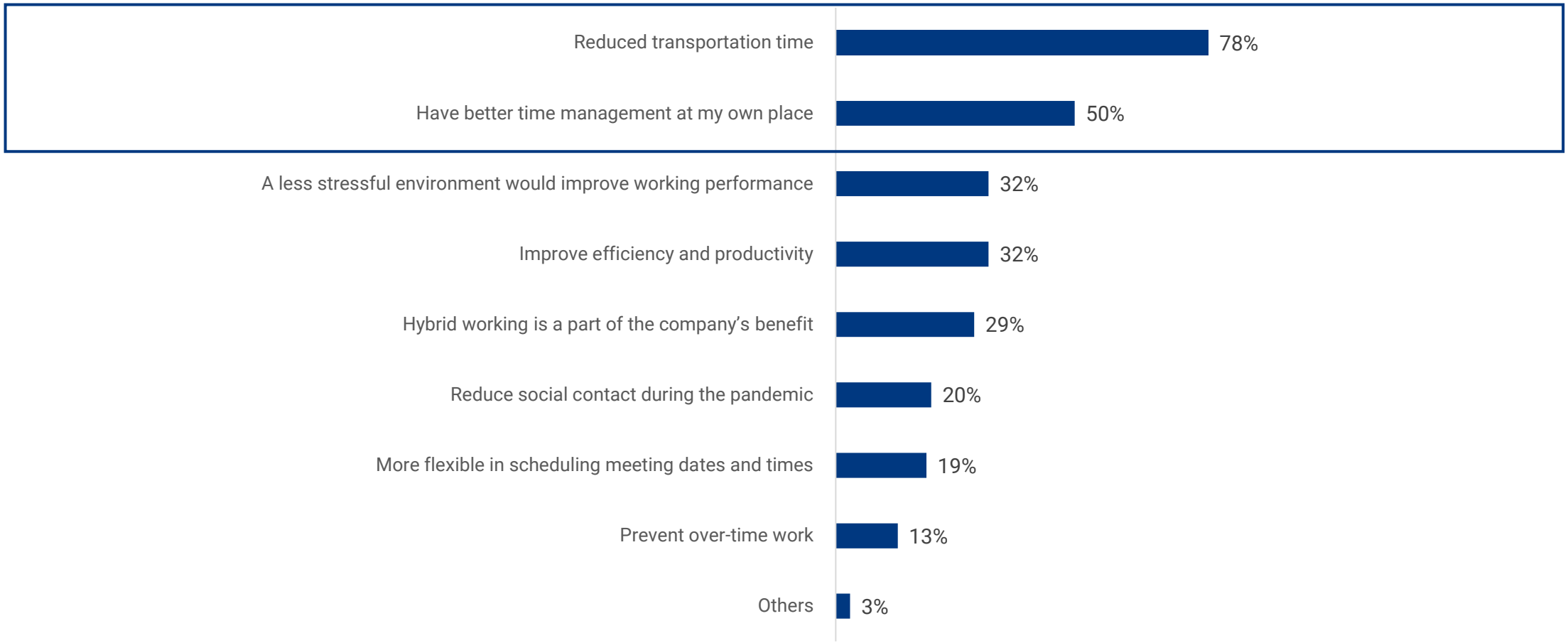
Base: All respondents

Qn.11e. Do you like or prefer hybrid working? Please answer the questions about the hybrid or remote working situation in your current company or share your own opinion if you never experienced that.

Hybrid or Remote Working

Perceived benefits of a hybrid working implementation

• Two biggest benefits of hybrid working are “reduced transportation time” (78%) and “better time management at my own place” (50%).



Base : All who prefer “hybrid working mode” (n=2566)

Qn.11f. What are the benefits of hybrid working? (You can choose up to 3 options)

Hybrid or Remote Working

Perceived benefits of hybrid working implementation – by employment status
• "Reduced transportation time" and "better time management at my own place" are key perceived benefits regardless of employment status.

	Total	All working on a full-time basis	All working on part-time / freelance basis	All unemployed but are job seeking
	n=2566	n=2142	n=113	n=299
Reduced transportation time	78% 1	81% 1	68% 1	64% 1
Have better time management at my own place	50% 2	50% 2	57% 2	46% 2
A less stressful environment would improve working performance	32%	31%	29%	44%
Improve efficiency and productivity	32%	30%	40%	38%
Hybrid working is a part of the company's benefit	29%	30%	23%	29%
Reduce social contact during the pandemic	20%	21%	19%	17%
More flexible in scheduling meeting dates and times	19%	17%	23%	25%
Prevent over-time work	13%	13%	11%	14%
Others	3%	2%	4%	2%

Base: All who prefer "hybrid working mode"
Qn.11f. What are the benefits of hybrid working? (You can choose up to 3 options)

Hybrid or Remote Working

Perceived benefits of hybrid working implementation - by age

- The same top two benefits apply to different age segments. Those aged below 25 and aged 41–45 feel more positive about better work performance in a less stressful environment (40%)

	Total	Aged below 25	Aged 26 - 30	Aged 31 - 35	Aged 36 - 40	Aged 41 - 45	Aged 46 - 50	Above 50
	n=2566	n=295	n=470	n=481	n=536	n=310	n=234	n=238
Reduce transportation time	78% 1	75% 1	78% 1	80% 1	83% 1	80% 1	73% 1	74% 1
Have better time management at my own place	50% 2	57% 2	50% 2	52% 2	48% 2	45% 2	51% 2	45% 2
A less stressful environment would improve working performance	32%	40%	36%	30%	26%	30%	39%	30%
Improve efficiency and productivity	32%	31%	30%	37%	29%	28%	33%	32%
Hybrid working is a part of the company's benefit	29%	29%	33%	34%	32%	24%	20%	24%
Reduce social contact during the pandemic	20%	10%	13%	16%	23%	32%	26%	29%
More flexible in scheduling meeting dates and times	19%	21%	17%	15%	17%	23%	21%	22%
Prevent over-time work	13%	21%	16%	12%	9%	14%	11%	11%
Others	3%	1%	2%	4%	3%	2%	3%	1%

Base: All who prefer "hybrid working mode"
Qn.11f. What are the benefits of hybrid working? (You can choose up to 3 options)

Hybrid or Remote Working

Perceived benefits of hybrid working implementation – by career level

- All career levels perceive the same prime benefit "reduce transportation time".
- The second perceived benefit "better time management at my own place" is consistent across most segments but the Directors/ VPs/ CEOs value more about improving efficiency and productivity (42%). The fresh graduates/ with less than 1 year of work experience also treasure that "a less stressful environment would improve working performance" (42%).

	Total	Fresh Graduate/ <1 Year	Junior Exec/ 1-4 Year	Supervisor/ 5 Year+	Manager	Director/ VP/ CEO
	n=2566	n=139	n=589	n=1095	n=612	n=119
Reduce transportation time	78% 1	74% 1	76% 1	80% 1	79% 1	80% 1
Have better time management at my own place	50% 2	52% 2	51% 2	49% 2	52% 2	37%
A less stressful environment would improve working performance	32%	42%	33%	35%	26%	17%
Improve efficiency and productivity	32%	30%	31%	30%	33%	42% 2
Hybrid working is a part of the company's benefit	29%	31%	30%	27%	33%	26%
Reduce social contact during the pandemic	20%	10%	16%	24%	20%	17%
More flexible in scheduling meeting dates and times	19%	24%	16%	15%	23%	31%
Prevent over-time work	13%	21%	17%	12%	10%	9%
Others	3%	2%	2%	3%	2%	1%

Base: All who prefer "hybrid working mode"
Qn.11f. What are the benefits of hybrid working? (You can choose up to 3 options)

Hybrid or Remote Working

Perceived benefits of hybrid working implementation– by work experience
• Respondents of different work experiences share the same top two benefits.
• Those with 0-2 years of work experience also value that “a less stressful environment would improve working performance” (39%).

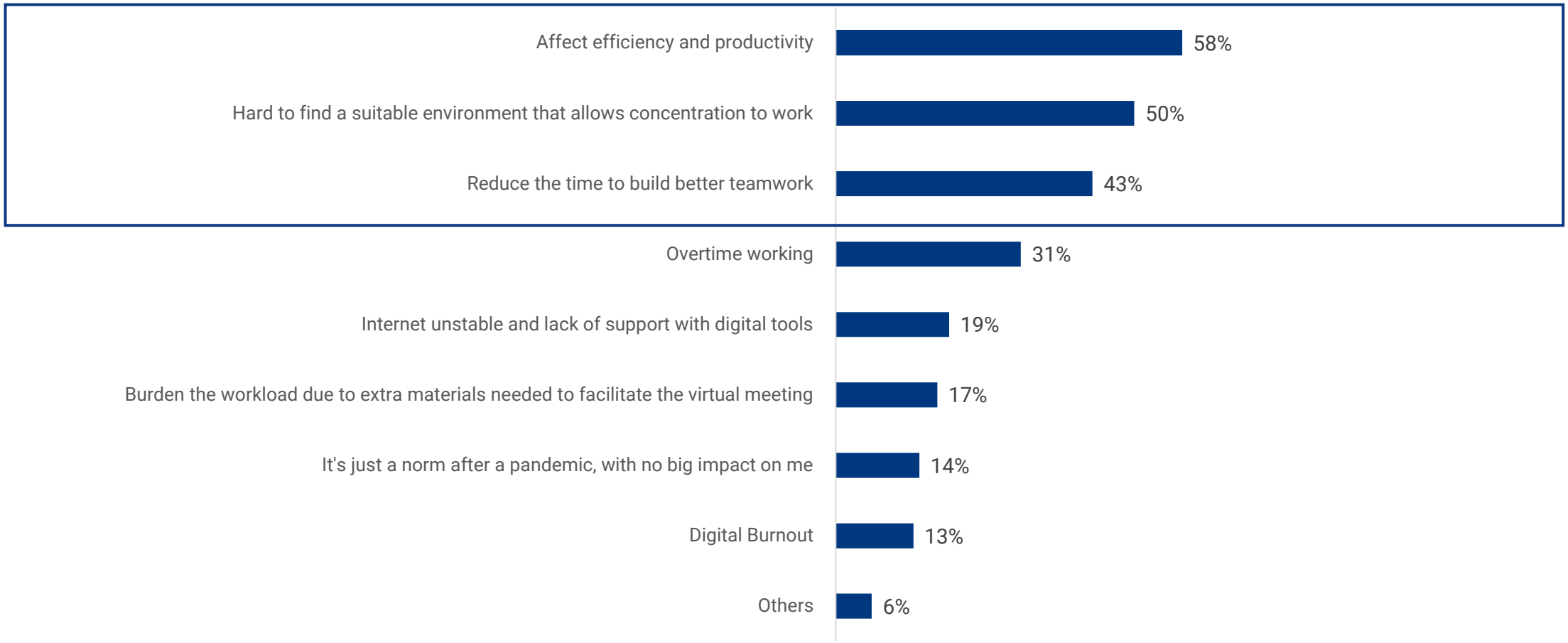
	Total	0-2 Years	3-5 Years	6-10 Years	More than 10 Years
	n=2566	n=260	n=339	n=480	n=1447
Reduce transportation time	78% (1)	78% (1)	77% (1)	78% (1)	80% (1)
Have better time management at my own place	50% (2)	56% (2)	47% (2)	50% (2)	50% (2)
A less stressful environment would improve working performance	32%	39%	35%	33%	30%
Improve efficiency and productivity	32%	30%	32%	34%	31%
Hybrid working is a part of the company’s benefit	29%	28%	33%	34%	27%
Reduce social contact during the pandemic	20%	12%	11%	18%	25%
More flexible in scheduling meeting dates and times	19%	21%	17%	15%	20%
Prevent over-time work	13%	21%	18%	13%	10%
Others	3%	1%	2%	3%	3%

Base: All who prefer “hybrid working mode”
Qn.11f. What are the benefits of hybrid working? (You can choose up to 3 options)

Hybrid or Remote Working

The reason for preferring work at the office

- Respondents who prefer “working at the office” are pushed by three shortcomings of the hybrid working mode: “affect efficiency and productivity” (58%), “hard to find a suitable environment that allows concentration to work” (50%) and “less time to build better teamwork” (43%).



Base : All who prefer “working at the office” (n=1231)

Qn.11g. Why do you prefer “working at the office” instead of “hybrid working”? (You can choose up to 3 options)

Hybrid or Remote Working

The reason for preferring work at the office – by employment status

• Rationales behind the preference for “working at the office” are consistent across different employment statuses.

	Total	All working on a full-time basis	All working on part-time / freelance basis	All unemployed but are job seeking
	n=1231	n=1046	n=61	n=121
Affect efficiency and productivity	58% (1)	60% (1)	49% (1)	53% (1)
Hard to find a suitable environment that allows concentration to work	50% (2)	50% (2)	50% (2)	48% (2)
Reduce the time to build better teamwork	43% (3)	43% (3)	39% (3)	44% (3)
Overtime working	31%	32%	23%	23%
Internet unstable and lack of support with digital tools	19%	18%	18%	21%
Burden the workload due to extra materials needed to facilitate the virtual meeting	17%	16%	24%	23%
It's just a norm after a pandemic, with no big impact on me	14%	14%	15%	14%
Digital Burnout	13%	14%	9%	10%
Others	6%	5%	12%	12%

Base: All who prefer “working at the office”

Qn.11g. Why do you prefer “working at the office” instead of “hybrid working”? (You can choose up to 3 options)

Hybrid or Remote Working

The reason for preferring work at the office – by age
• Different age segments share the same three key rationales behind their preferred working mode.

	Total	Aged below 25	Aged 26 - 30	Aged 31 - 35	Aged 36 - 40	Aged 41 - 45	Aged 46 - 50	Above 50
	n=1231	n=99	n=144	n=189	n=206	n=196	n=189	n=204
Affect efficiency and productivity	58% (1)	57% (1)	58% (1)	56% (1)	51% (2)	64% (1)	64% (1)	59% (1)
Hard to find a suitable environment that allows concentration to work	50% (2)	50% (2)	48% (2)	48% (2)	63% (1)	52% (2)	41% (3)	44% (3)
Reduce the time to build better teamwork	43% (3)	39% (3)	43% (3)	38% (3)	41% (3)	43% (3)	43% (2)	51% (2)
Overtime working	31%	26%	33%	31%	37%	31%	30%	25%
Internet unstable and lack of support with digital tools	19%	21%	24%	19%	15%	15%	23%	15%
Burden the workload due to extra materials needed to facilitate the virtual meeting	17%	18%	13%	12%	19%	17%	18%	18%
It's just a norm after a pandemic, with no big impact on me	14%	20%	13%	14%	14%	12%	15%	15%
Digital Burnout	13%	14%	19%	18%	14%	7%	11%	11%
Others	6%	8%	6%	8%	6%	8%	6%	4%

Base: All who prefer "working at the office"
Qn.11g. Why do you prefer "working at the office" instead of "hybrid working"? (You can choose up to 3 options)

Hybrid or Remote Working

The reason for preferring work at the office – by career level

- While the same top three reasons apply to all career levels, the Directors/ VPs/ CEOs feel stronger impacts on efficiency and productivity (83%) and the reduced time in building teamwork (75%).

	Total	Fresh Graduate/ <1 Year	Junior Exec/ 1-4 Year	Supervisor/ 5 Year+	Manager	Director/ VP/ CEO
	n=1231	n=49	n=236	n=567	n=316	n=59
Affect efficiency and productivity	58% (1)	50% (2)	56% (1)	55% (1)	63% (1)	83% (1)
Hard to find a suitable environment that allows concentration to work	50% (2)	63% (1)	44% (2)	49% (2)	52% (3)	53% (3)
Reduce the time to build better teamwork	43% (3)	43% (3)	35% (3)	37% (3)	54% (2)	75% (2)
Overtime working	31%	26%	30%	35%	27%	17%
Internet unstable and lack of support with digital tools	19%	29%	20%	19%	16%	8%
Burden the workload due to extra materials needed to facilitate the virtual meeting	17%	22%	12%	19%	16%	13%
It's just a norm after a pandemic, with no big impact on me	14%	21%	16%	15%	13%	6%
Digital Burnout	13%	11%	14%	13%	13%	11%
Others	6%	3%	11%	6%	5%	6%

Base: All who prefer "working at the office"
Qn.11g. Why do you prefer "working at the office" instead of "hybrid working"? (You can choose up to 3 options)

Hybrid or Remote Working

The reason for preferring work at the office – by work experience

• The reasons behind preference for “working at the office” are consistent across respondents of different work experiences.

	Total	0-2 Years	3-5 Years	6-10 Years	More than 10 Years
	n=1231	n=86	n=108	n=209	n=814
Affect efficiency and productivity	58% ①	61% ①	56% ①	52% ①	60% ①
Hard to find a suitable environment that allows concentration to work	50% ②	49% ②	49% ②	48% ②	50% ②
Reduce the time to build better teamwork	43% ③	36% ③	33% ③	42% ③	45% ③
Overtime working	31%	28%	26%	33%	31%
Internet unstable and lack of support with digital tools	19%	23%	18%	24%	17%
Burden the workload due to extra materials needed to facilitate the virtual meeting	17%	17%	19%	13%	17%
It's just a norm after a pandemic, with no big impact on me	14%	26%	13%	13%	14%
Digital Burnout	13%	16%	15%	18%	11%
Others	6%	5%	13%	7%	6%

Base: All who prefer “working at the office”

Qn.11g. Why do you prefer “working at the office” instead of “hybrid working”? (You can choose up to 3 options)



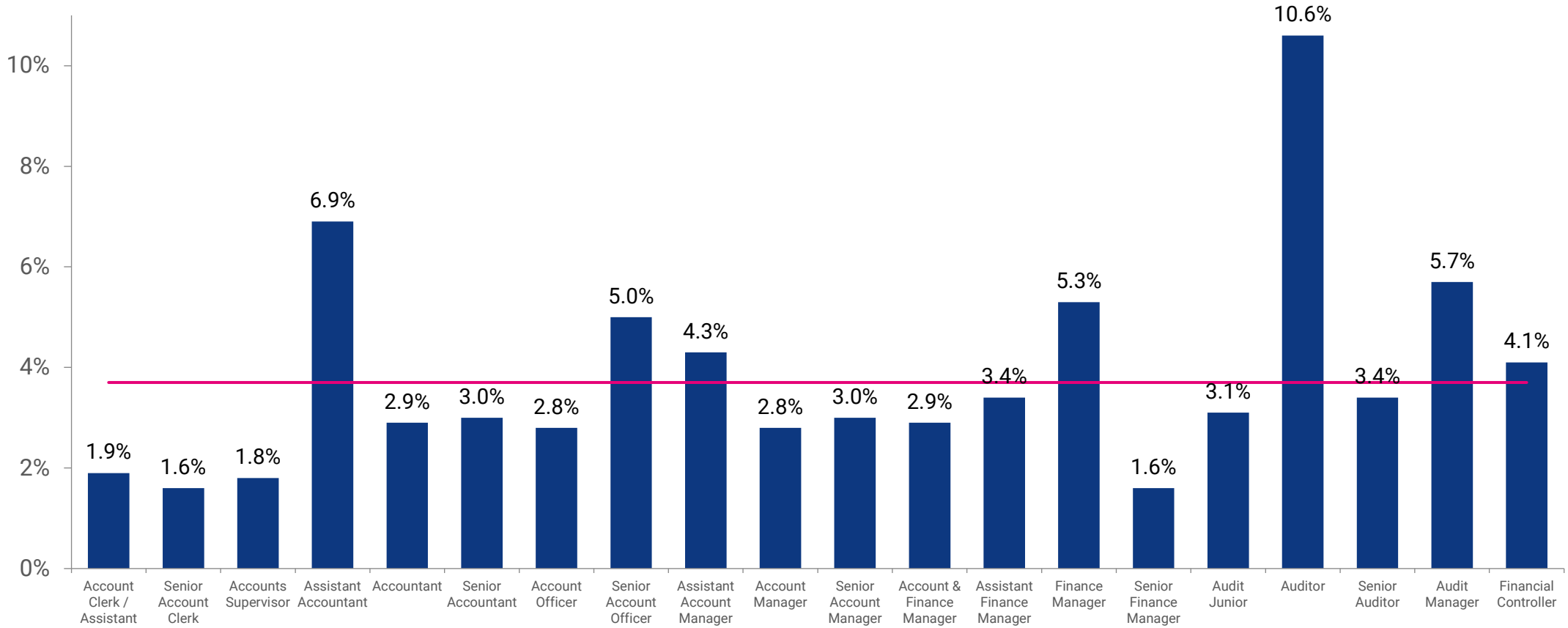
SECTION 11

BASIC MONTHLY CHANGE IN 2023 – BY JOB TITLES

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Accounting – by Job Position

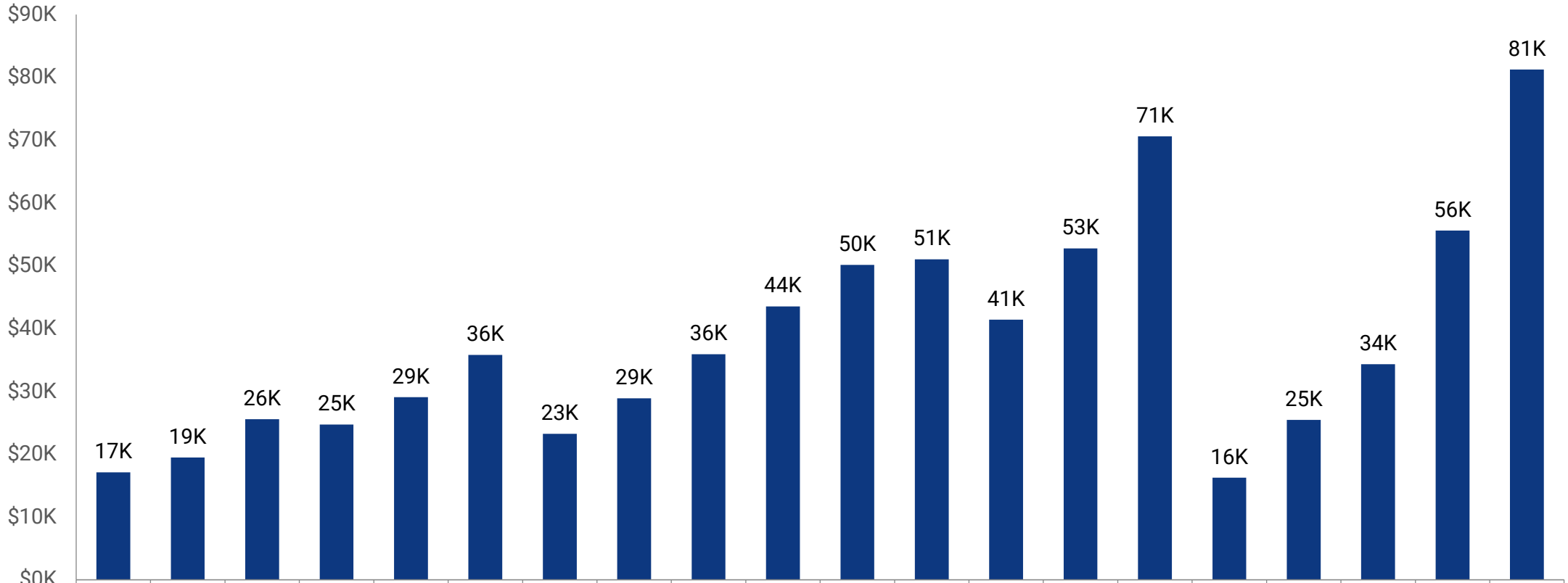
Overall adjustment in Accounting: 3.7%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Accounting – by Job Position



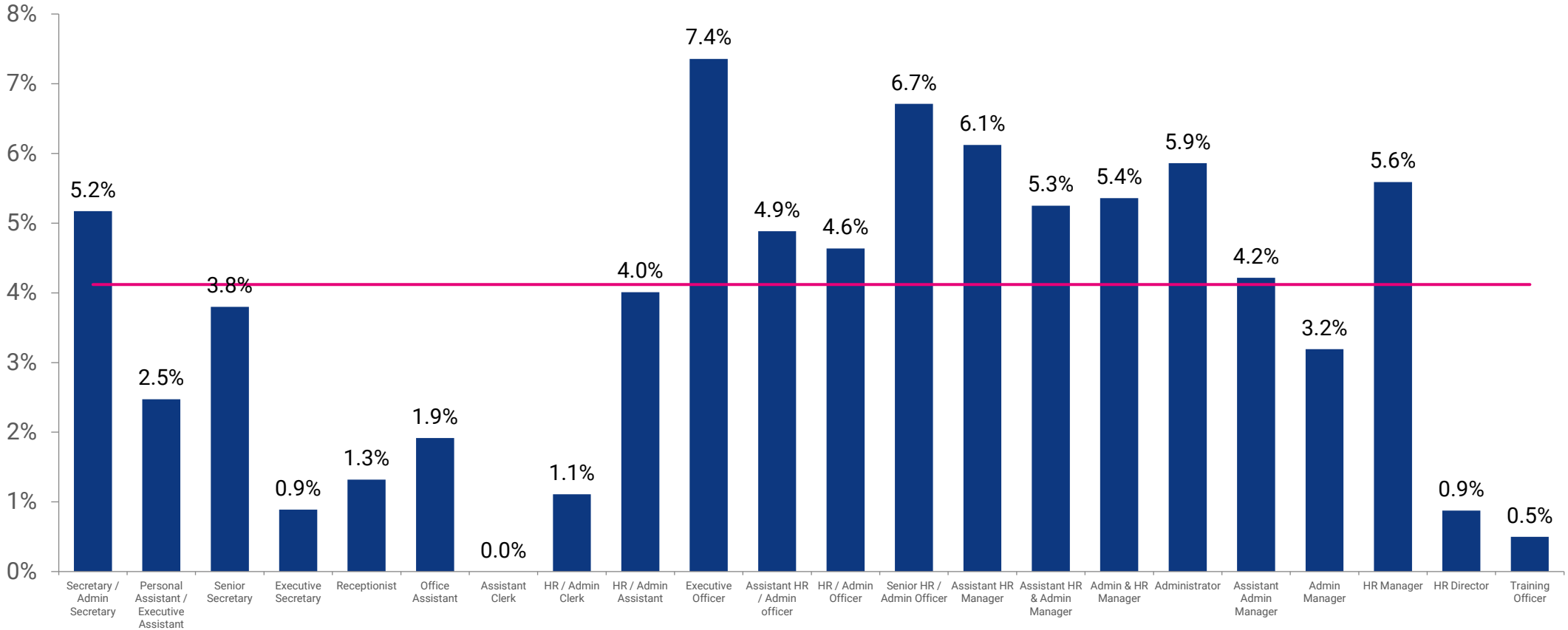
Job Function Average	Account Clerk / Assistant	Senior Account Clerk	Accounts Supervisor	Assistant Accountant	Accountant	Senior Accountant	Account Officer	Senior Account Officer	Assistant Account Manager	Account Manager	Senior Account Manager	Account & Finance Manager	Assistant Finance Manager	Finance Manager	Senior Finance Manager	Audit Junior	Auditor	Senior Auditor	Audit Manager	Financial Controller
36336	17097	19440	25558	24710	29063	35768	23228	28889	35897	43513	50125	51000	41420	52756	70587	16250	25450	34303	55597	81213

