Census and Statistics Department
The Government of the Hong Kong Special Administrative Region

Quarterly Report of Wage and Payroll Statistics

Provides summary statistics on the trends of the average wage rate of employees up to supervisory level and the average payroll per person engaged for all employees

June 2026

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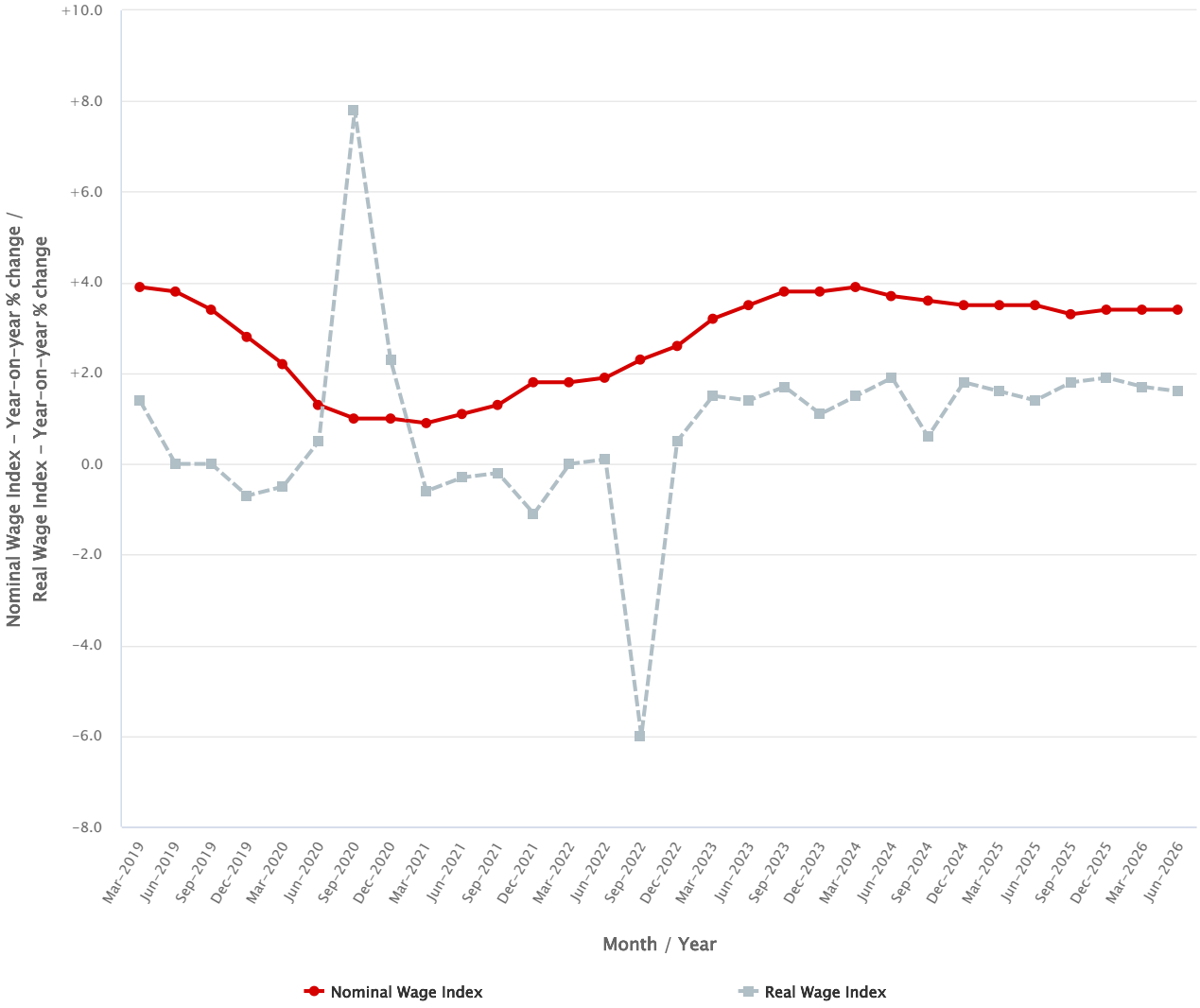
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1. Key Figures

