

Hourly wage

Hourly wage is derived by dividing the total wage paid to an employee in the survey period by his/her total number of working hours. The definition of wage follows the definition as adopted in the Employment Ordinance. In brief, the following components are covered: (i) basic wage/salary; (ii) commission and tips not of gratuitous nature; (iii) guaranteed bonuses and allowances other than guaranteed year-end bonus/payment (e.g. shift allowance, cost-of-living allowance, meal allowance); and (iv) overtime payment. Working hour refers to the sum of the number of contractual/agreed working hours and overtime (worked at the direction of employers) hours.

Median hourly wage

By arranging the hourly wages of all employees from the smallest to the largest value, the median hourly wage is the hourly wage of the employee who ranks in the middle of all the employees concerned. In other words, the median hourly wage is the hourly wage value that delineates the lowest 50% of all the employees concerned.

Percentile hourly wage

Percentile hourly wage figures are useful in discerning the distribution of hourly wage of employees. The p^{th} percentile hourly wage is the hourly wage value which delineates the lowest $p\%$ of all the employees concerned, where p can be any integer value from 1 to 99. For instance, the 10th percentile hourly wage is the hourly wage value that delineates the lowest 10% of the employees. The 25th percentile, 50th percentile and 75th percentile hourly wages are also known as the lower quartile, median and upper quartile hourly wages respectively.