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Admin & HR – by Job Position

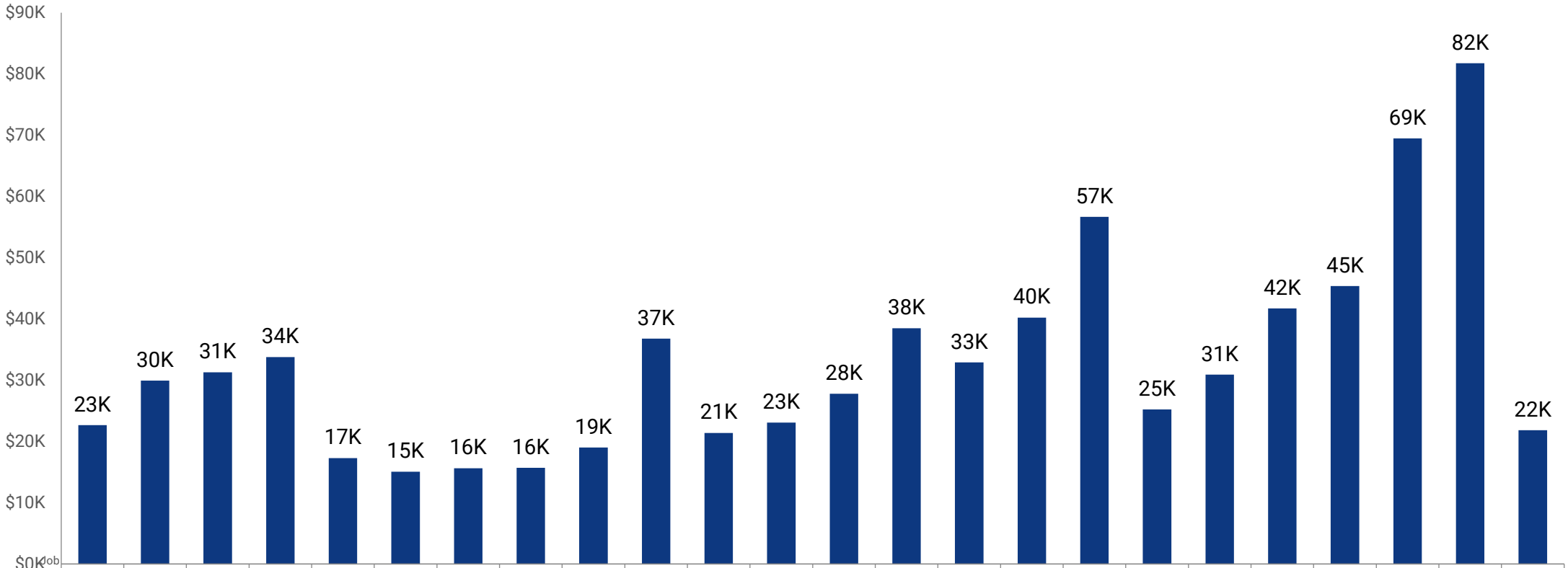
Overall adjustment in Admin & HR : 4.1%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Admin & HR – by Job Position

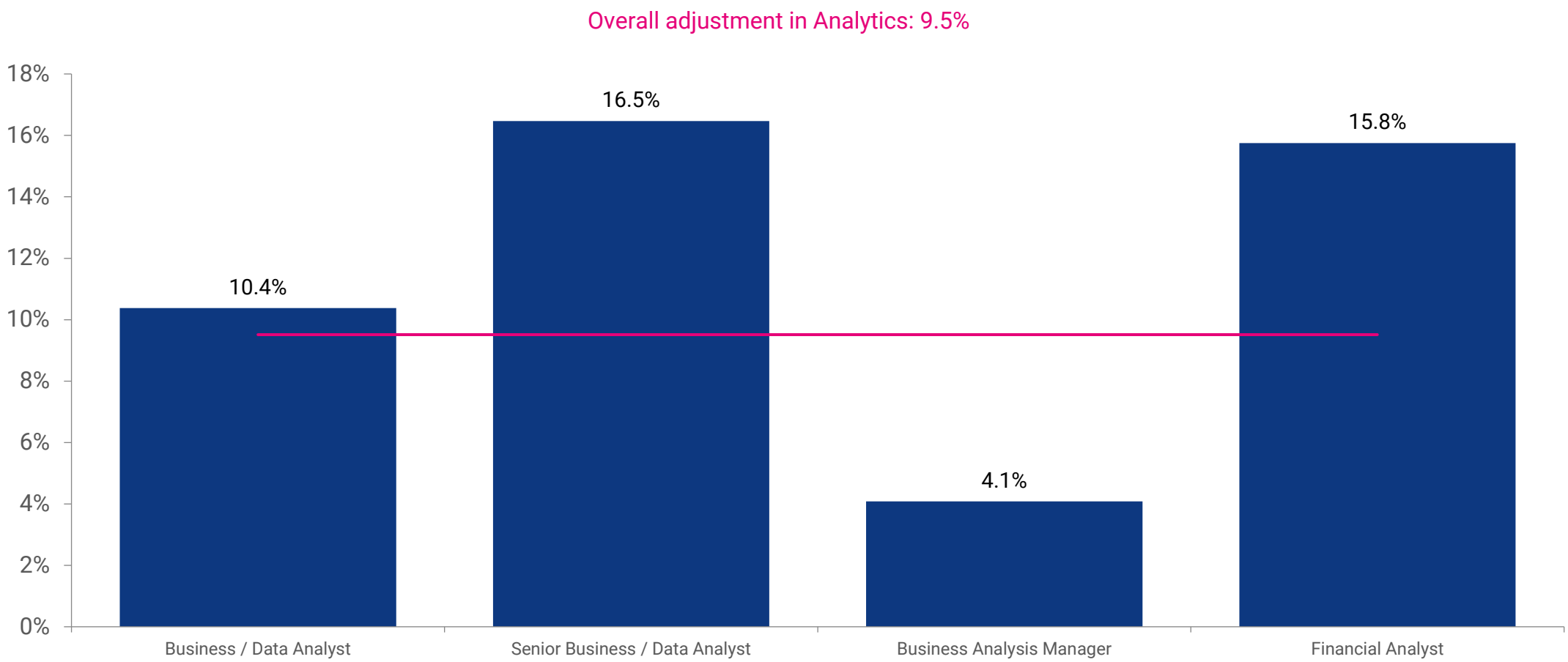


Job Function	Secretary / Admin Secretary	Personal Assistant / Executive Assistant	Senior Secretary	Executive Secretary	Receptionist	Office Assistant	Assistant Clerk	HR / Admin Clerk	HR / Admin Assistant	Executive Officer	Assistant HR / Admin officer	HR / Admin Officer	Senior HR / Admin Officer	Assistant HR Manager	Assistant HR & Admin Manager	Admin & HR Manager	Senior HR & Admin Manager	Administrator	Assistant Admin Manager	Admin Manager	HR Manager	Senior HR Manager	HR Director	Training Officer
Average	22666	29932	31301	33756	17279	15042	15629	15685	18997	36779	21389	23065	27785	38483	32923	40227	56685	25220	30911	41737	45379	69475	81750	21833
29287																								

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

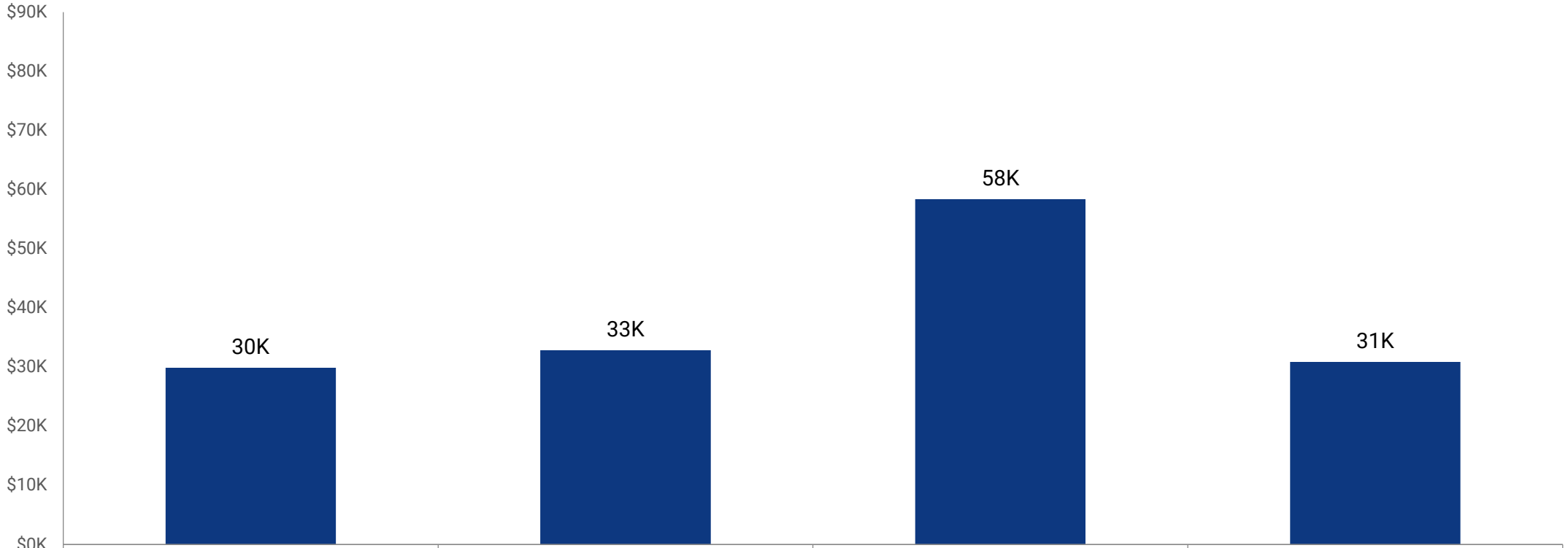
Percentage of Monthly Salary Adjustment in 2023
Analytics – by Job Position



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Analytics – by Job Position



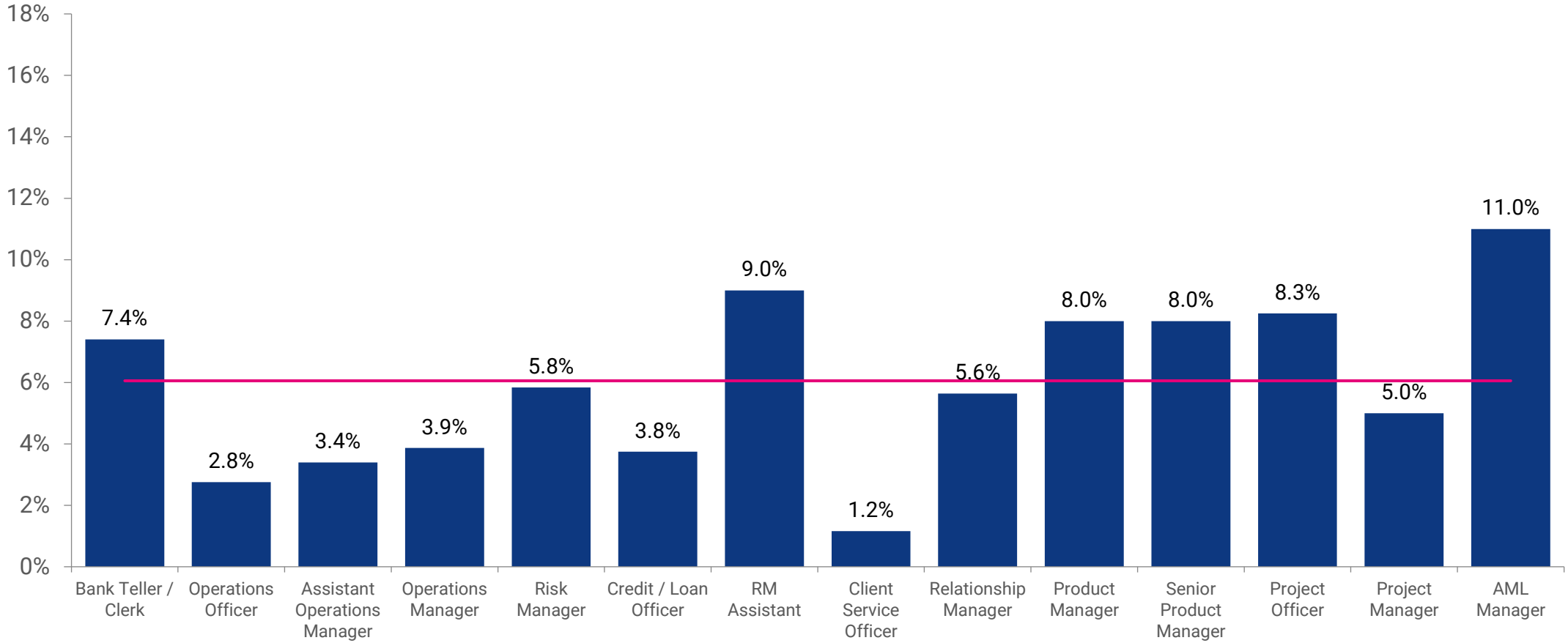
Job Function Average	Business / Data Analyst	Senior Business / Data Analyst	Business Analysis Manager	Financial Analyst
38308	29880	32850	58383	30875

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Banking – by Job Position

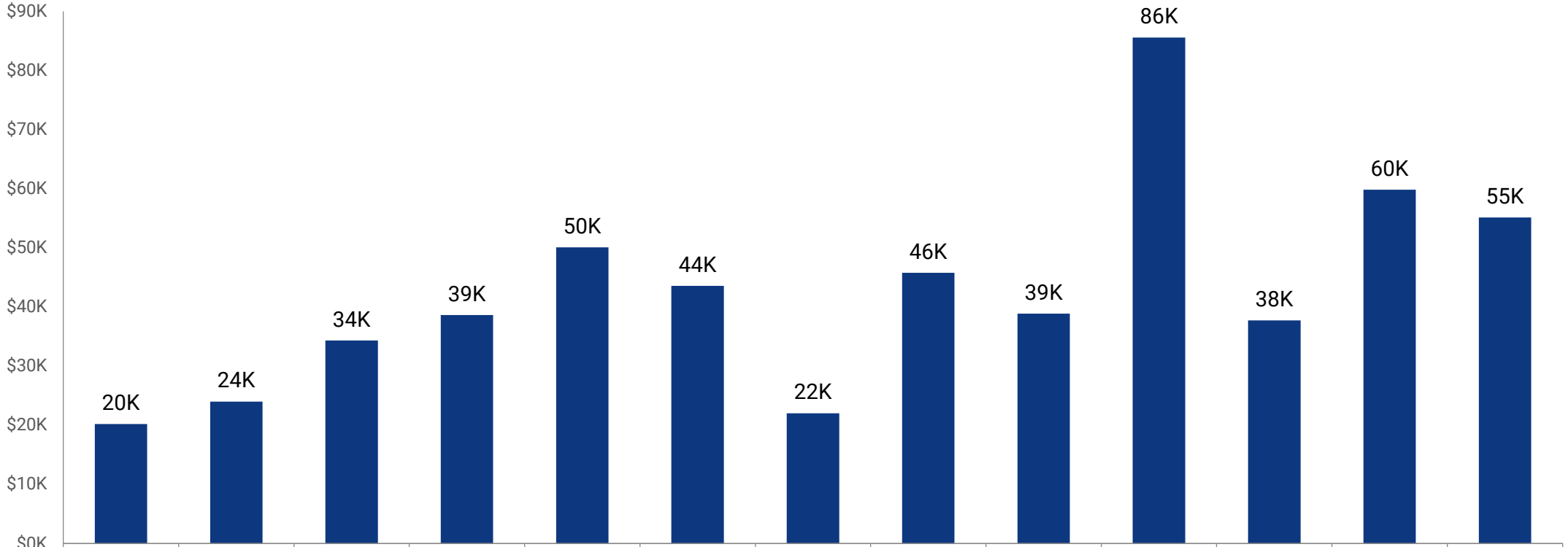
Overall adjustment in Banking: 6.1%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Banking – by Job Position



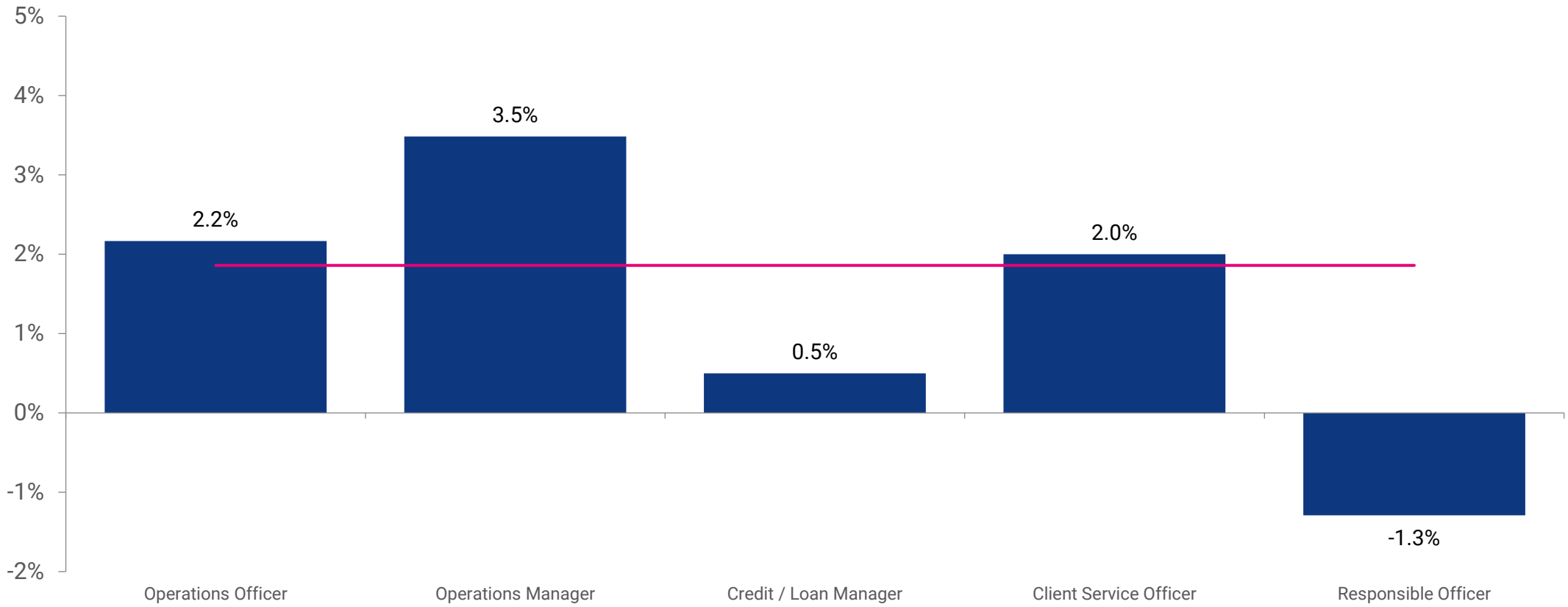
Job Function	Bank Teller / Clerk	Operations Officer	Assistant Operations Manager	Operations Manager	Risk Manager	Credit / Loan Manager	Client Service Officer	Relationship Manager	Product Manager	Senior Product Manager	Project Officer	Project Manager	AML Manager
Average	20200	23998	34333	38644	50075	43560	22031	45800	38892	85600	37750	59833	55152
41129													

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Finance – by Job Position

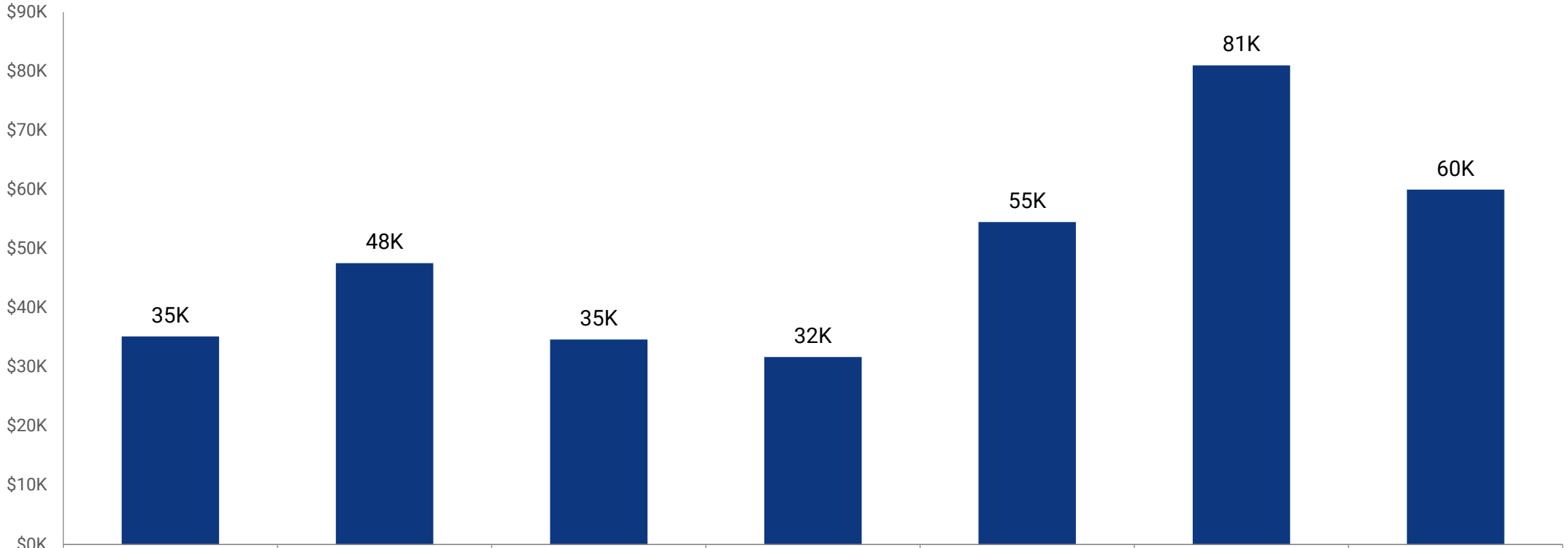
Overall adjustment in Finance: 1.9%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Finance – by Job Position



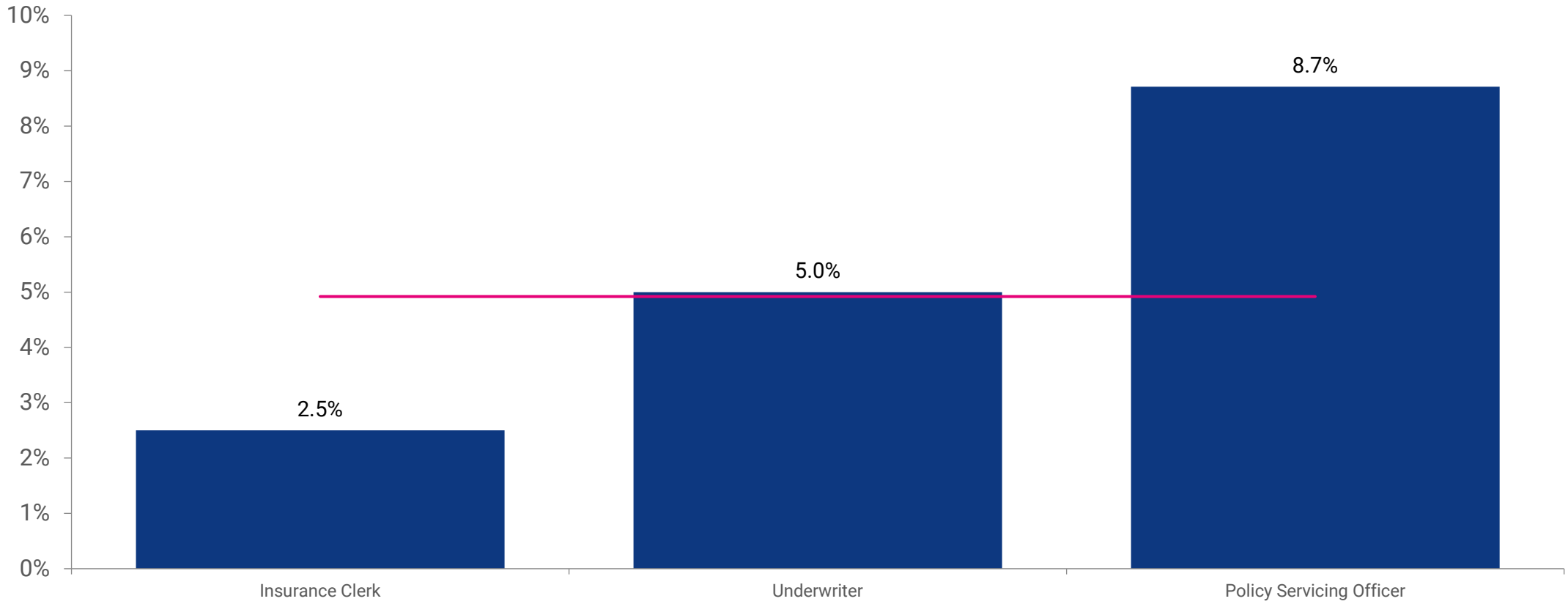
Job Function Average	Operations Officer	Operations Manager	Credit / Loan Manager	Client Service Officer	Corporate Finance Manager	Asset Manager	Responsible Officer
44486	35167	47571	34638	31693	54500	81000	60000