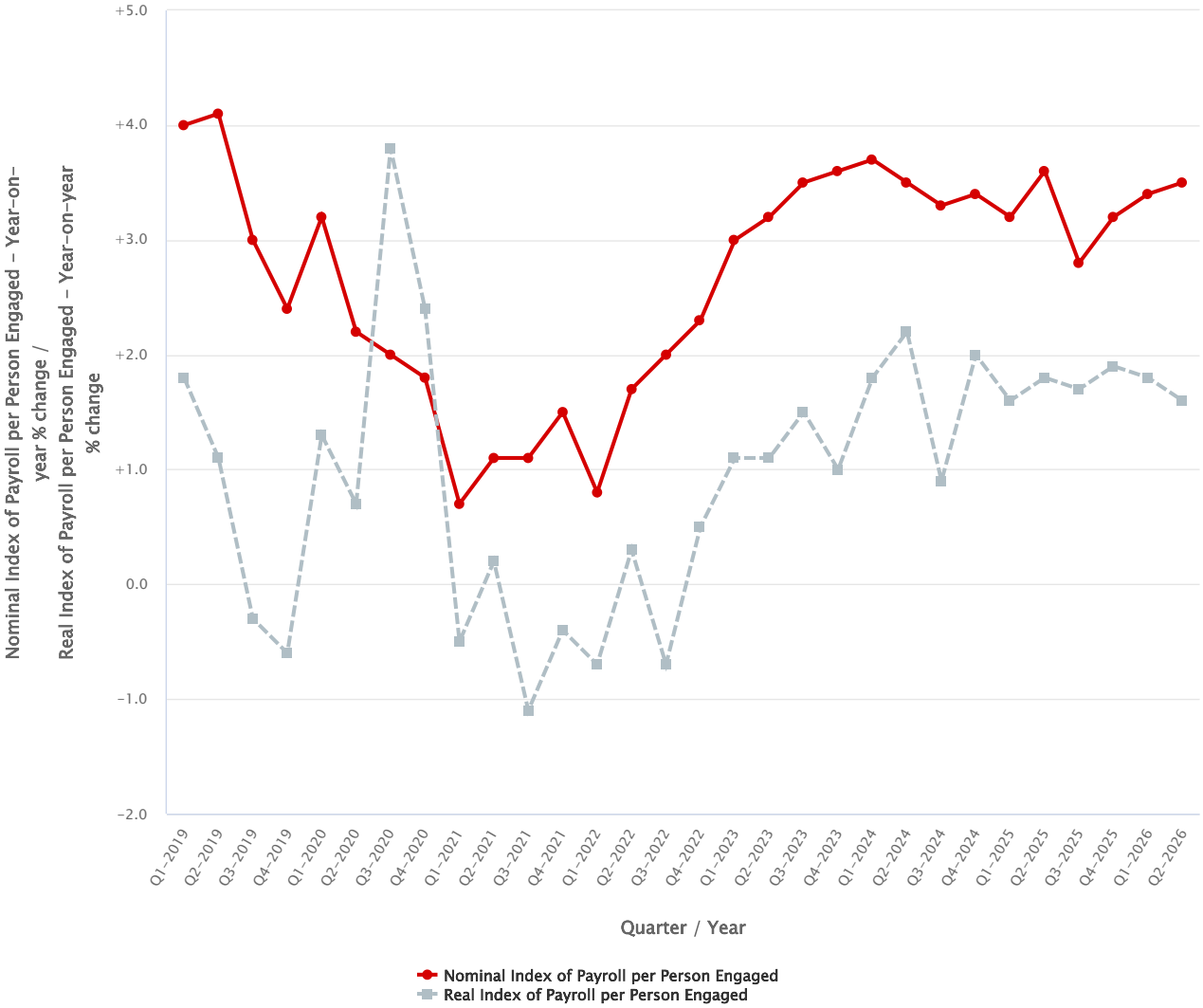
- The Nominal Wage Index increased by 3.4% in June 2026 over a year earlier. During the same period, the Real Wage Index increased by 1.6%.
- The Nominal Index of Payroll per Person Engaged increased by 3.5% in the second quarter of 2026 over a year earlier. The Real Index of Payroll per Person Engaged increased by 1.6% in the same period.