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Insurance – by Job Position

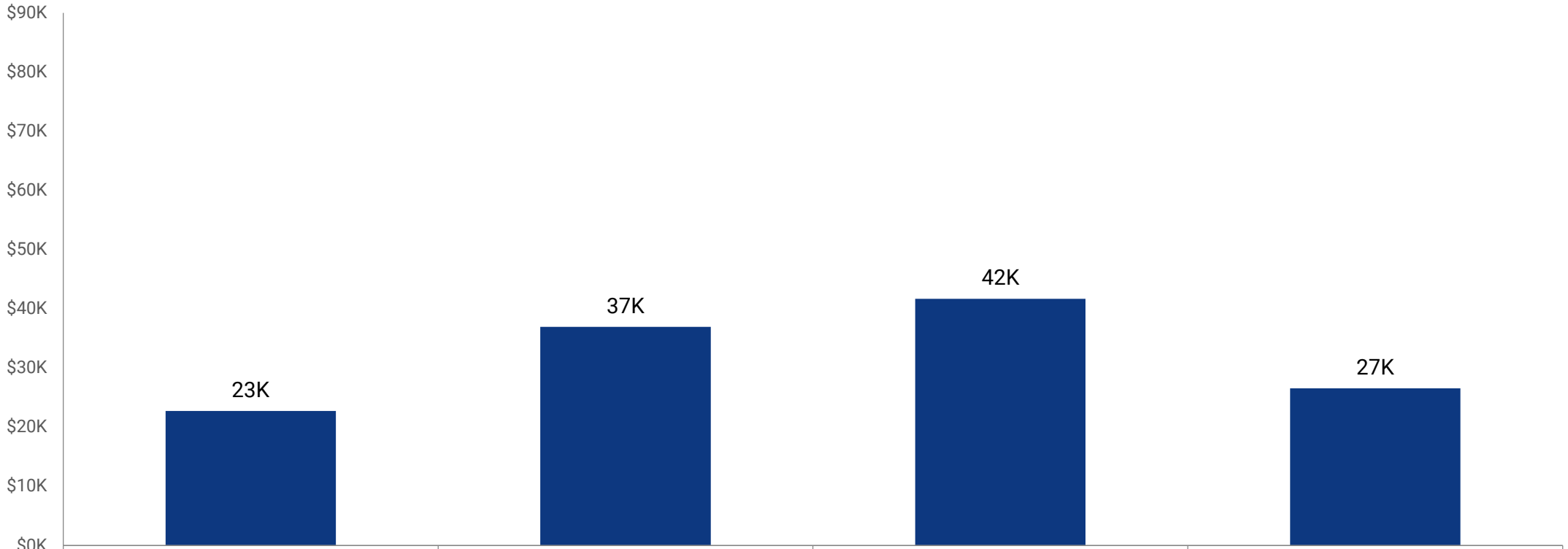
Overall adjustment in Insurance: 4.9%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Insurance – by Job Position



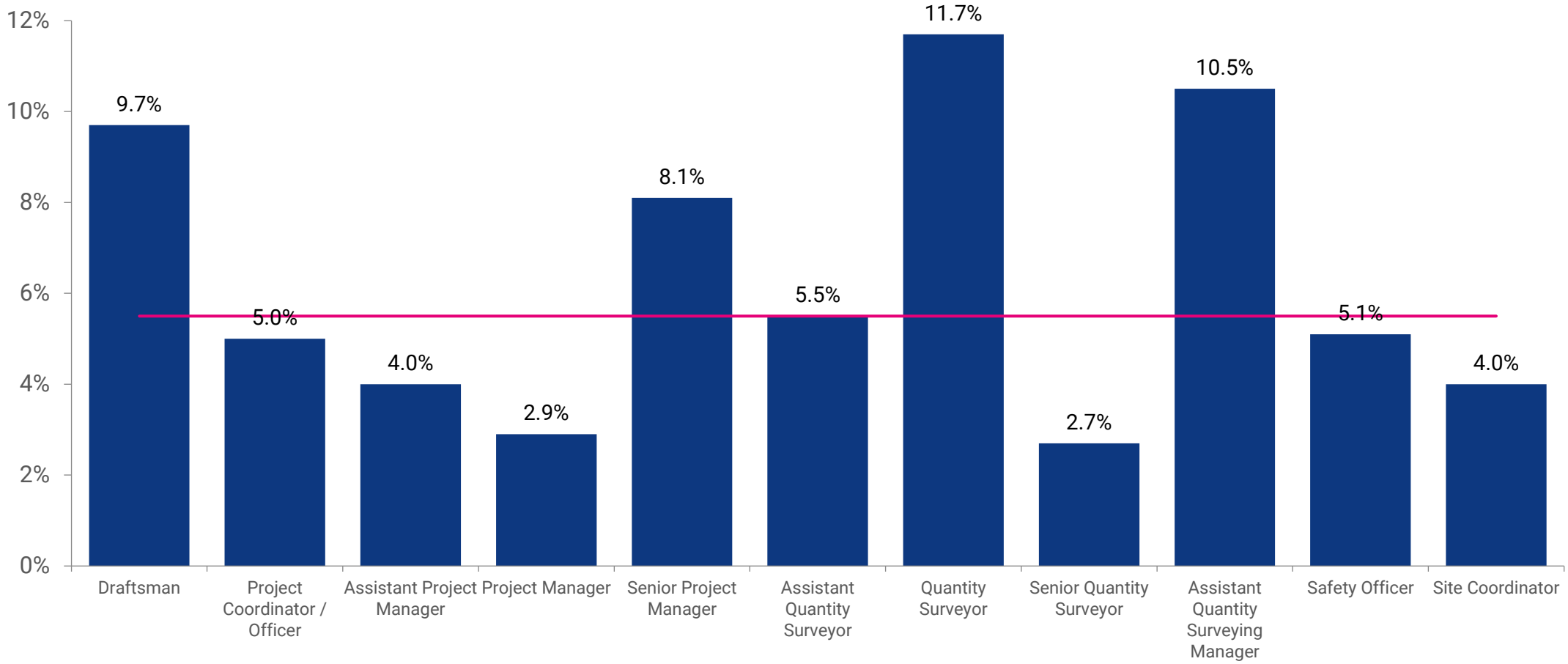
Job Function Average	Insurance Clerk	Insurance Agent / Sales / Financial Planner / Wealth Management Manager	Underwriter	Policy Servicing Officer
36430	22737	36940	41700	26571

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Building & Construction – by Job Position

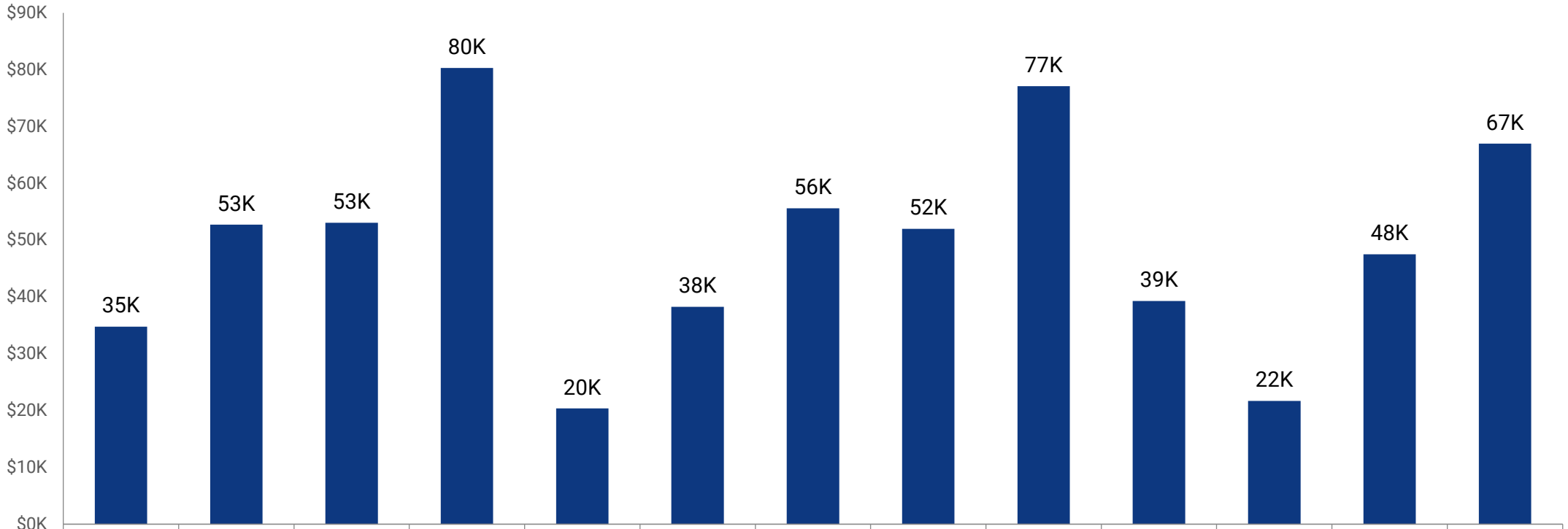
Overall adjustment in Building & Construction: 5.5%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Building & Construction – by Job Position



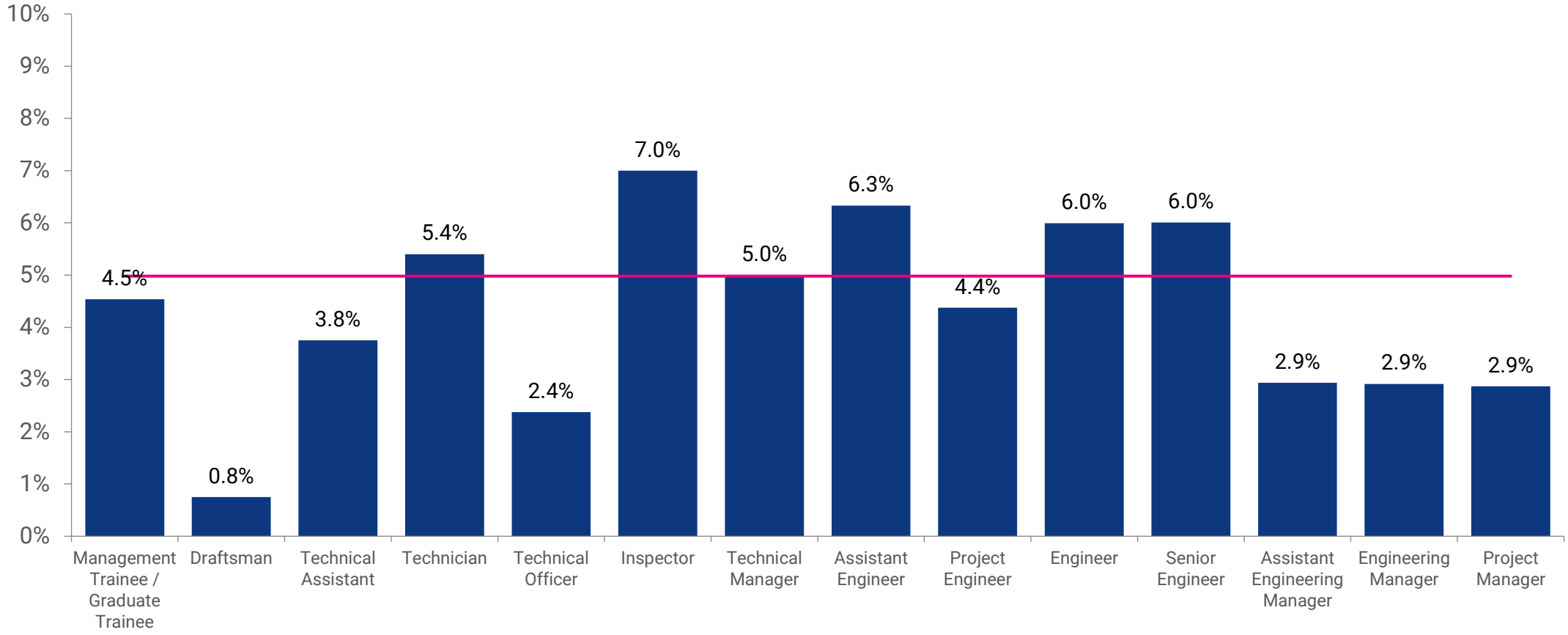
Job Function Average	Project Coordinator / Officer	Assistant Project Manager	Project Manager	Senior Project Manager	Assistant Quantity Surveyor	Quantity Surveyor	Senior Quantity Surveyor	Assistant Quantity Surveying Manager	Quantity Surveying Manager	Safety Officer	Site Clerk	Site Coordinator	Senior Clerk of Works
44778	34775	52733	53044	80300	20365	38250	55600	52000	77125	39291	21700	47500	67000

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Engineering – by Job Position

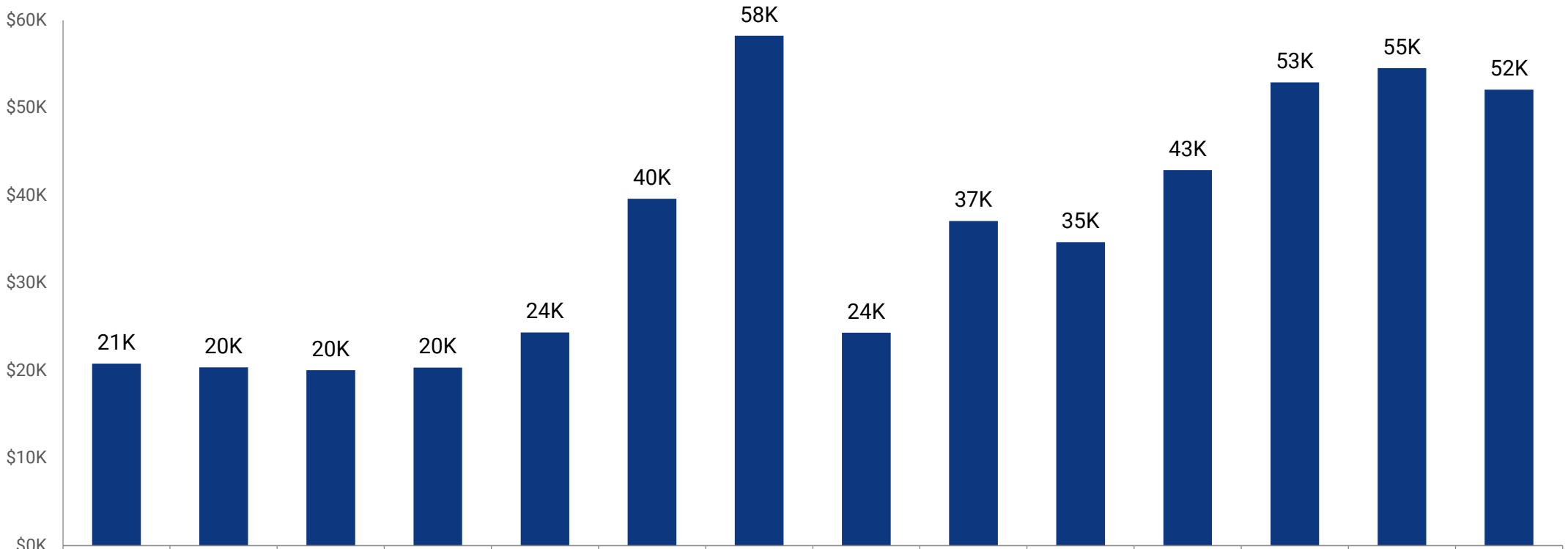
Overall adjustment in Engineering: 5.0%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Engineering – by Job Position



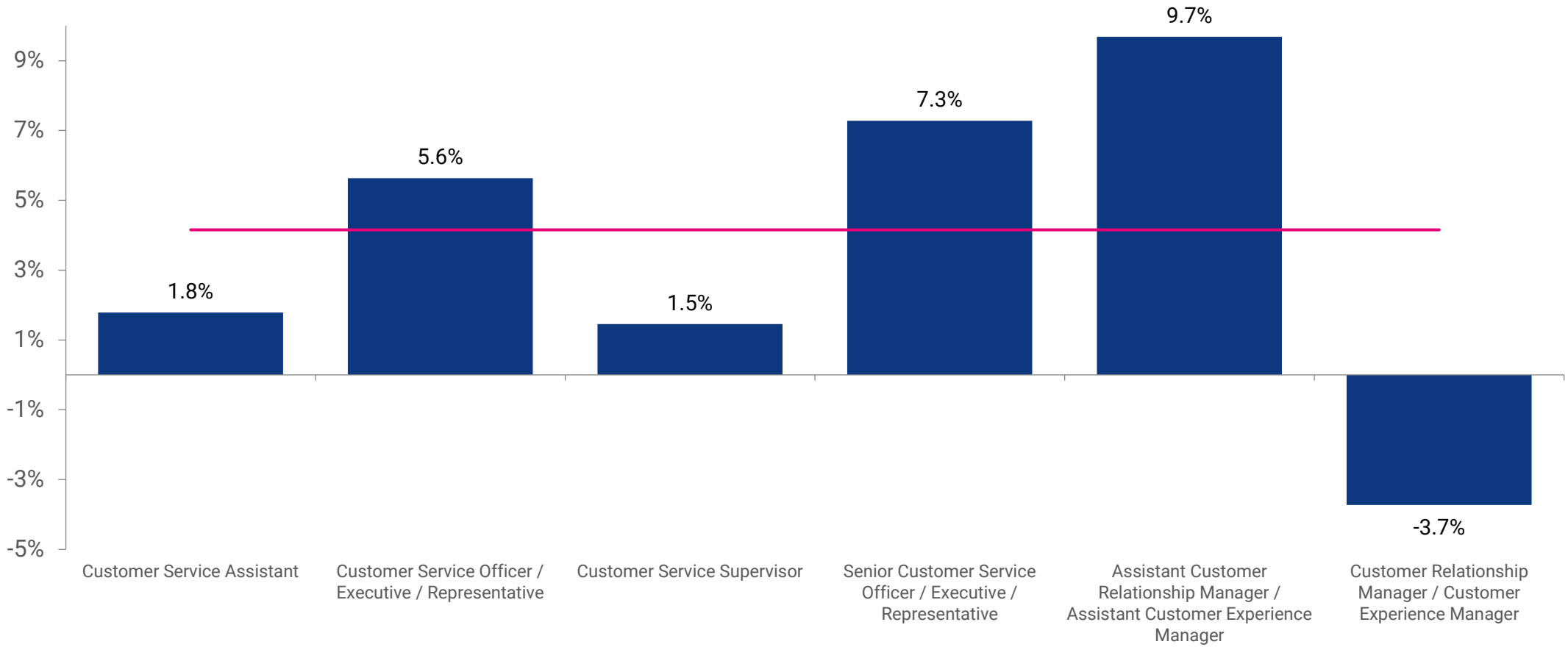
Job Function Average	Management Trainee / Graduate Trainee	Draftsman	Technical Assistant	Technician	Technical Officer	Inspector	Technical Manager	Assistant Engineer	Project Engineer	Engineer	Senior Engineer	Assistant Engineering Manager	Engineering Manager	Project Manager
37202	20791	20350	20033	20318	24349	39625	58250	24322	37075	34670	42899	52913	54533	52078

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Customer Services – by Job Position

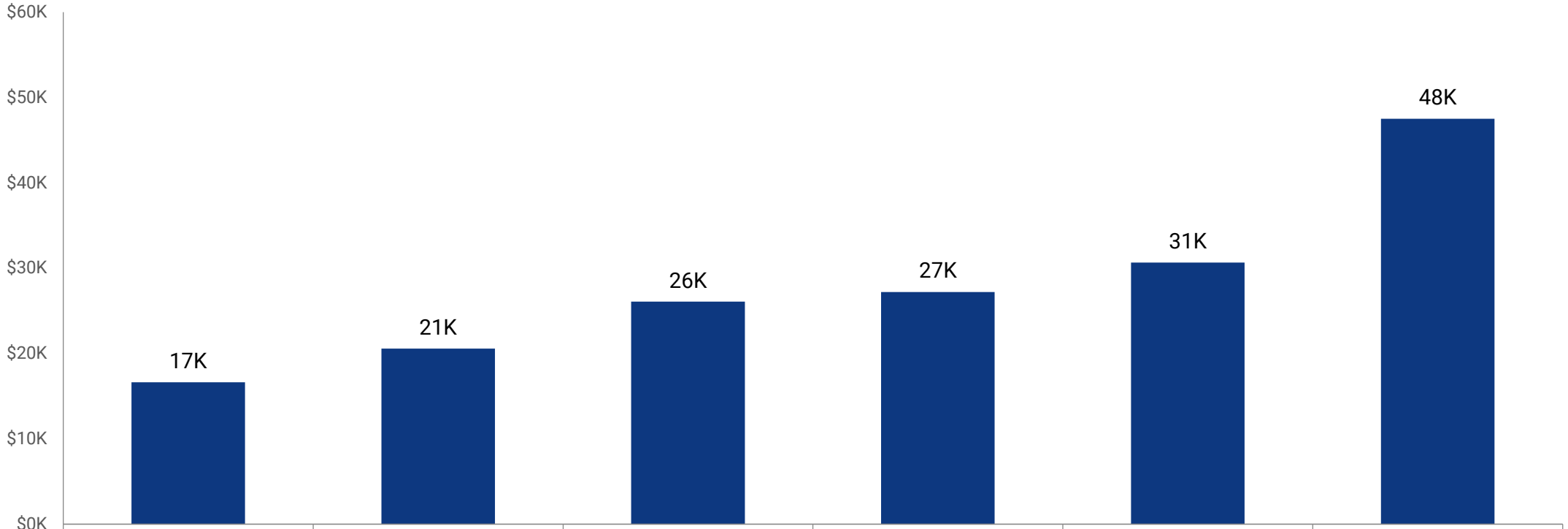
Overall adjustment in Customer Services: 4.2%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Customer Services – by Job Position



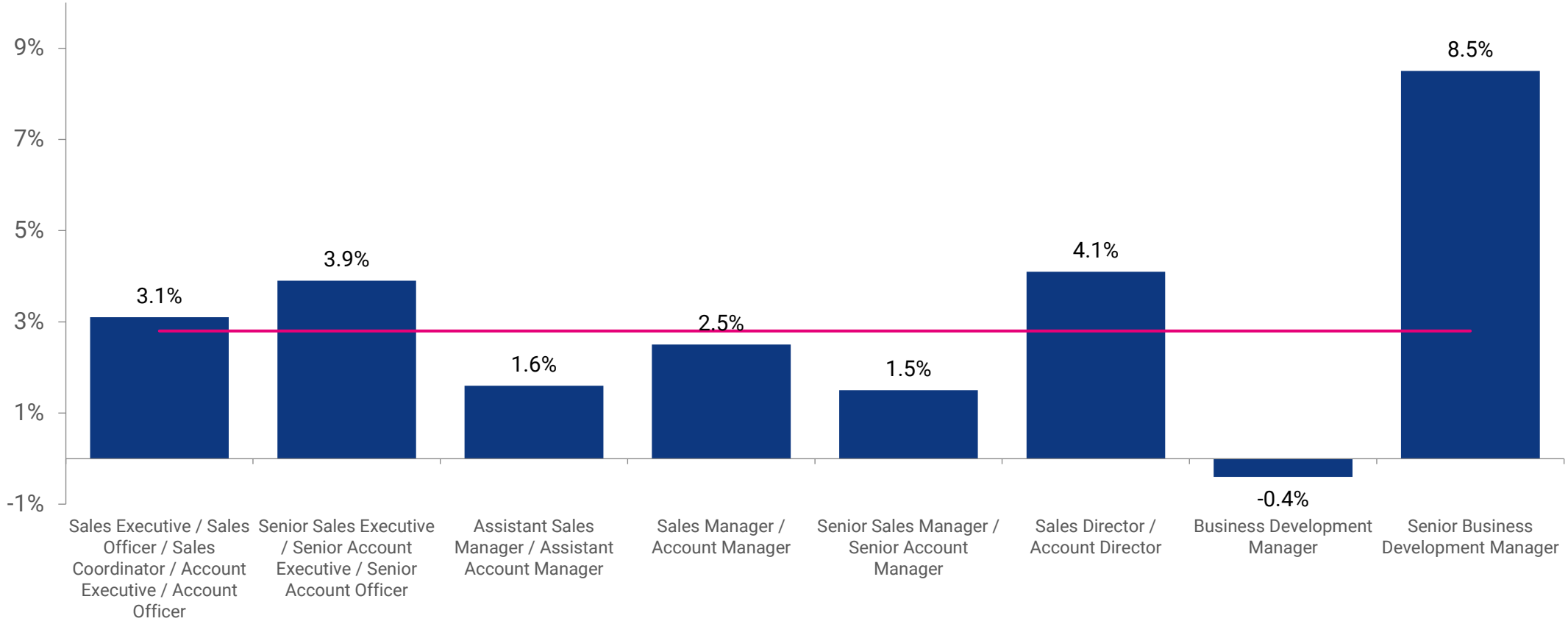
Job Function Average	Customer Service Assistant	Customer Service Officer / Executive / Representative	Customer Service Supervisor	Senior Customer Service Officer / Executive / Representative	Assistant Customer Relationship Manager / Assistant Customer Experience Manager	Customer Relationship Manager / Customer Experience Manager
24706	16619	20577	26079	27209	30658	47505

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Corporate Sales and Business Development – by Job Position

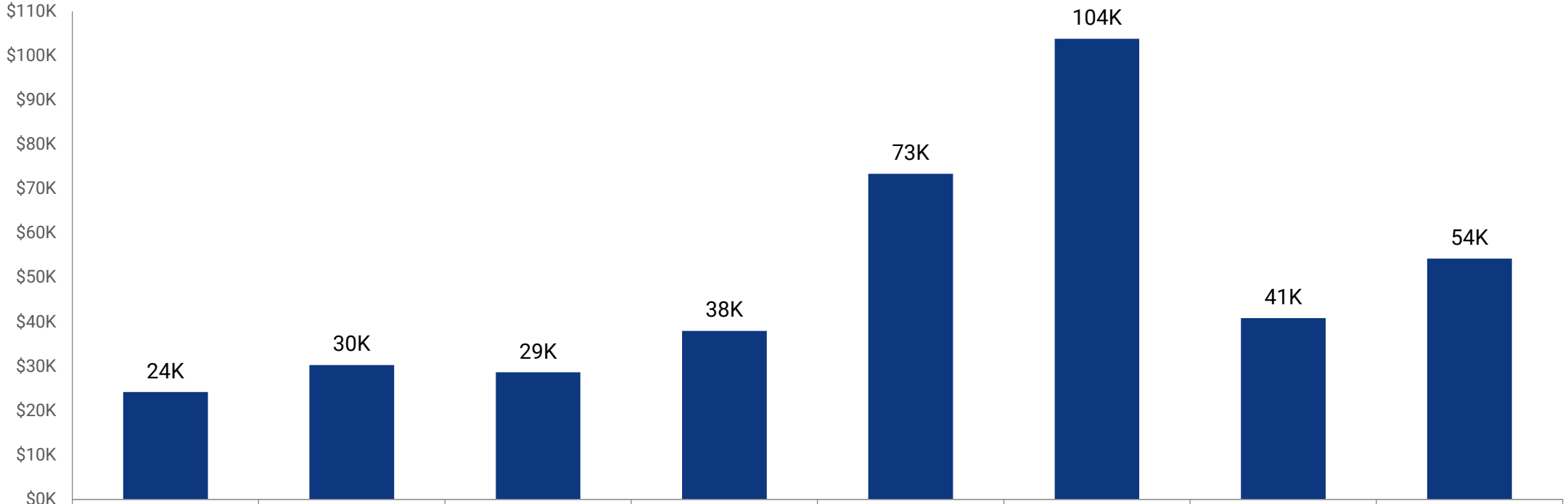
Overall adjustment in Corporate Sales and Business Development: 2.8%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Corporate Sales and Business Development – by Job Position



Job Function Average	Sales Executive / Sales Officer / Sales Coordinator / Account Executive / Account Officer	Senior Sales Executive / Senior Account Executive / Senior Account Officer	Assistant Sales Manager / Assistant Account Manager	Sales Manager / Account Manager	Senior Sales Manager / Senior Account Manager	Sales Director / Account Director	Business Development Manager	Senior Business Development Manager
41873	24195	30290	28624	37961	73400	103850	40843	54260

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Retail Sales – by Job Position

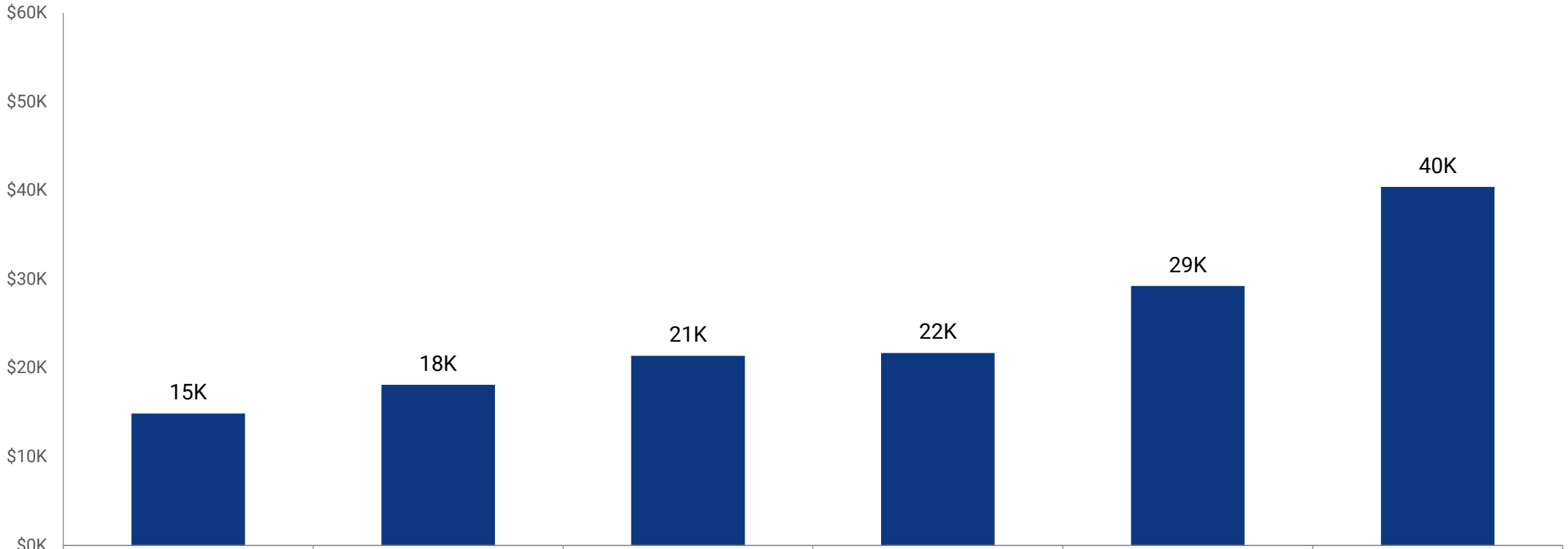
Overall adjustment in Retail Sales: 1.1%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Retail Sales – by Job Position



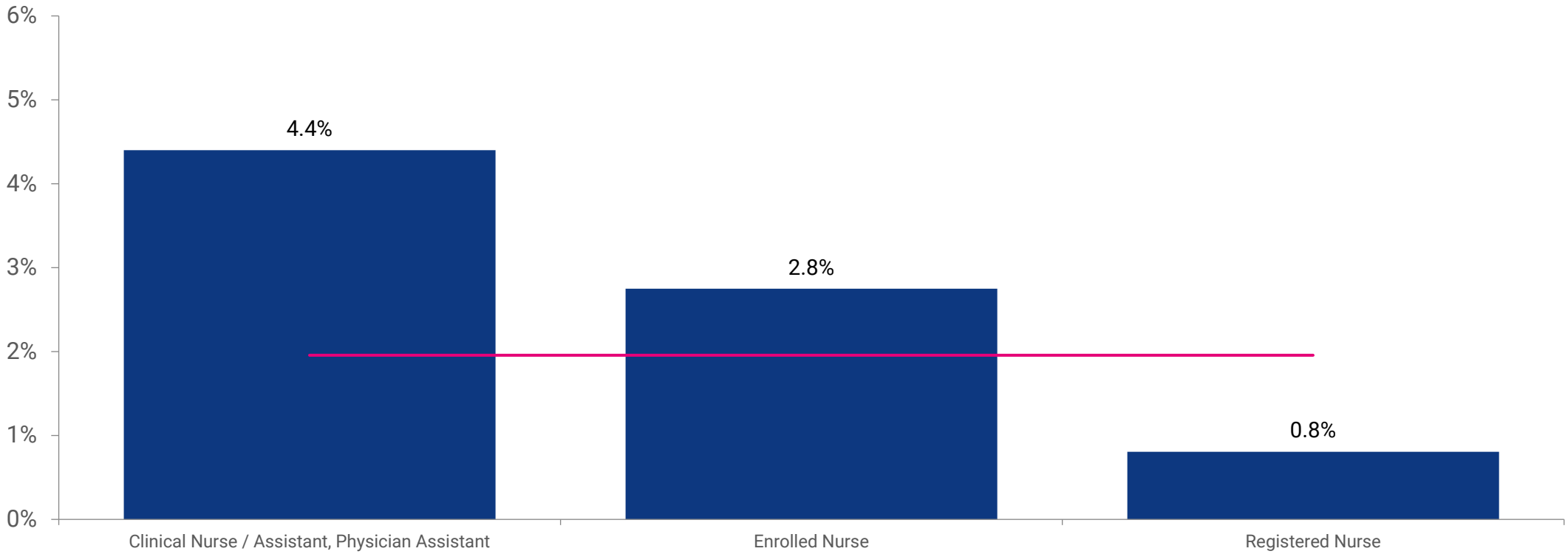
Job Function Average	Retail Sales Assistant	Retail Sales Associate / Shop Sales	Senior Retail Sales Associate	Assistant Store Manager	Store Manager	Retail Operations Manager
23919	14860	18103	21375	21688	29229	40411

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Medical Services – by Job Position

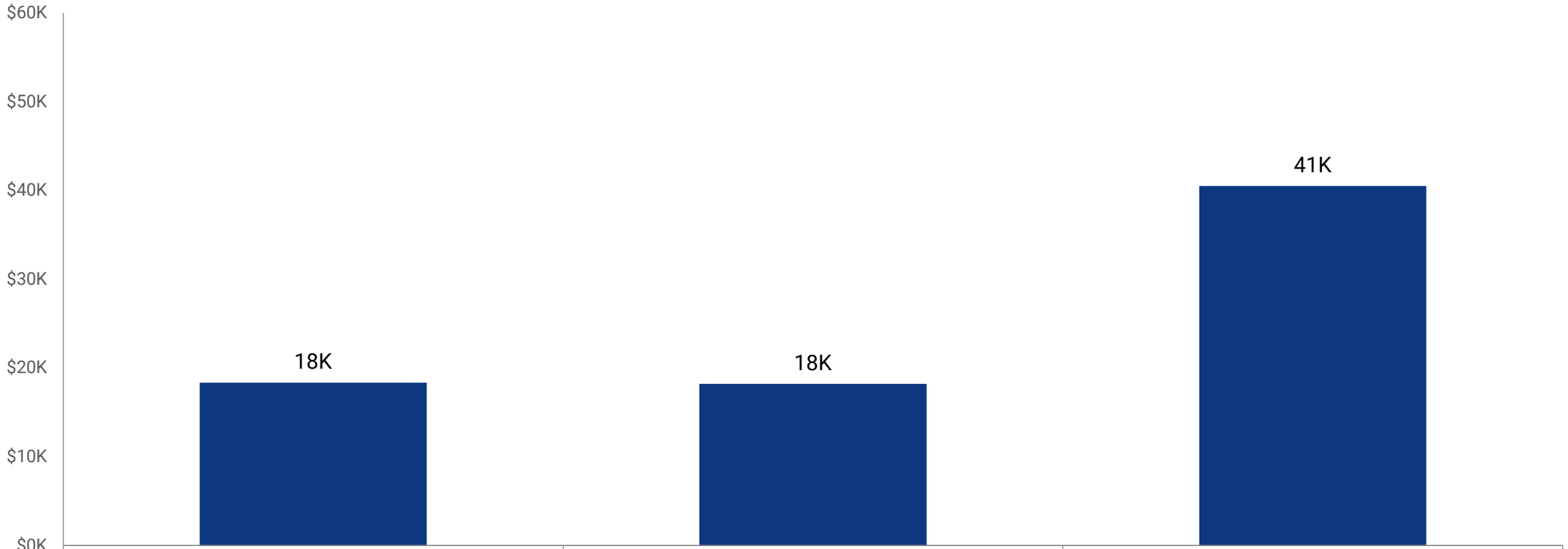
Overall adjustment in Medical Services: 2.0%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Medical Services – by Job Position



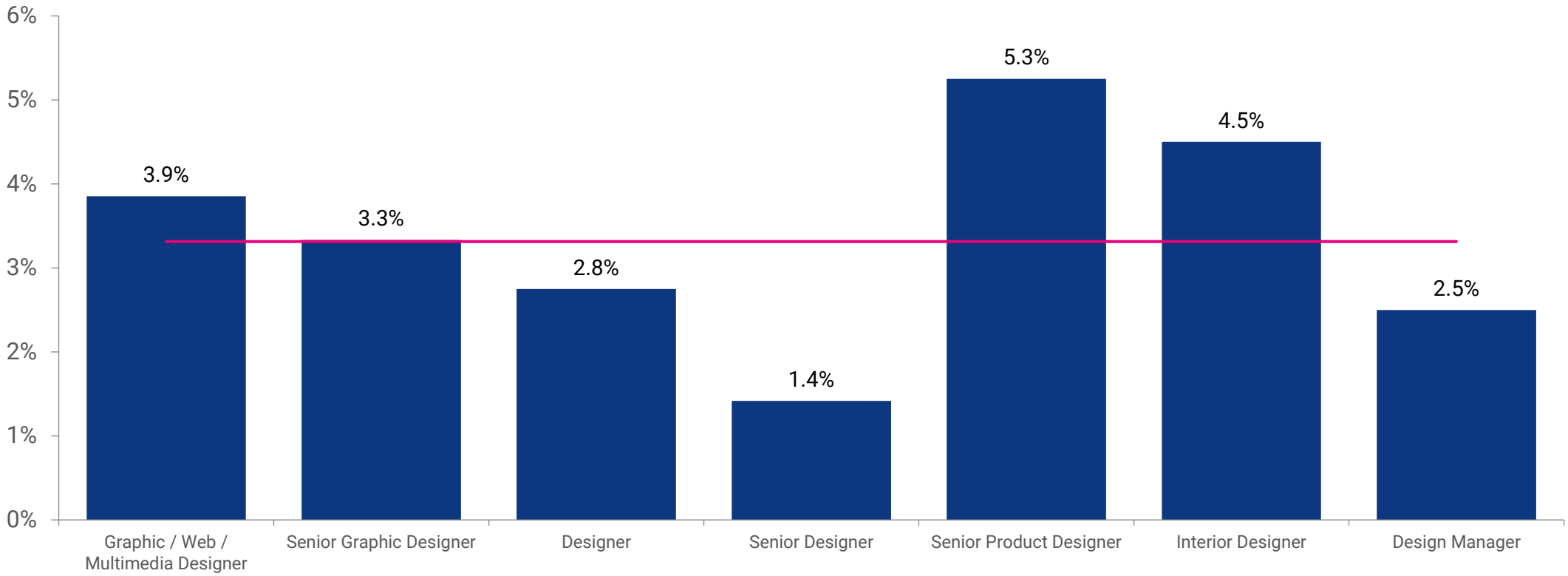
Job Function Average	Clinical Nurse / Assistant, Physician Assistant	Enrolled Nurse	Registered Nurse
33336	18333	18200	40500

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Design – by Job Position

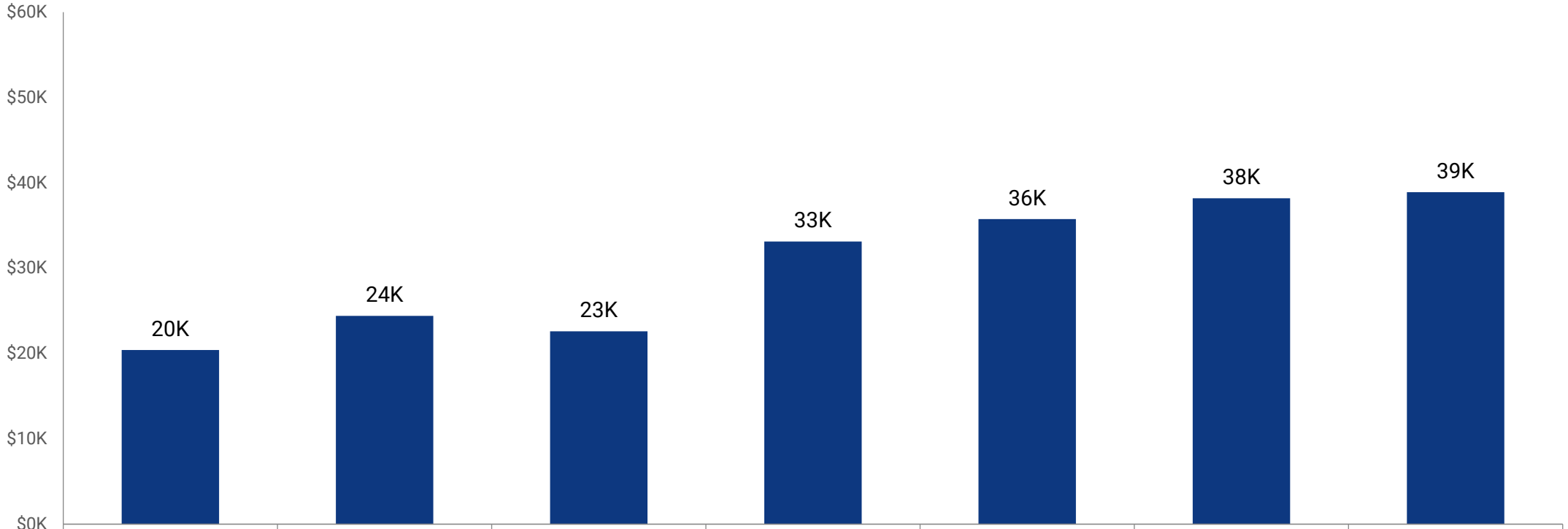
Overall adjustment in Design: 3.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Design – by Job Position



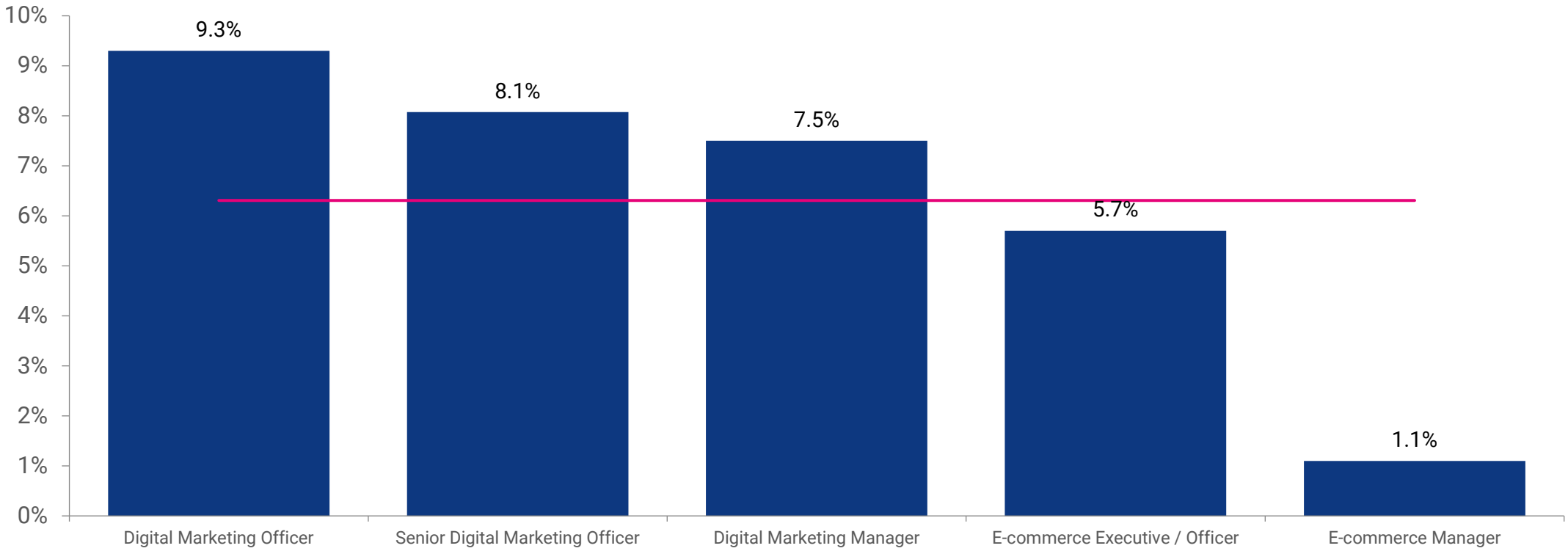
Job Function Average	Graphic / Web / Multimedia Designer	Senior Graphic Designer	Designer	Senior Designer	Senior Product Designer	Interior Designer	Design Manager
29916	20411	24417	22600	33129	35750	38188	38917

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Digital Marketing, E-commerce & Social Media – by Job Position

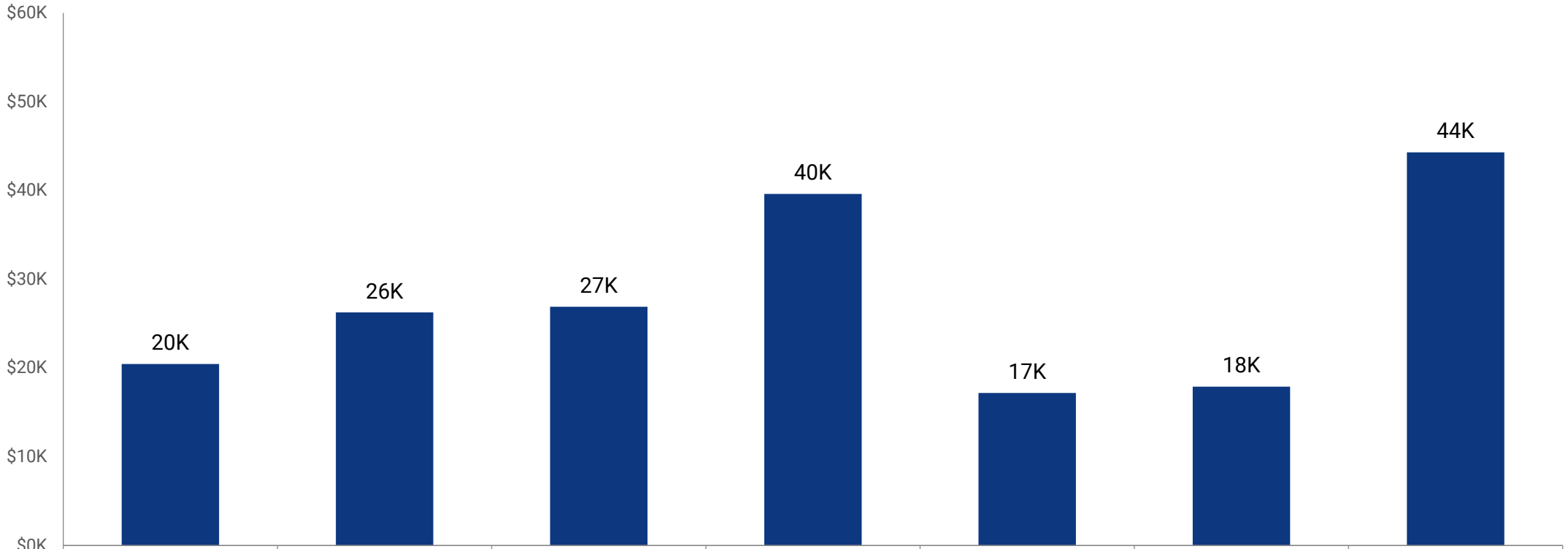
Overall adjustment in Digital Marketing, E-commerce & Social Media: 6.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Digital Marketing, E-commerce & Social Media – by Job Position



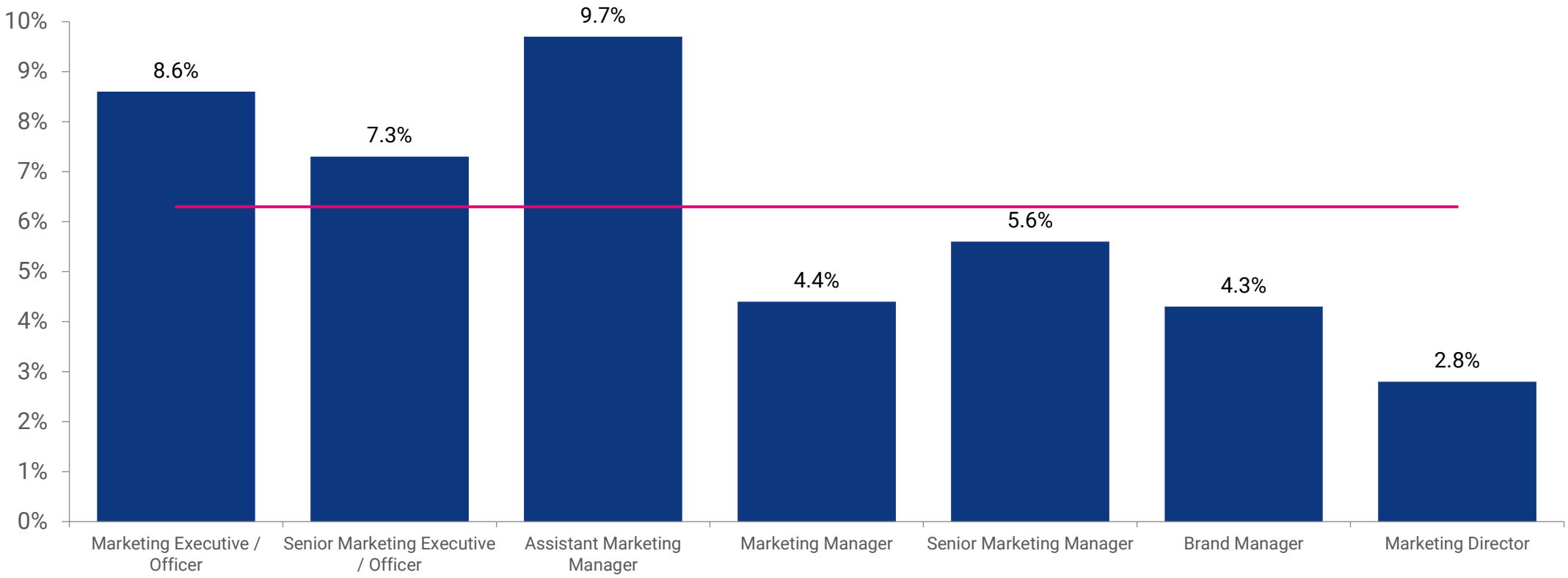
Job Function Average	Digital Marketing Officer	Senior Digital Marketing Officer	Assistant Digital Marketing Manager	Digital Marketing Manager	E-commerce Assistant	E-commerce Executive / Officer	E-commerce Manager
29489	20450	26275	26900	39620	17188	17900	44292

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Marketing & Branding – by Job Position

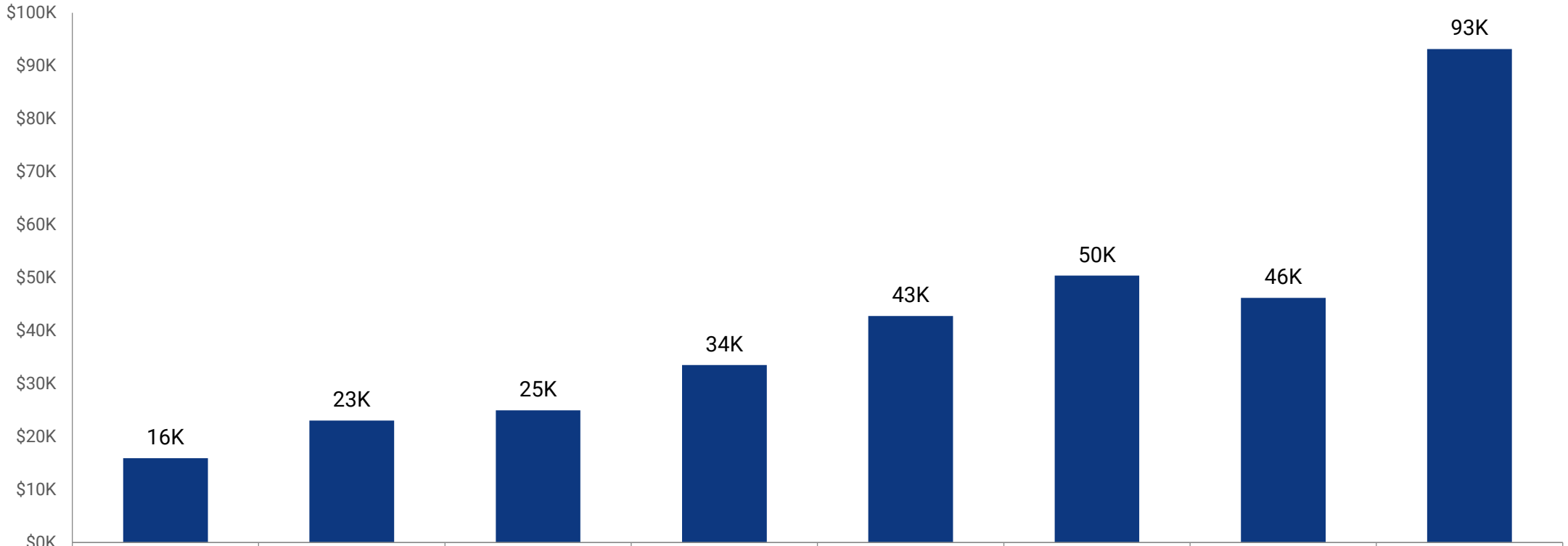
Overall adjustment in Marketing & Branding: 6.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Marketing & Branding – by Job Position



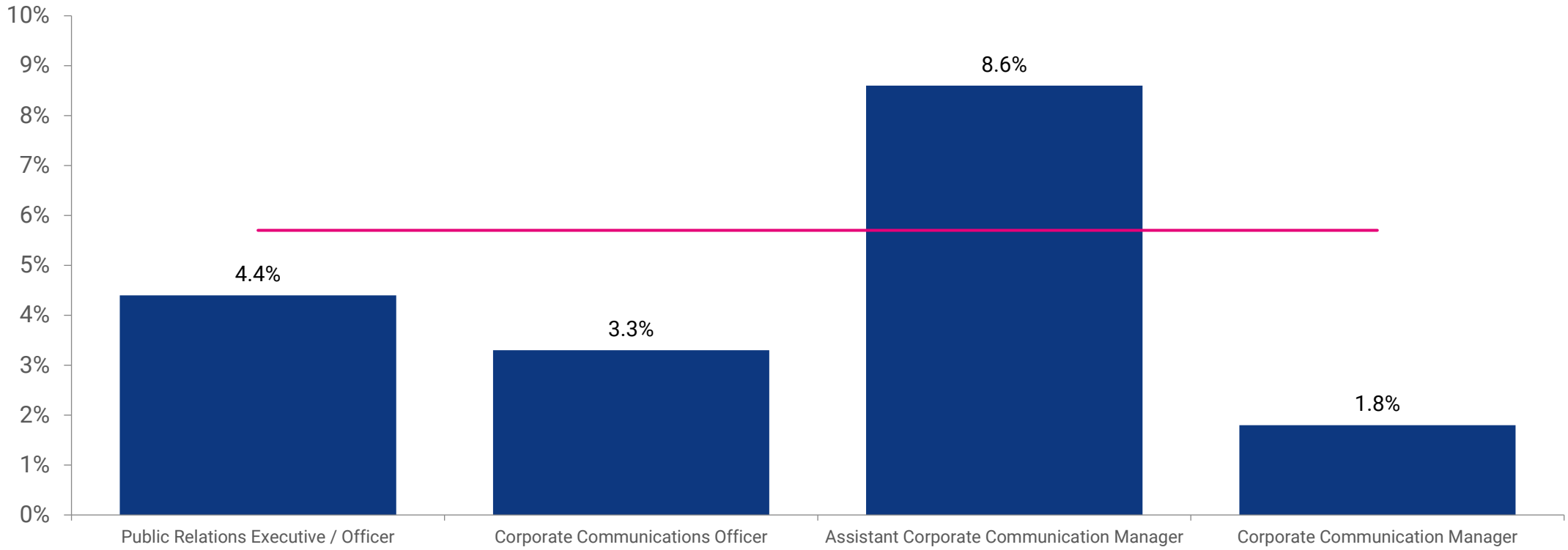
Job Function Average	Marketing Coordinator	Marketing Executive / Officer	Senior Marketing Executive / Officer	Assistant Marketing Manager	Marketing Manager	Senior Marketing Manager	Brand Manager	Marketing Director
37846	15895	23015	24960	33507	42773	50375	46200	93167

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Public Relations & Corporate Affairs – by Job Position

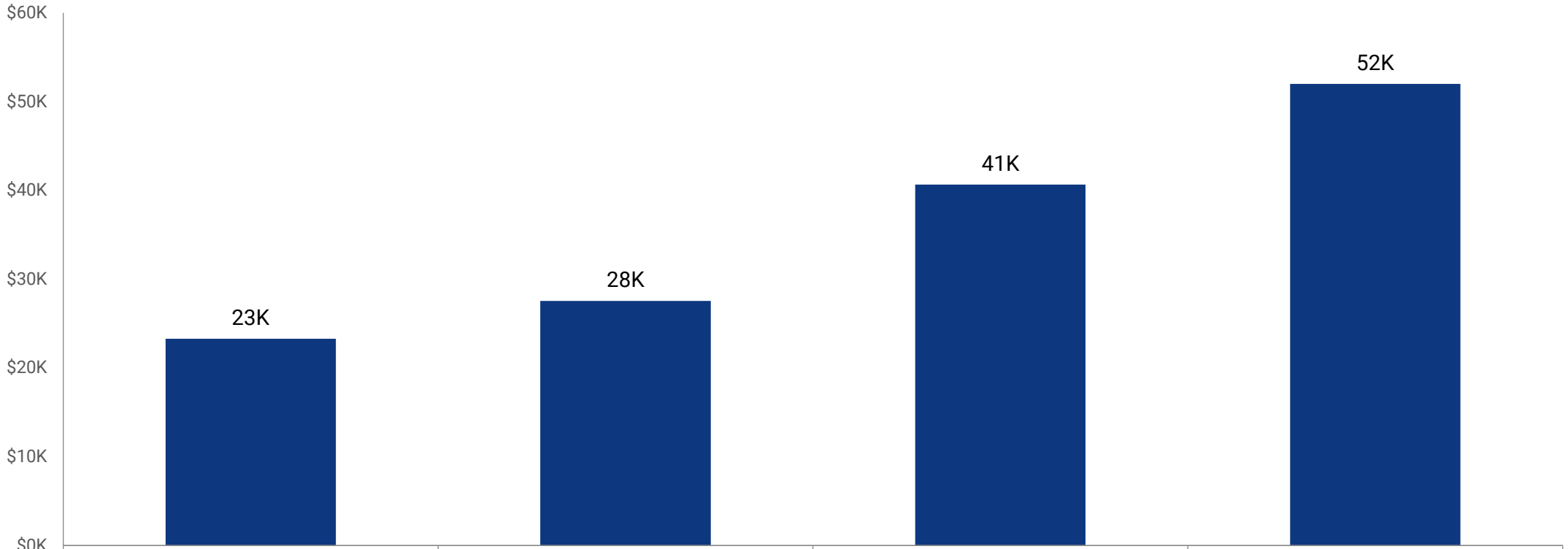
Overall adjustment in Public Relations & Corporate Affairs: 5.7%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Public Relations & Corporate Affairs – by Job Position



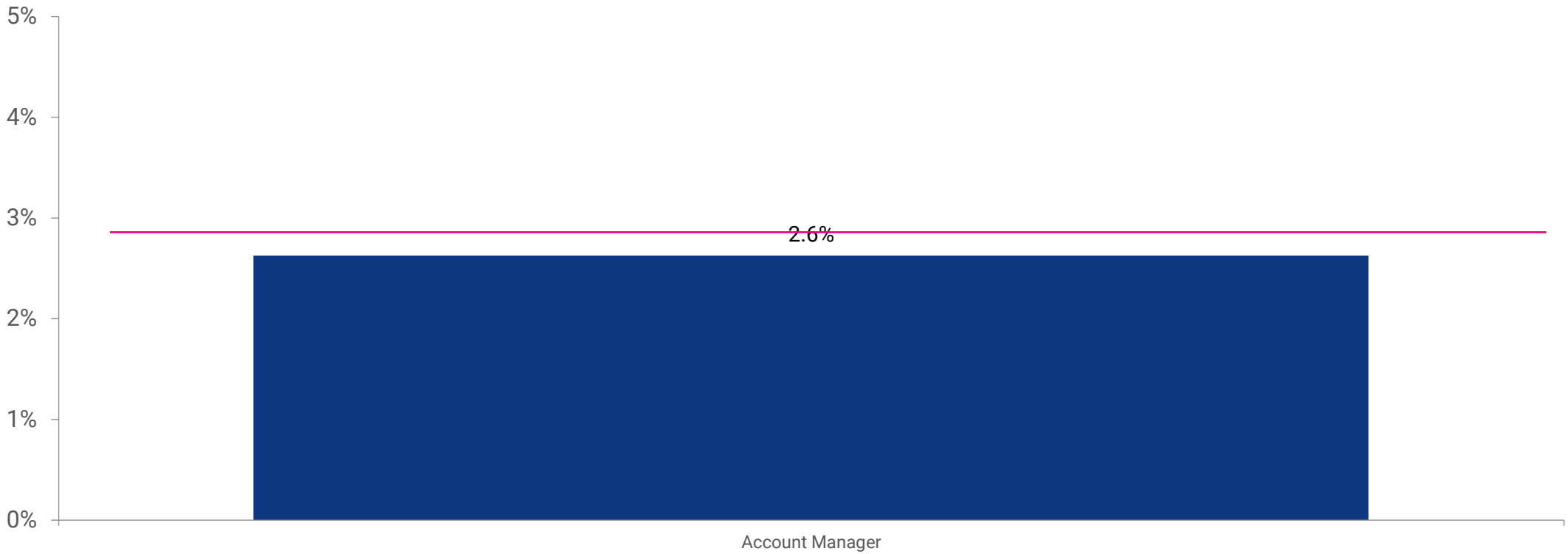
Job Function Average	Public Relations Executive / Officer	Corporate Communications Officer	Assistant Corporate Communication Manager	Corporate Communication Manager
34043	23286	27548	40650	52020

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Media & Advertising – by Job Position

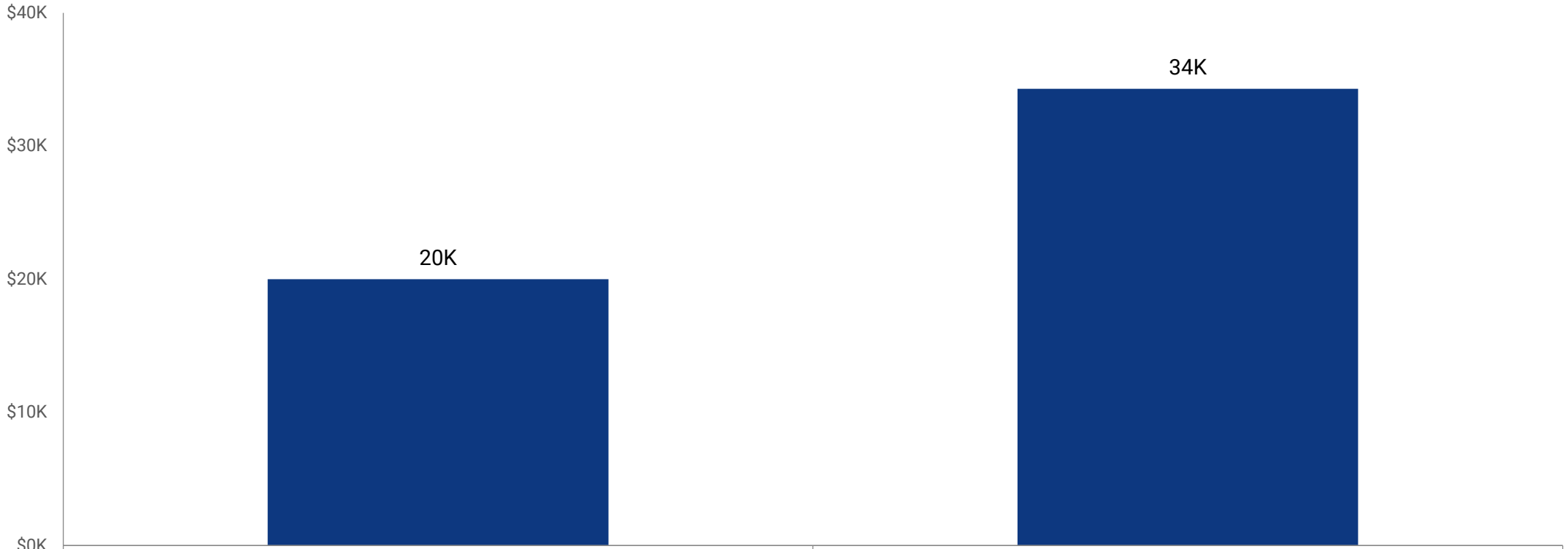
Overall adjustment in Media & Advertising: 2.8%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Media & Advertising – by Job Position



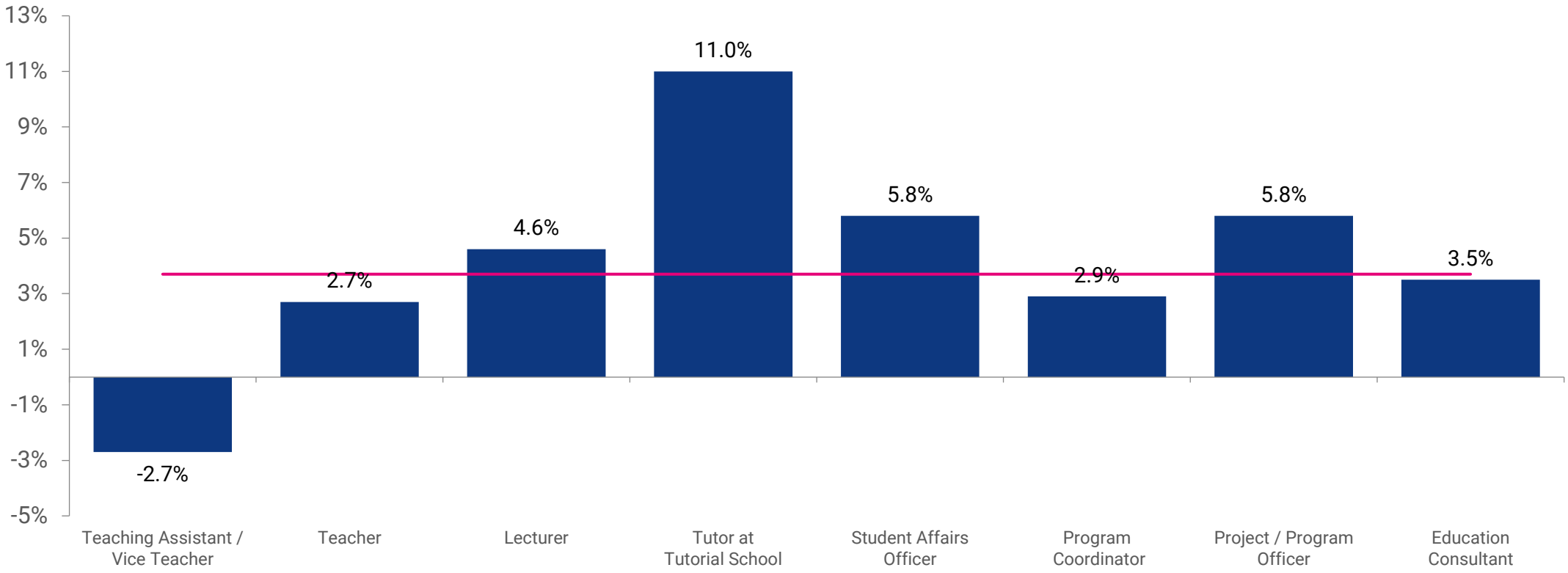
Job Function Average	Editor	Account Manager
24396	20000	34300

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Education – by Job Position

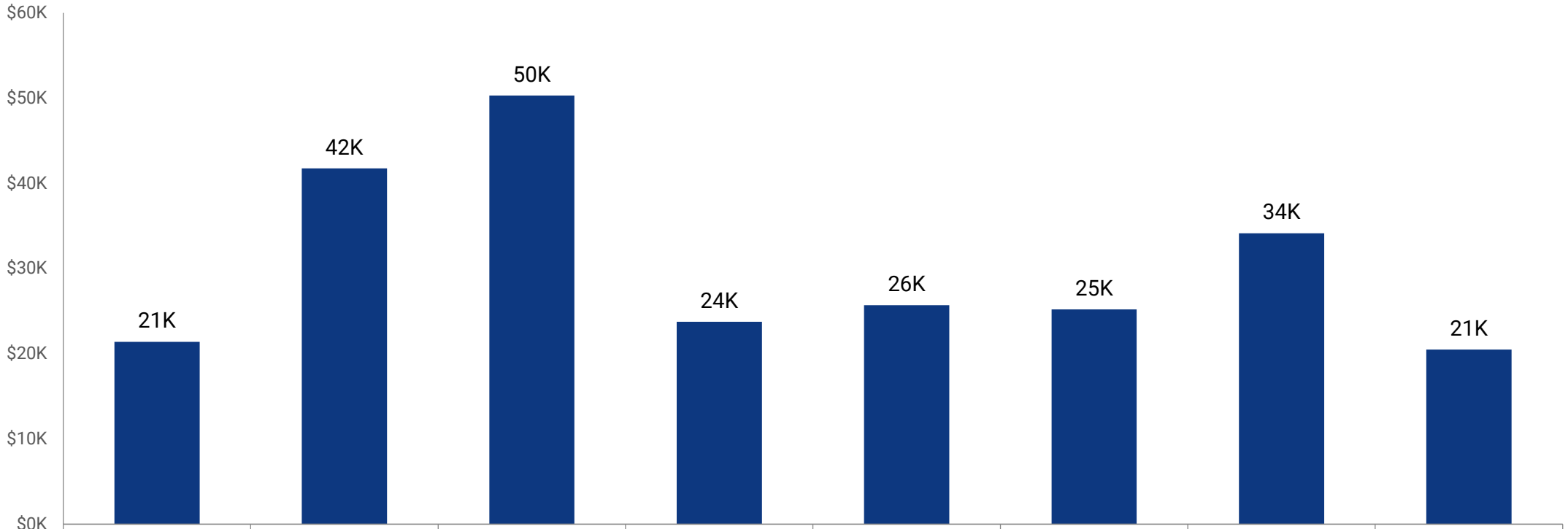
Overall adjustment in Education: 3.7%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Education – by Job Position



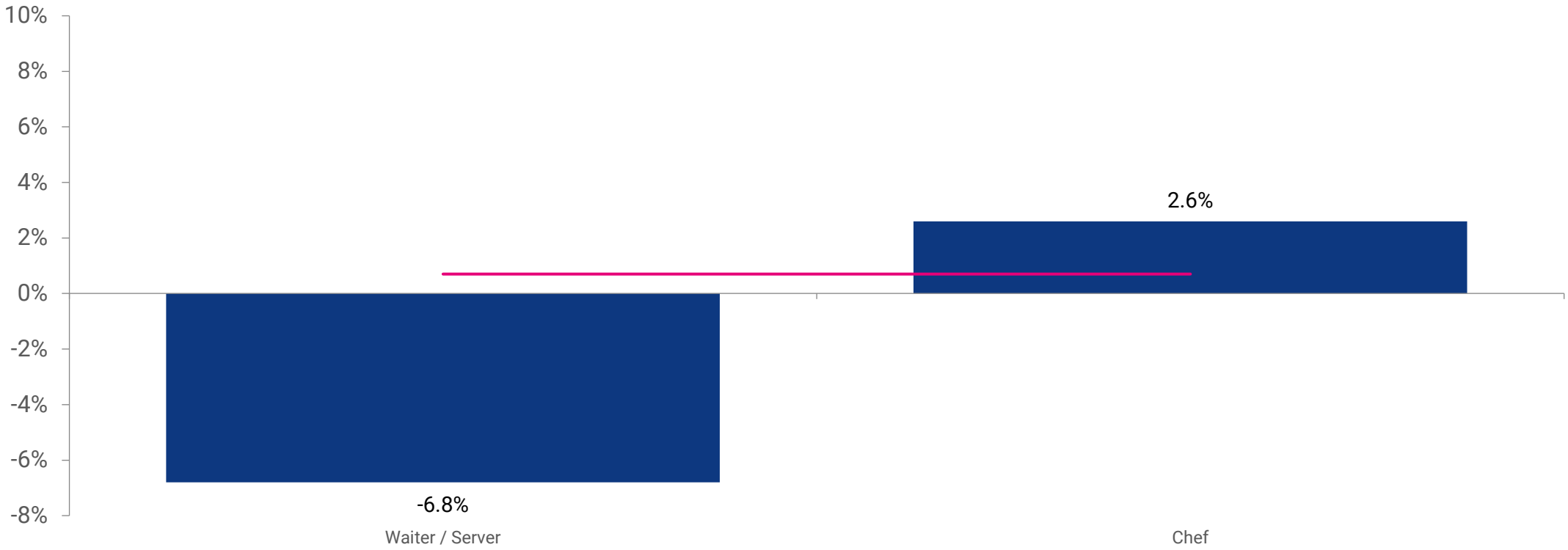
Job Function Average	Teaching Assistant / Vice Teacher	Teacher	Lecturer	Tutor at Tutorial School	Student Affairs Officer	Program Coordinator	Project / Program Officer	Education Consultant
33545	21386	41746	50310	23750	25700	25200	34143	20500

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Food and Beverage – by Job Position

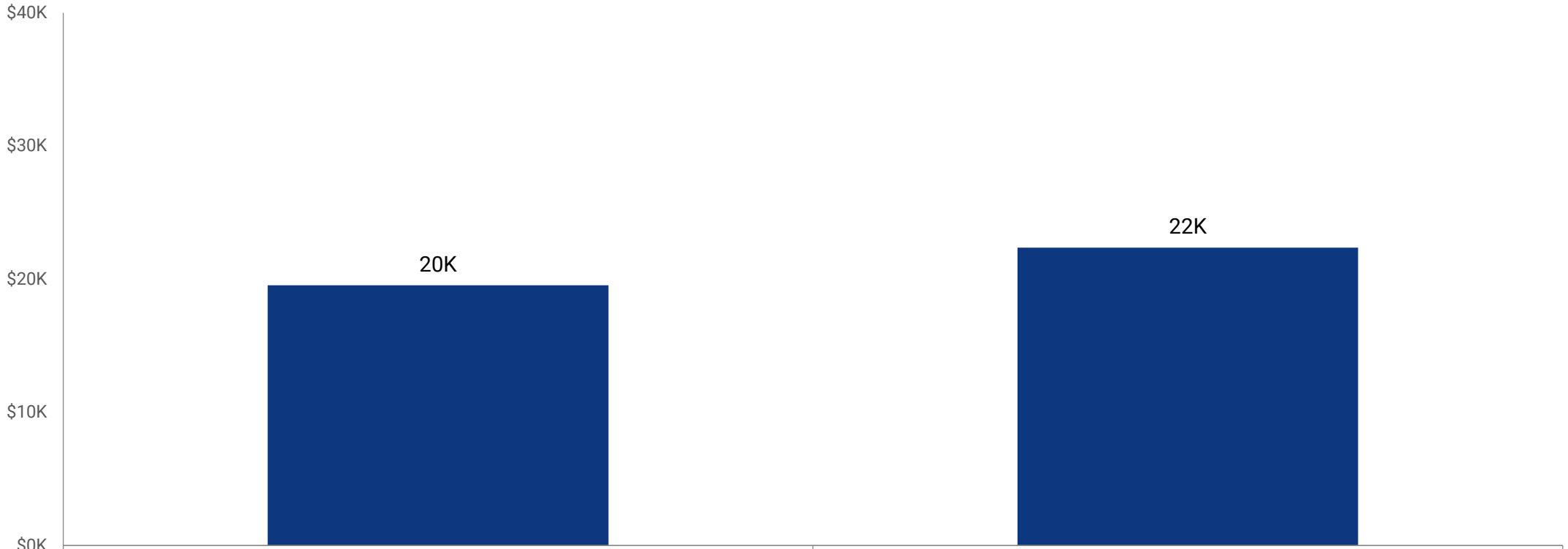
Overall adjustment in Food and Beverage: 0.7%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Food and Beverage – by Job Position



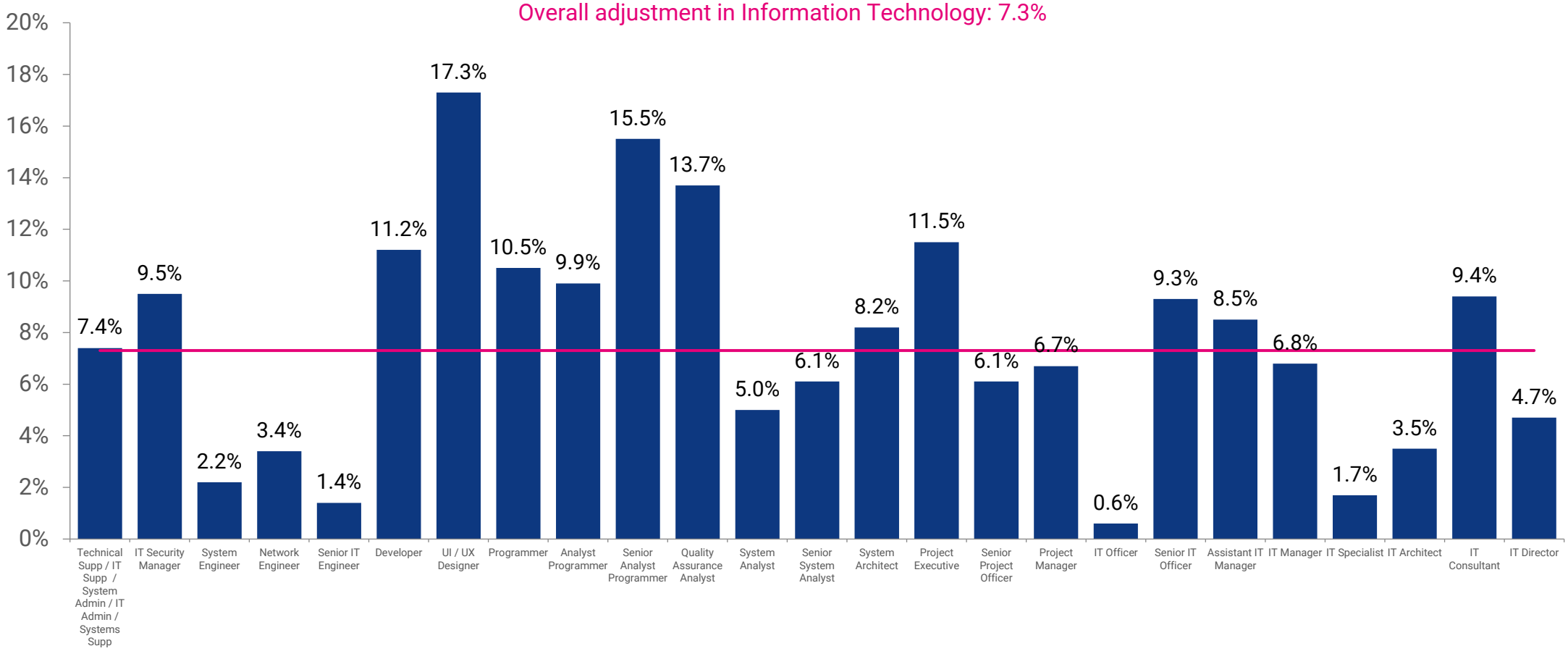
Job Function Average	Waiter / Server	Chef
23346	19544	22375

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Information Technology – by Job Position

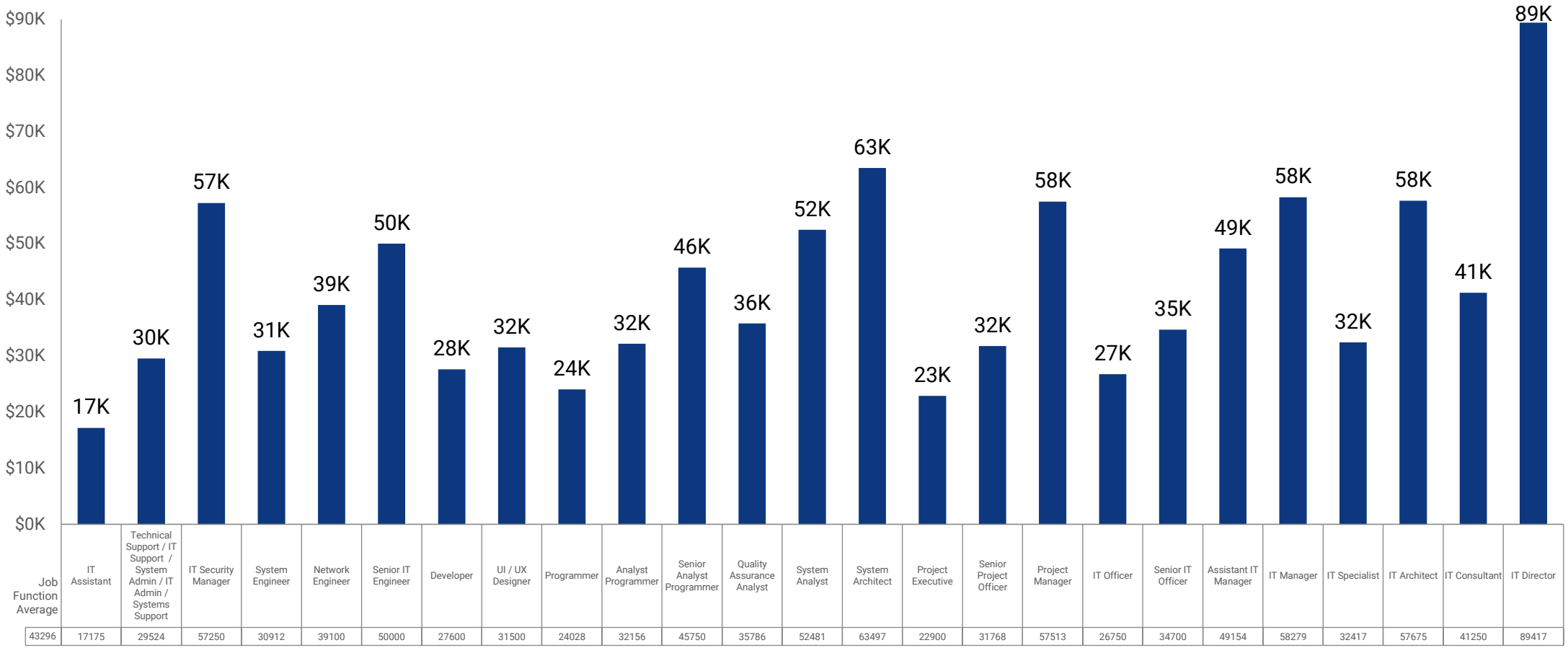
Overall adjustment in Information Technology: 7.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Information Technology – by Job Position



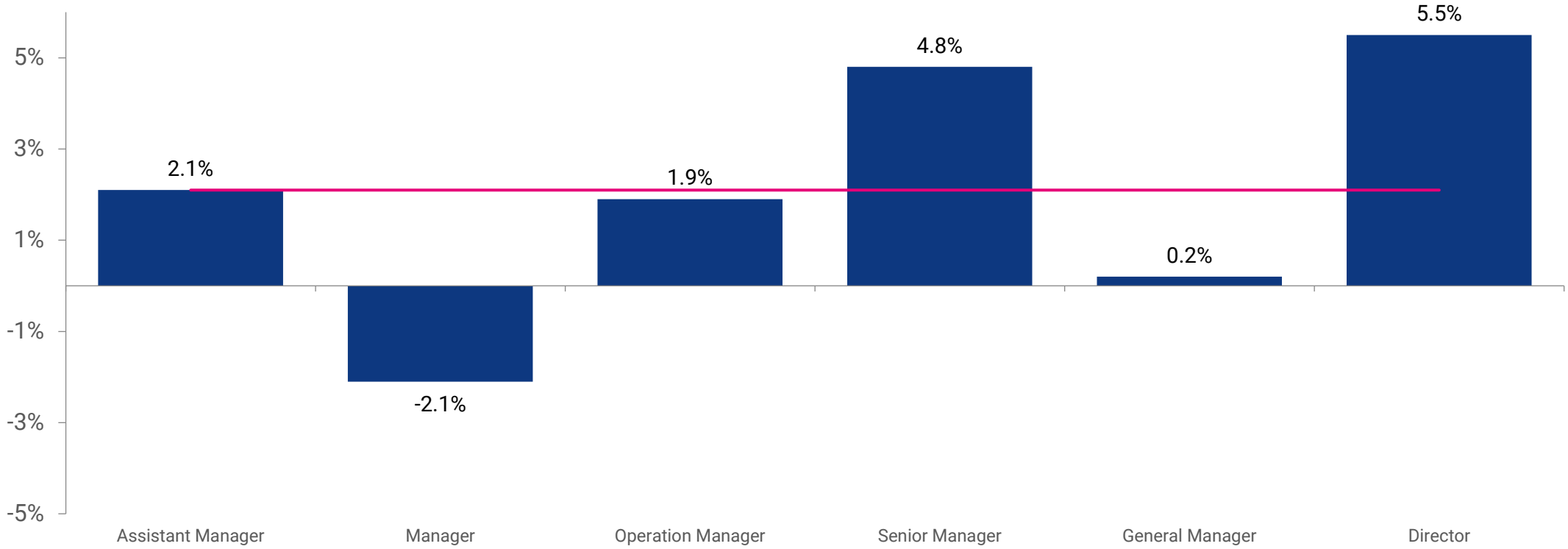
Job Function Average	IT Assistant	Technical Support / IT Support / System Admin / IT Admin / Systems Support	IT Security Manager	System Engineer	Network Engineer	Senior IT Engineer	Developer	UI / UX Designer	Programmer	Analyst Programmer	Senior Analyst Programmer	Quality Assurance Analyst	System Analyst	System Architect	Project Executive	Senior Project Officer	Project Manager	IT Officer	Senior IT Officer	Assistant IT Manager	IT Manager	IT Specialist	IT Architect	IT Consultant	IT Director
43296	17175	29524	57250	30912	39100	50000	27600	31500	24028	32156	45750	35786	52481	63497	22900	31768	57513	26750	34700	49154	58279	32417	57675	41250	89417

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
General Management – by Job Position

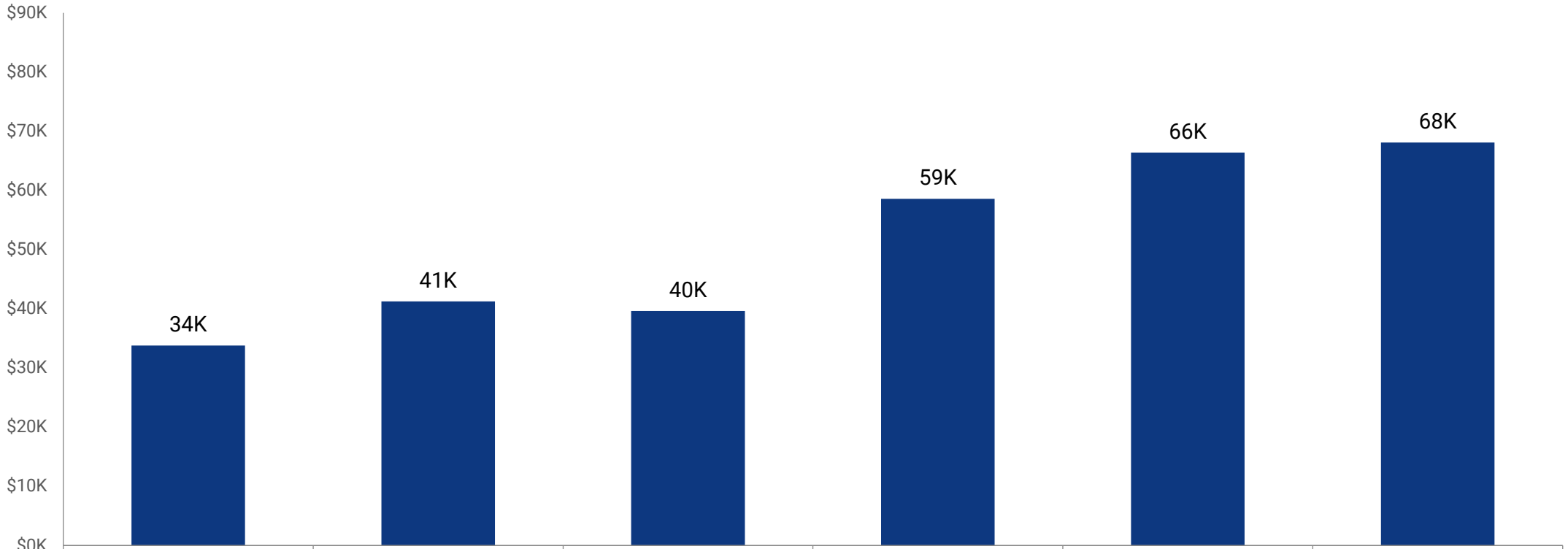
Overall adjustment in General Management: 2.1%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
General Management – by Job Position



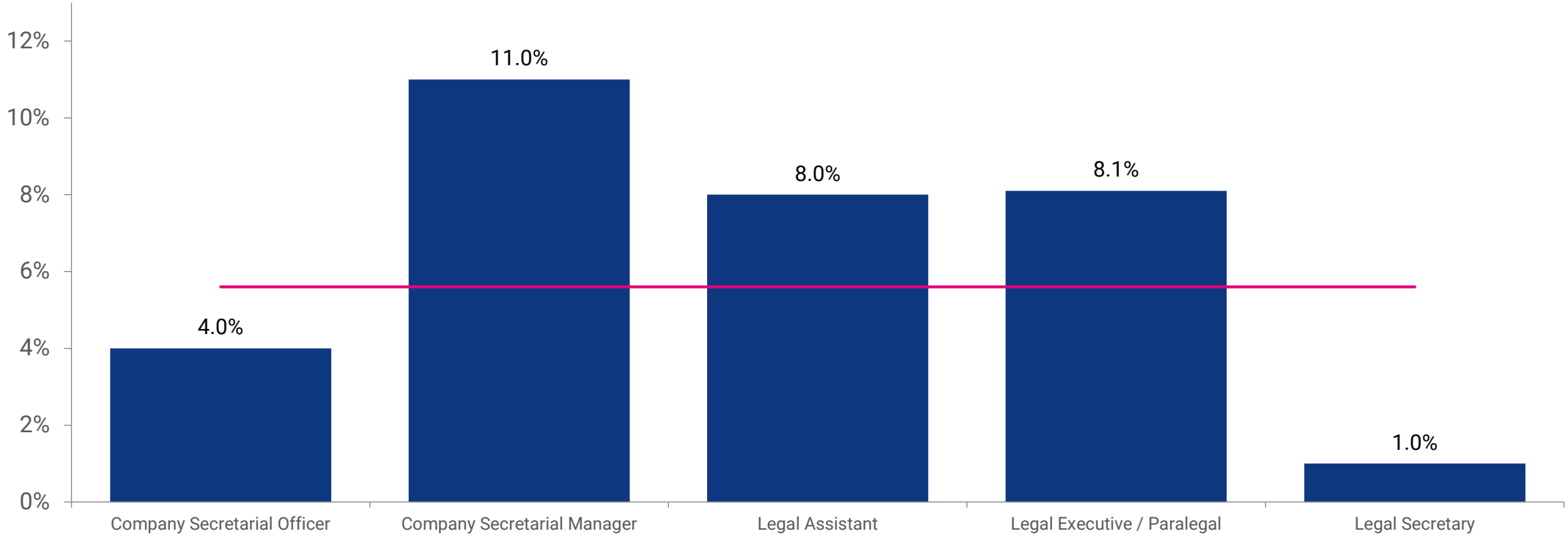
Job Function Average	Assistant Manager	Manager	Operation Manager	Senior Manager	General Manager	Director
59175	33800	41250	39644	58600	66394	68104

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Legal/ Compliance – by Job Position

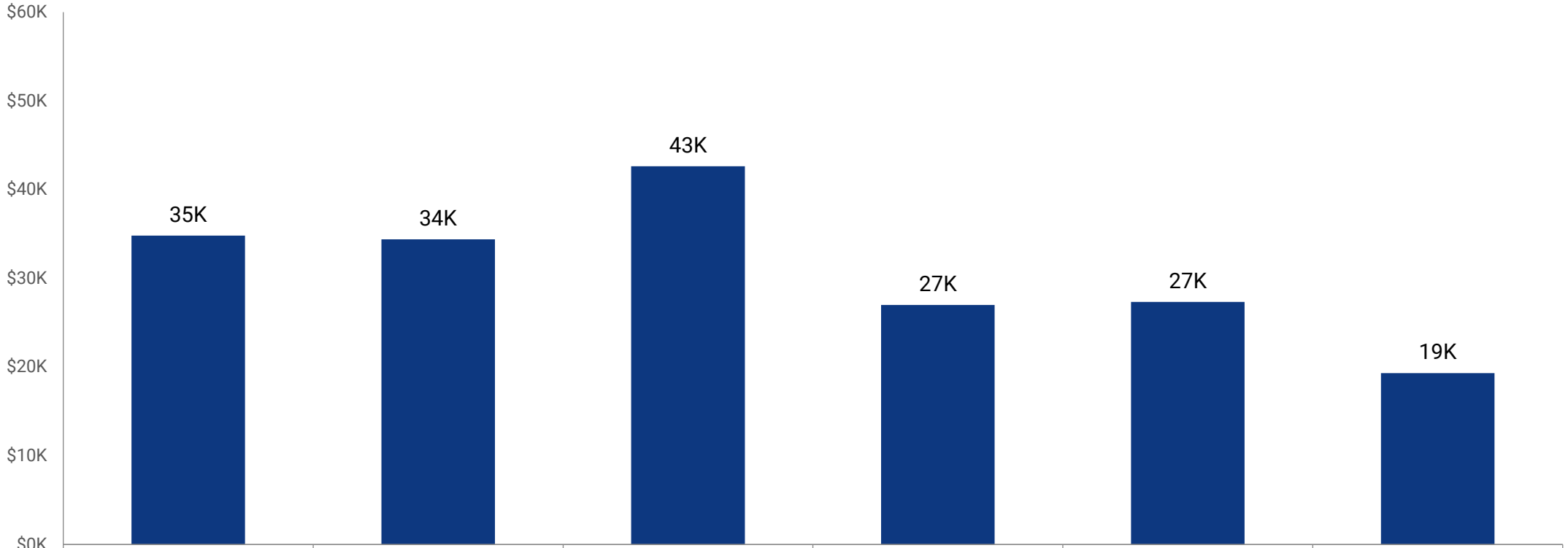
Overall adjustment in Legal/ Compliance: 5.6%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Legal/ Compliance – by Job Position



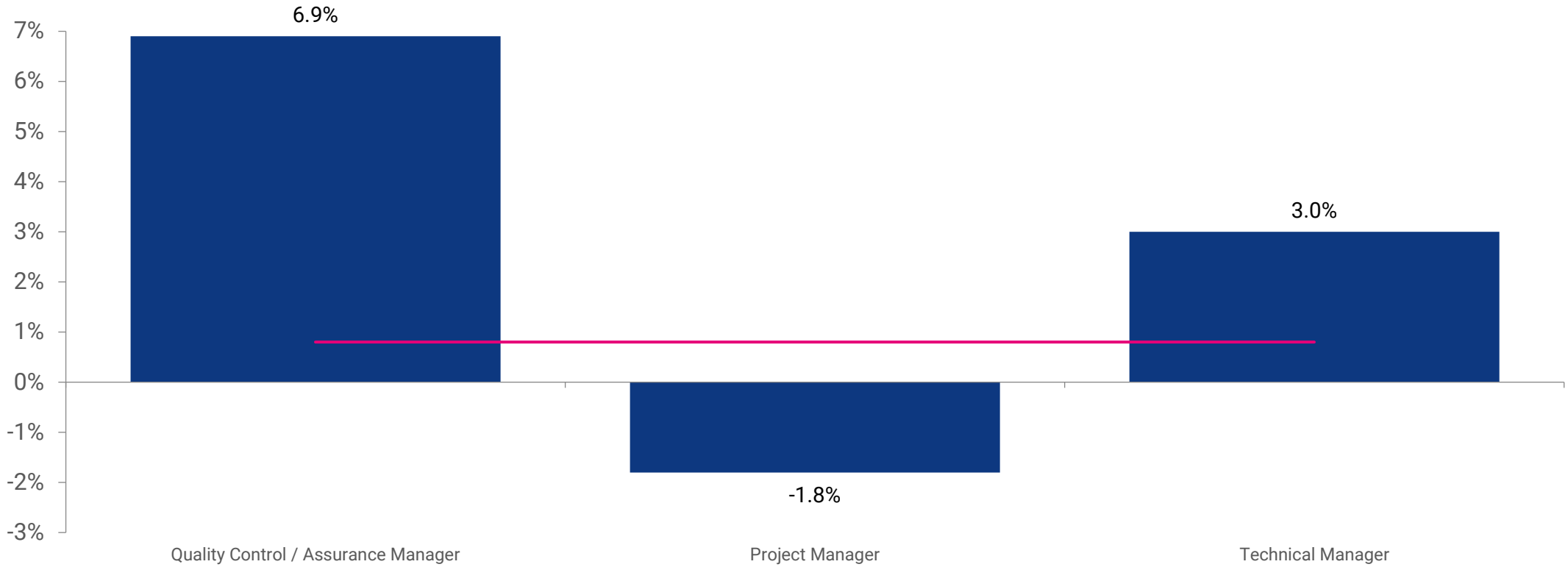
Job Function Average	Company Secretarial Officer	Senior Company Secretarial Officer	Company Secretarial Manager	Legal Assistant	Legal Executive / Paralegal	Legal Secretary
40694	34825	34395	42643	27000	27347	19300

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Manufacturing – by Job Position

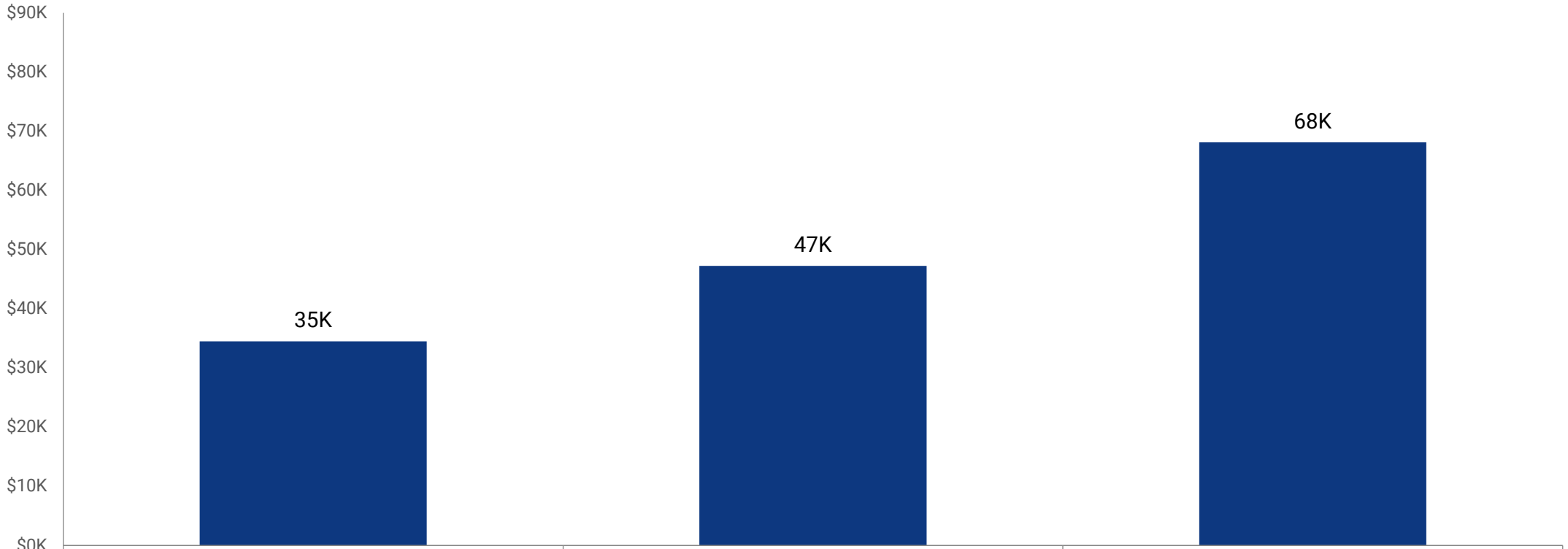
Overall adjustment in Manufacturing: 0.8%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Manufacturing – by Job Position



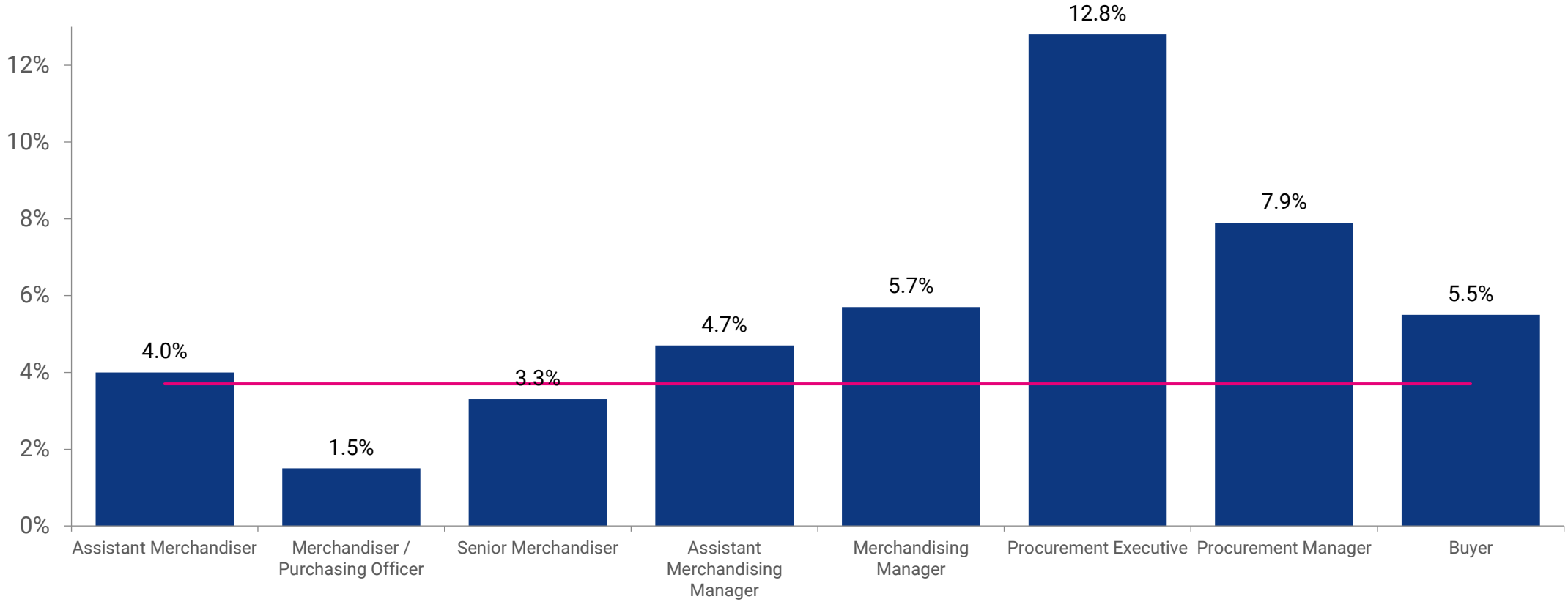
Job Function Average	Project Manager	Technical Manager	Operations Manager
37152	34500	47250	68125

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Merchandising & Purchasing – by Job Position

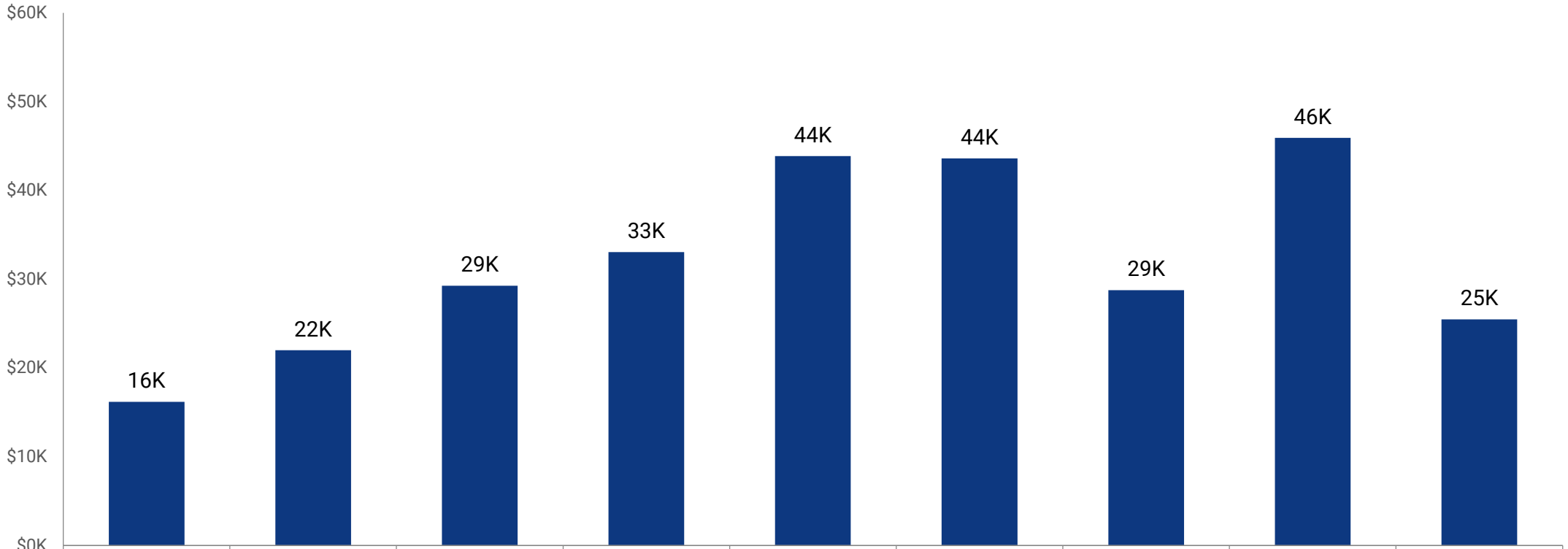
Overall adjustment in Merchandising & Purchasing: 3.7%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Merchandising & Purchasing – by Job Position



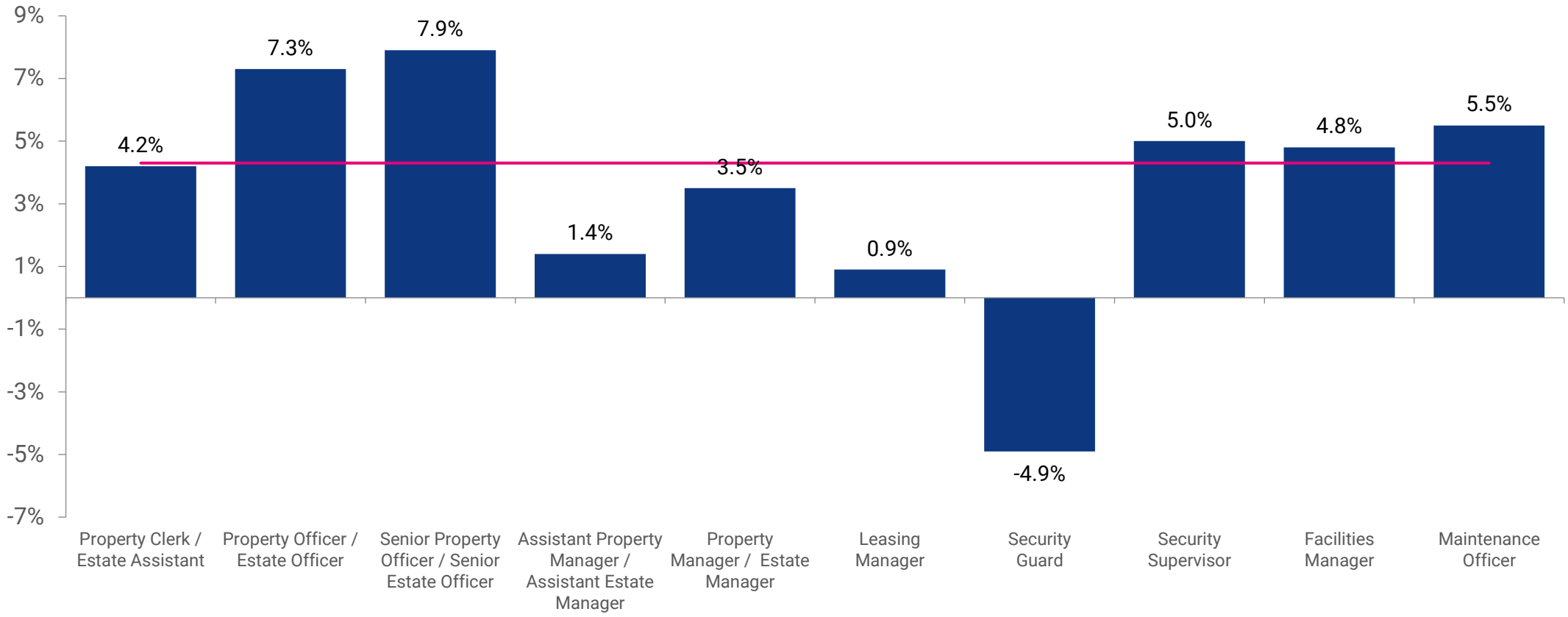
Job Function Average	Assistant Merchandiser	Merchandiser / Purchasing Officer	Senior Merchandiser	Assistant Merchandising Manager	Merchandising Manager	Purchasing Manager	Procurement Executive	Procurement Manager	Buyer
31413	16171	21992	29269	33054	43871	43600	28750	45920	25468

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Property/ Real Estate – by Job Position

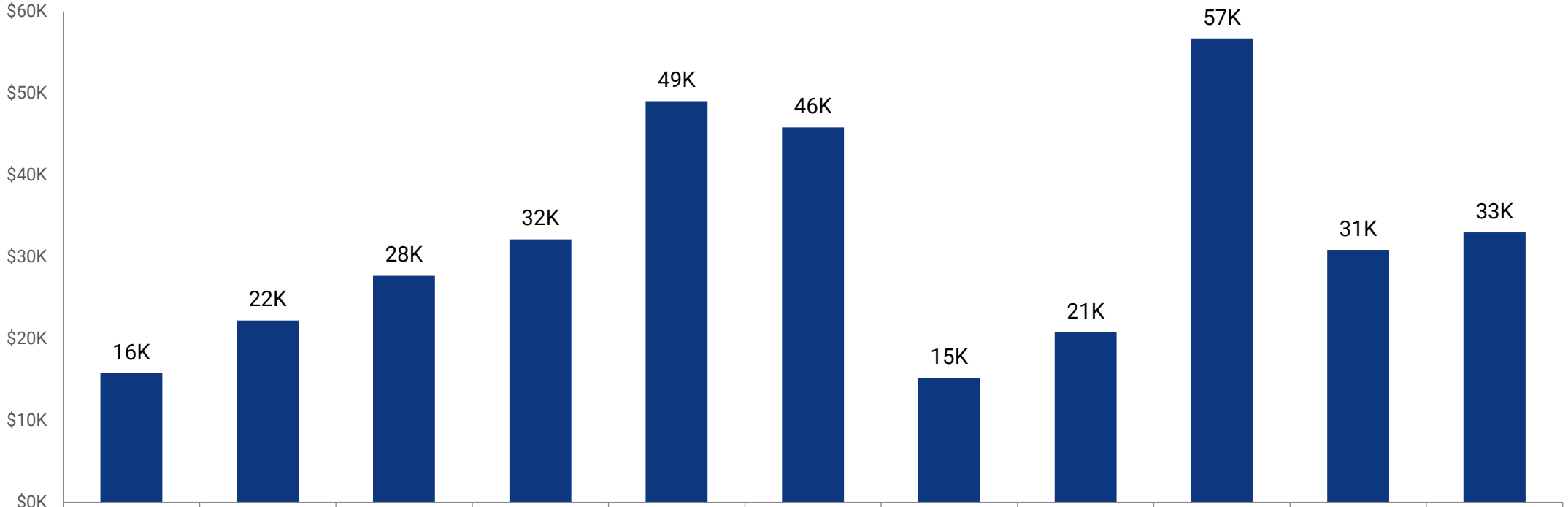
Overall adjustment in Property / Real Estate: 4.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Property/ Real Estate – by Job Position



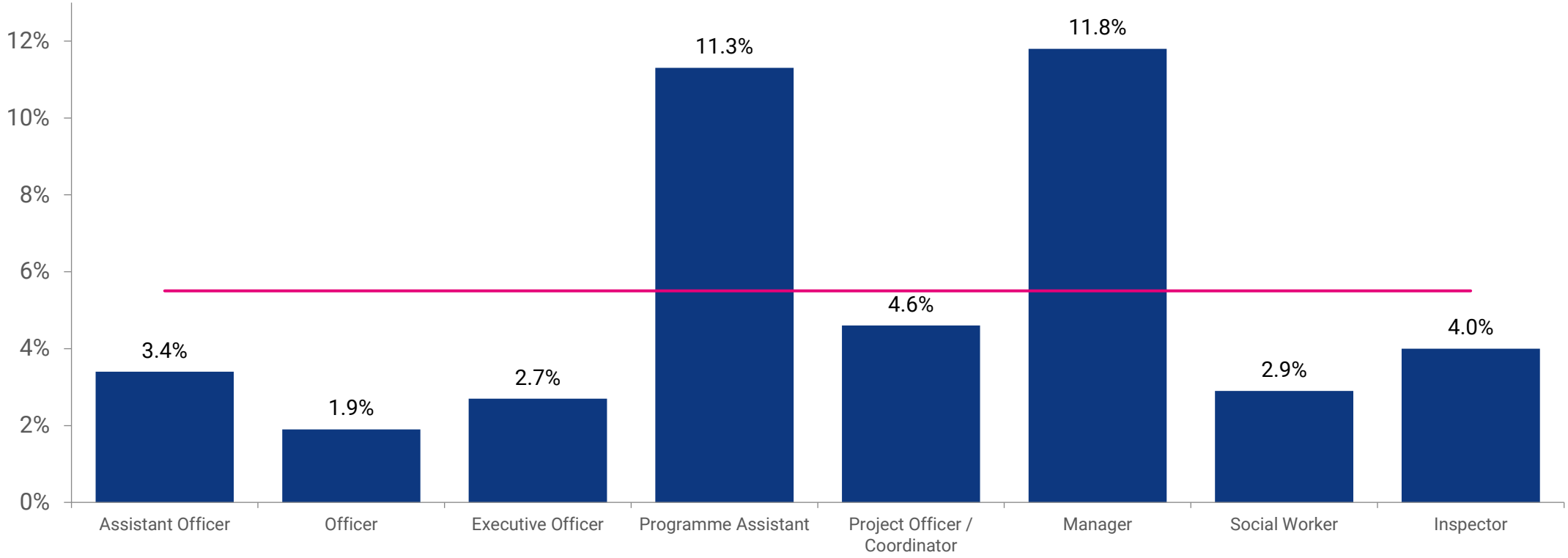
Job Function Average	Property Clerk / Estate Assistant	Property Officer / Estate Officer	Senior Property Officer / Senior Estate Officer	Assistant Property Manager / Assistant Estate Manager	Property Manager / Estate Manager	Leasing Manager	Security Guard	Security Supervisor	Facilities Manager	Maintenance Officer	Operation Manager
32849	15757	22235	27673	32143	49031	45833	15216	20788	56688	30852	33000

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Public/ Civil/ Social Services – by Job Position

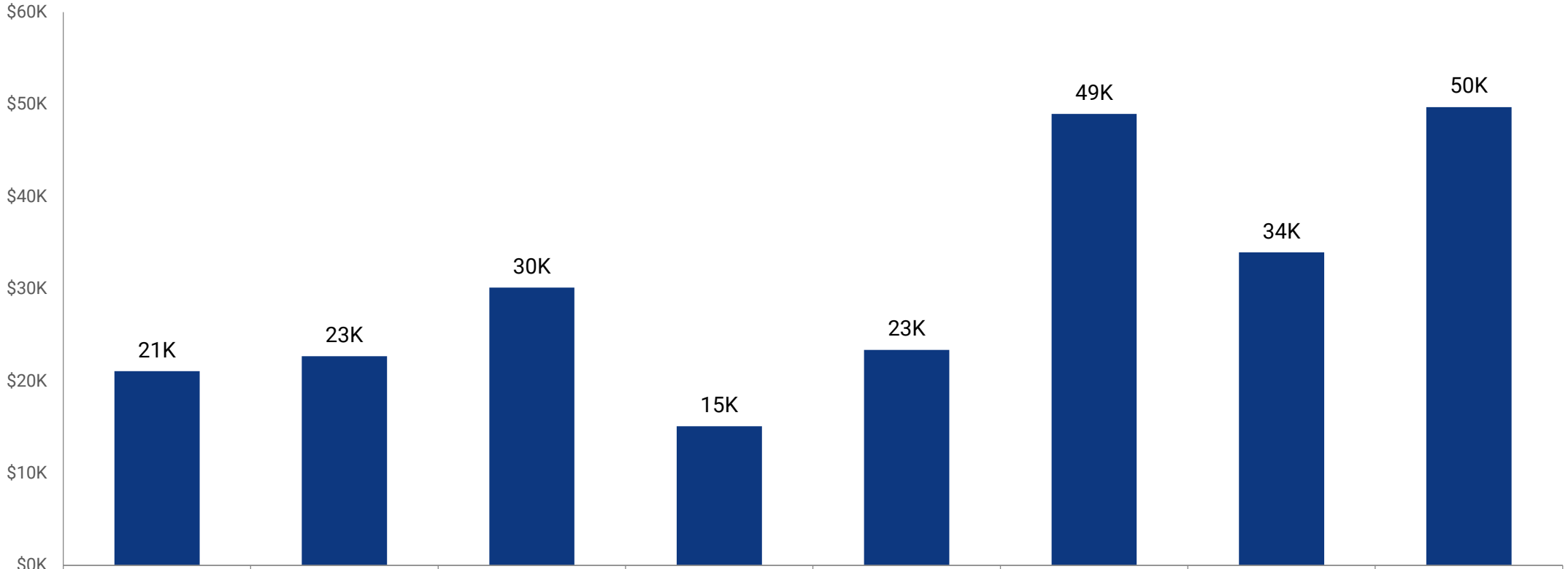
Overall adjustment in Public/ Civil/ Social Services: 5.5%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Public/ Civil/ Social Services – by Job Position



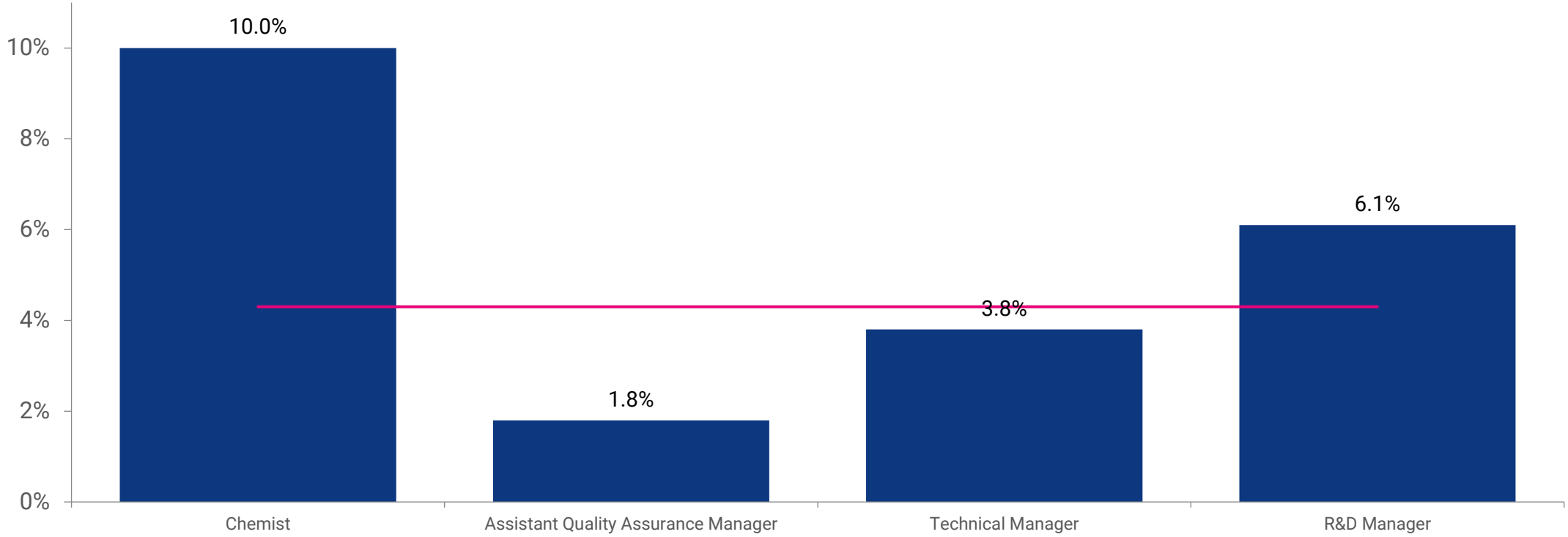
Job Function Average	Assistant Officer	Officer	Executive Officer	Programme Assistant	Project Officer / Coordinator	Manager	Social Worker	Inspector
30921	21050	22684	30136	15075	23375	48968	33944	49715

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

Percentage of Monthly Salary Adjustment in 2023
Sciences, Lab, R&D – by Job Position

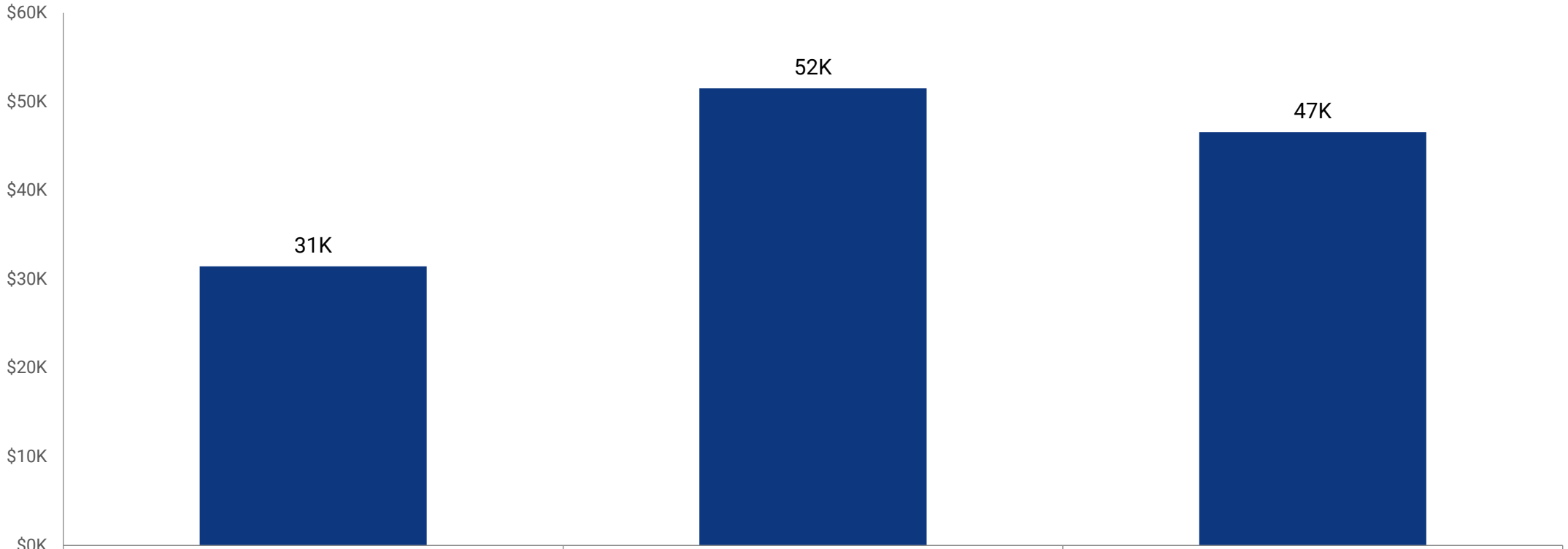
Overall adjustment in Sciences, Lab, R&D: 4.3%



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Sciences, Lab, R&D – by Job Position

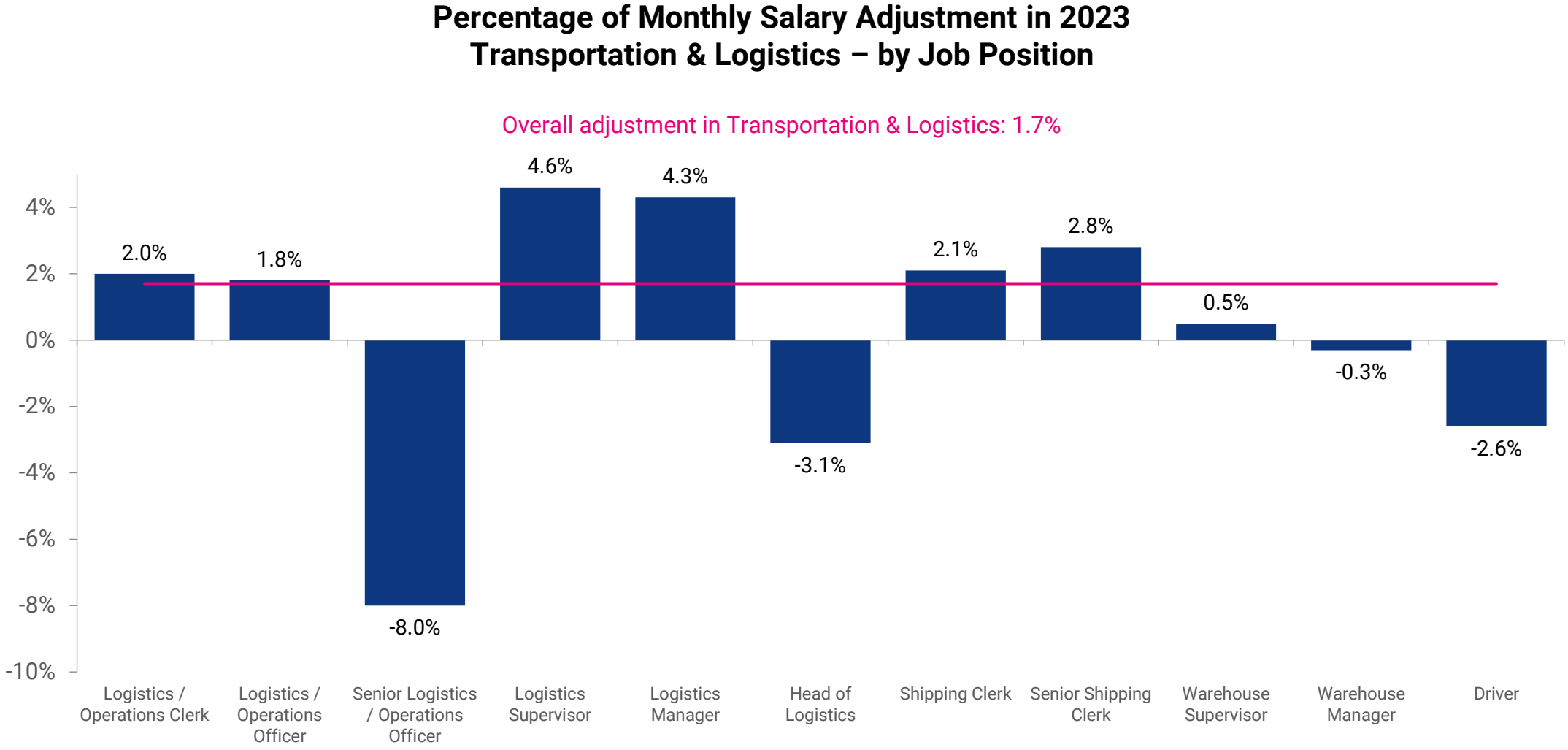


Job Function Average	Assistant Quality Assurance Manager	Technical Manager	R&D Manager
35530	31458	51500	46571

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

Basic Salary Change in 2023

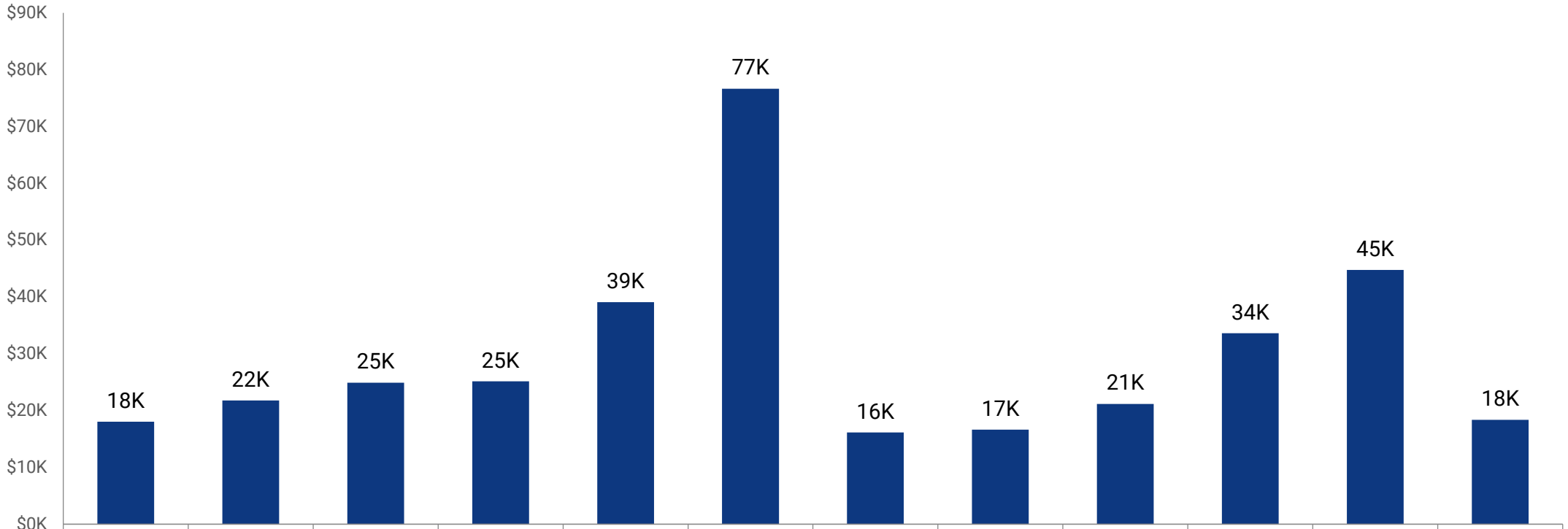
Percentage of Monthly Salary Adjustment in 2023
Transportation & Logistics – by Job Position



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023
Transportation & Logistics – by Job Position



Job Function Average	Logistics / Operations Clerk	Logistics / Operations Officer	Senior Logistics / Operations Officer	Logistics Supervisor	Logistics Manager	Head of Logistics	Shipping Clerk	Warehouse Picker / Clerk	Warehouse Supervisor	Warehouse Manager	Supply Chain Manager	Driver
28405	18039	21775	24916	25128	39086	76667	16127	16625	21163	33600	44750	18371

Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a

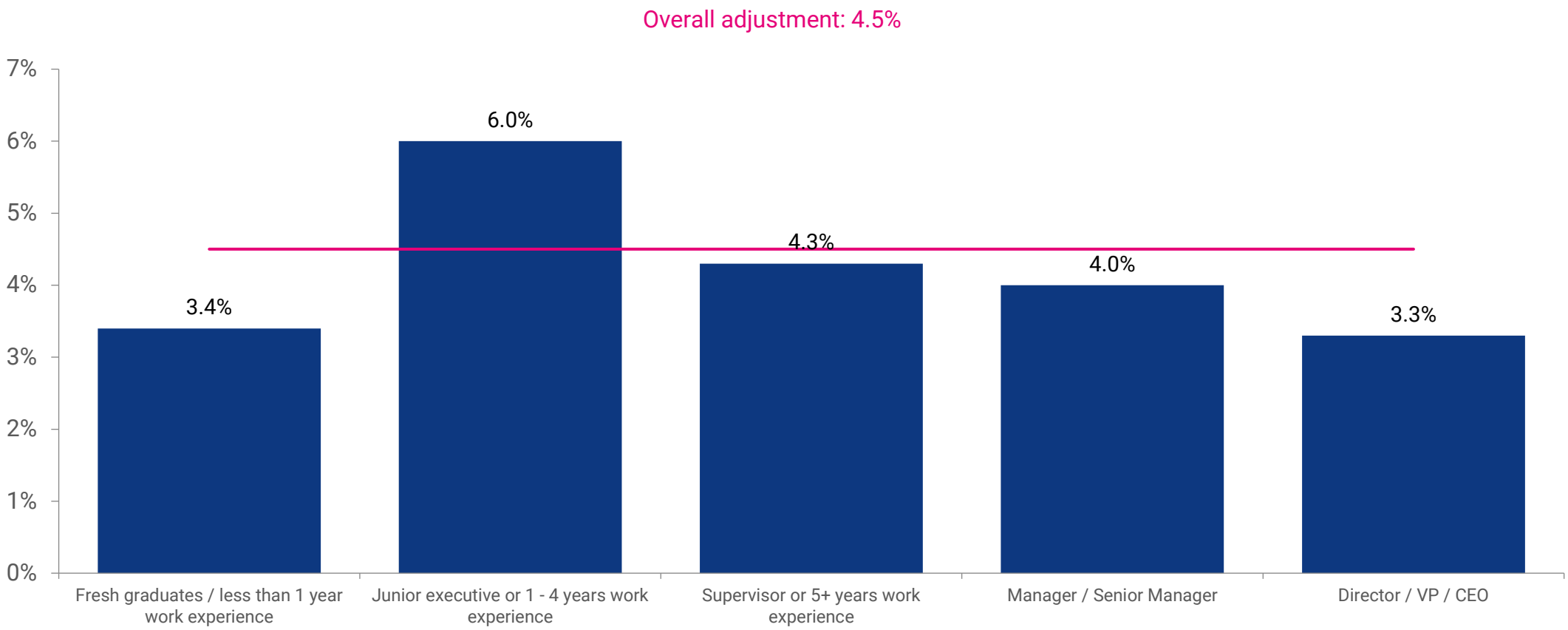


SECTION 11

BASIC MONTHLY CHANGE IN 2023 – BY CAREER LEVEL

Basic Salary Change in 2023

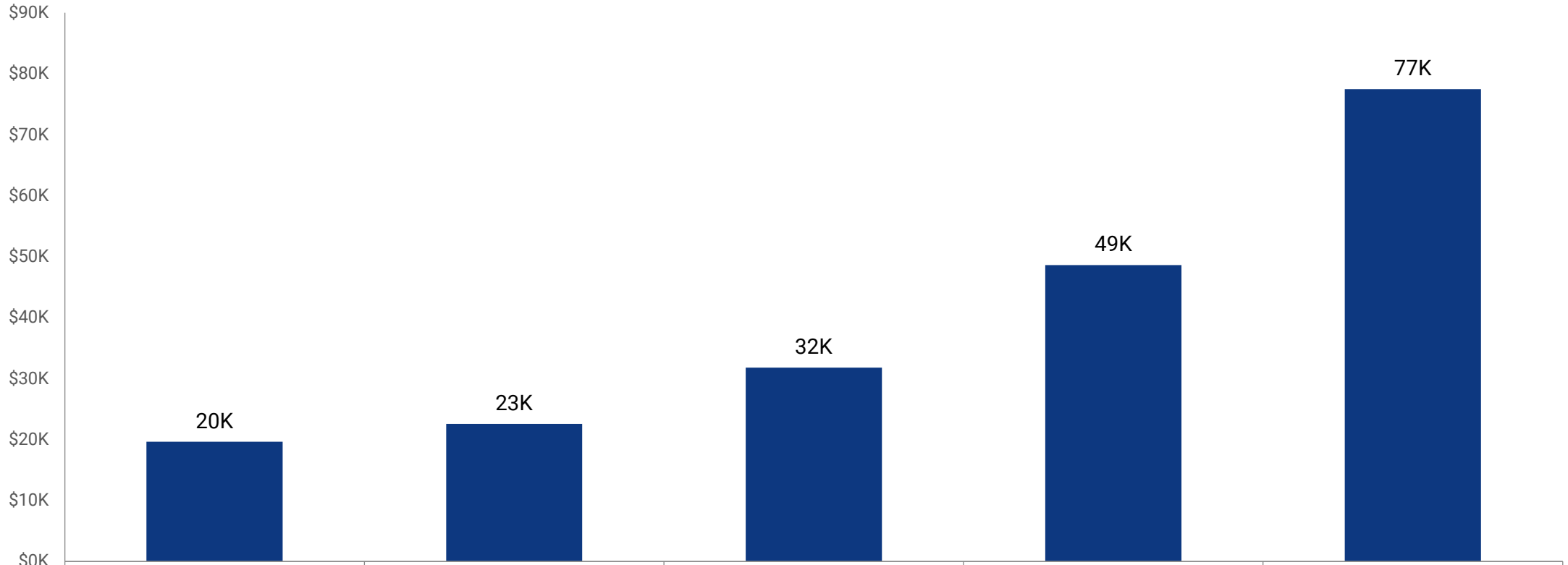
Percentage of Monthly Salary Adjustment in 2023
By Career Level



Job position with < 4 respondents is not shown
Base: All working on full-time basis currently (unweighted)
Question : Q5b1/5b2

Basic Salary Change in 2023

Average Monthly Salary 2023 By Career Level



Fresh graduates / less than 1 year work experience	Junior executive or 1 - 4 years work experience	Supervisor or 5+ years work experience	Manager / Senior Manager	Director / VP / CEO
19616	22548	31781	48608	77474

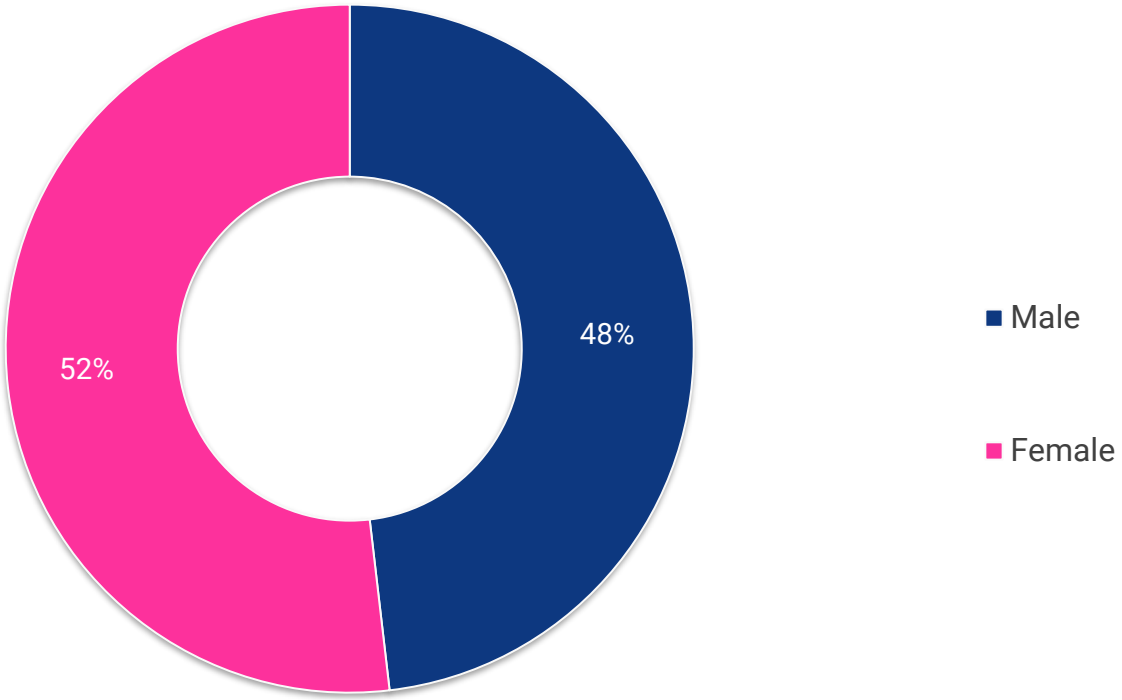
Base: All working on full-time basis currently (unweighted)
Question : Q4/4a



APPENDIX

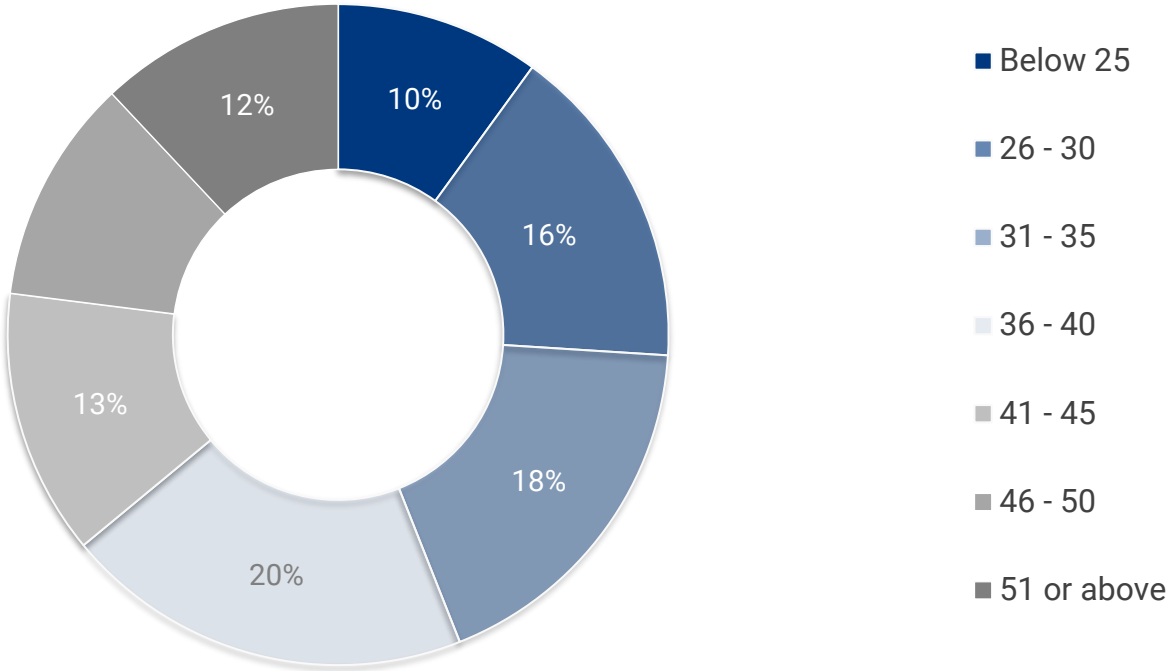
RESPONDENTS' PROFILE

Respondents' Profile - Gender



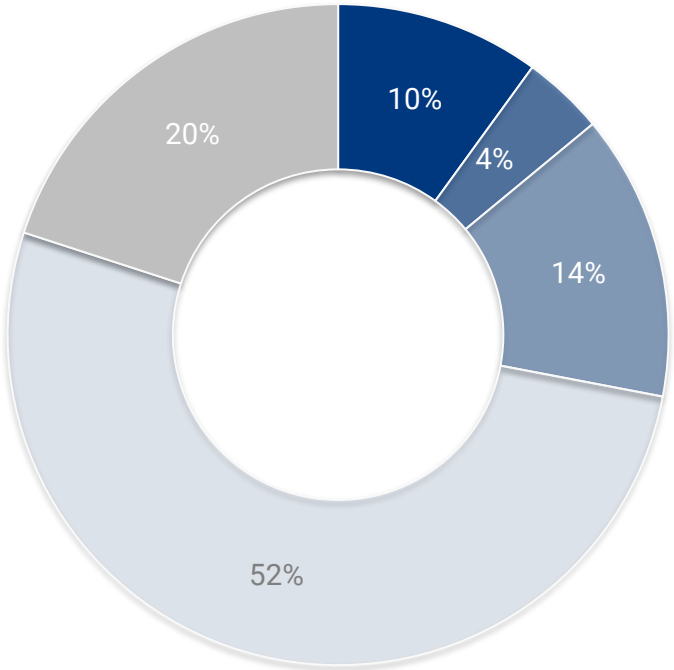
Base: All respondents (n=3797)
Qn. P1

Respondents' Profile - Age



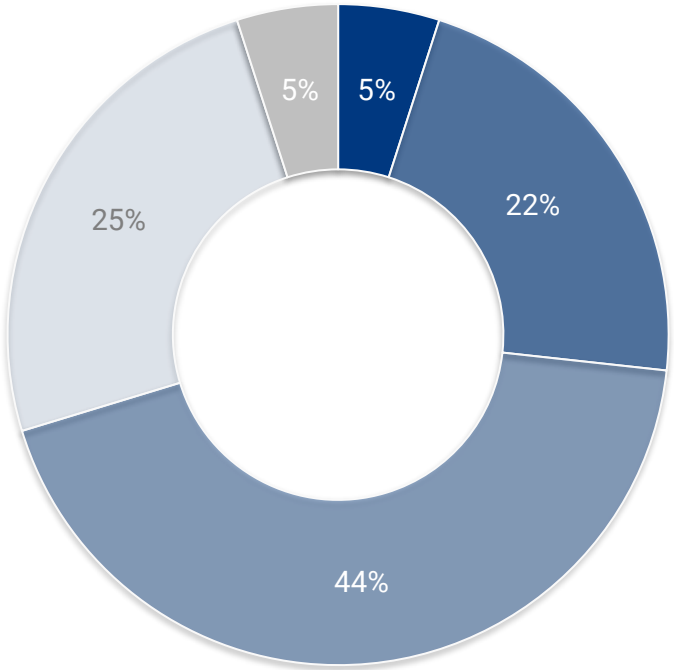
Base: All respondents (n=3797)
Qn. P2

Respondents' Profile – Education Level



Base: All respondents (n=3797)
Qn. P3

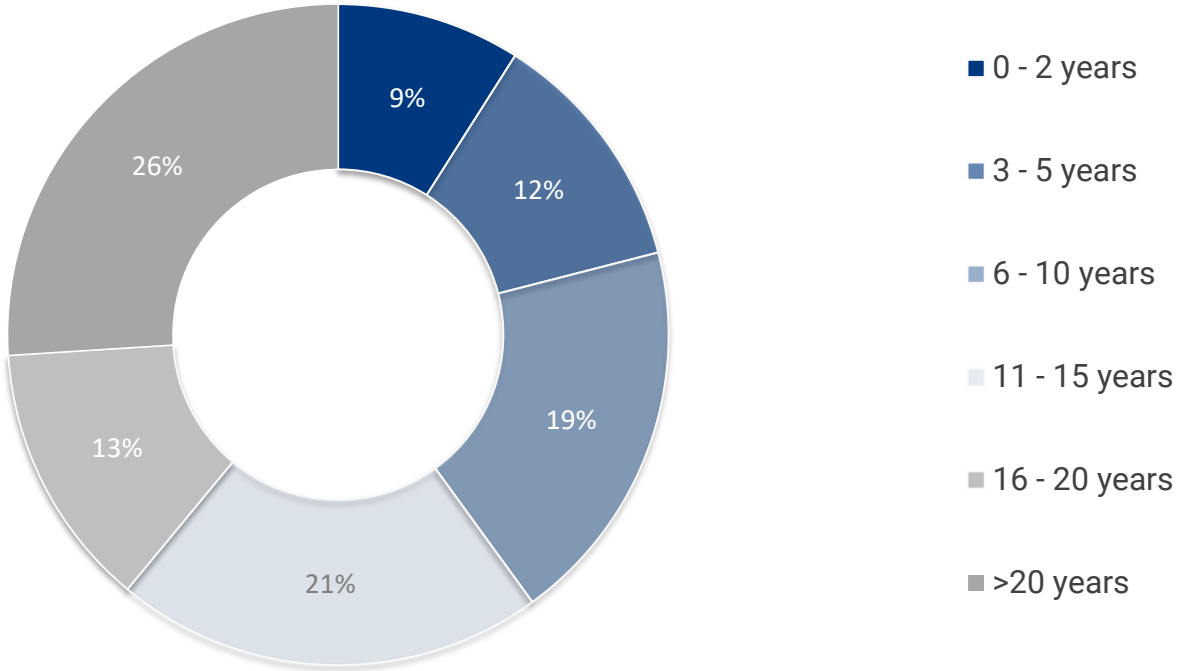
Respondents' Profile – Career Level



- Fresh graduate / less than 1 year experience
- Junior executive or 1-4 years experience
- Supervisor or 5+ years work experience
- Manager / Senior Manager
- Director / VP / CEO

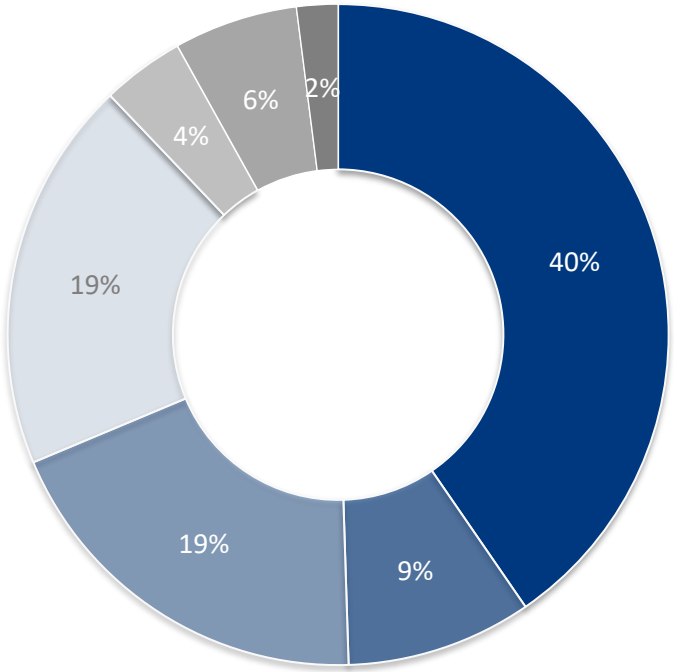
Base: All except non-working and will not work (n=3782)
Qn. P4

Respondents' Profile – Work Experience



Base: All except non-working and will not work (n=3782)
Qn. P5

Respondents' Profile – Type of Organization



- Local (Hong Kong) organization
- Chinese-owned organization
- Hong Kong-based multinational organization (with headquarter in Hong Kong, Macau or China but with offices in multiple countries out of Hong Kong)
- Multinational organization (with headquarter out of Hong Kong, Macau and China)
- Government
- Non-profit organization
- Not fixed as I worked on part-time / freelance basis / never had a job before

Base: All except non-working and will not work (n=3782)
Qn. P5a

Respondents' Profile – Industry

Industry	Percentage	Industry	Percentage
Government & Public Organization	4.2%	Education & Training	6.7%
Charity/ Social Services/ NGO	3.5%	Human Resources/ Recruitment	2.6%
Public Utilities (e.g. Gas, Electricity)	0.5%	Freight Forwarding/ Delivery/ Logistics	7.2%
Retail	7.1%	Mass Transportation	1.8%
Trading and Distribution	4.9%	Building/ Construction	4.7%
Wholesale	1.0%	Engineering	4.7%
Manufacturing/ Packaging	3.4%	Food and Beverage	4.6%
E-commerce	0.4%	Hospitality	3.1%
Accounting/ Audit/ Tax	2.4%	Travel & Tourism	1.8%
Banking	3.7%	BioTech	0.4%
Insurance	1.7%	Medical/ Pharmaceutical	3.3%
Fintech (cryptocurrency)	0.2%	Testing / Laboratory	0.8%
Fintech (Non-cryptocurrency)	0.3%	Telecommunication	0.6%
Financial Services (Non Bank Organization)	2.4%	Information & Communications Technology	1.7%
Legal Services	0.9%	Clothing/ Garment/ Textile	1.6%
Management Consultancy/ Service	1.0%	Electronics / Electrical Equipment	1.6%
Research/ Survey	0.2%	Jewellery/ Gems/ Watches	0.8%
Property Development & Management	4.7%	Entertainment / Recreation	0.5%
Security/ Fire/ Electronic Access Controls	1.5%	Sports, Health & Beauty Care	0.8%
Advertising/ Public Relations/ Marketing Services	0.6%	E-sports	0.1%
Media/ Publishing/ Printing	0.6%	Others	3.0%
Design	1.5%	Not fixed	0.7%

Base: All except non-working and will not work (n=3782)
Qn. P6



Thank you