Chart 1.1 : Year-on-year percentage changes in Nominal and Real Wage Indices: all selected industry sections



[φ3] Figure denotes increase or decrease of less than 0.05%.

Chart 1.2 : Year-on-year percentage changes in Nominal and Real Indices of Payroll per Person Engaged: all selected industry sections



2. Wage Statistics

- The Nominal Wage Index increased by 3.4% in June 2026 over a year earlier. Analysed by industry section, year-on-year changes of +2.4% to +4.2% were recorded in the selected industry sections.
- The Real Wage Index increased by 1.6% in June 2026 over a year earlier. Analysed by industry section, year-on-year changes ranging from +0.6% to +2.4% were recorded in the selected industry sections.

Table 2.1 : Nominal and Real Wage Indices by industry section

Year	2026			
Month	Jun			
	Nominal Wage Index (September 1992 = 100)		Real Wage Index (September 1992 = 100)	
	Index	Year-on-year % change	Index	Year-on-year % change
Industry section				
Manufacturing	276.5	+3.1	126.5	+1.4
Import/export, wholesale and retail trades	272.1	+3.4	124.4	+1.6
Transportation	253.6	+2.4	116.0	+0.6
Accommodation and food service activities	268.2	+3.8	122.6	+2.1
Financial and insurance activities	316.9	+4.2	144.9	+2.4
Real estate leasing and maintenance management	331.7	+3.1	151.7	+1.3
Professional and business services	336.9	+3.6	154.1	+1.9
Personal services	384.5	+3.2	175.8	+1.4
All selected industry sections	291.5	+3.4	133.3	+1.6

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

Table 2.2 : Nominal and Real Wage Indices by industry section by broad occupational group

Year		2026			
Month		Jun			
		Nominal Wage Index (September 1992 = 100)		Real Wage Index (September 1992 = 100)	
		Index	Year-on-year % change	Index	Year-on-year % change
Industry section	Broad occupational group				
Manufacturing	Craftsmen and operatives	239.8	+2.8	109.7	+1.0
	Supervisory, technical, clerical, services and miscellaneous non-production workers	315.5	+3.4	144.3	+1.7
	All selected occupational groups	276.5	+3.1	126.5	+1.4
Import/export, wholesale and retail trades (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	272.1	+3.4	124.4	+1.6
	All selected occupational groups	272.1	+3.4	124.4	+1.6
Transportation	Craftsmen and operatives	243.8	+1.8	111.5	+0.1
	Supervisory, technical, clerical, services and miscellaneous non-production workers	263.4	+2.9	120.5	+1.2
	All selected occupational groups	253.6	+2.4	116.0	+0.6
Accommodation and food service activities (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	268.2	+3.8	122.6	+2.1
	All selected occupational groups	268.2	+3.8	122.6	+2.1
Financial and insurance activities (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	316.9	+4.2	144.9	+2.4
	All selected occupational groups	316.9	+4.2	144.9	+2.4
Real estate leasing and maintenance management	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	331.1	+3.1	151.4	+1.3
	All selected occupational groups	331.7	+3.1	151.7	+1.3
Professional and business services (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	336.9	+3.6	154.1	+1.9
	All selected occupational groups	336.9	+3.6	154.1	+1.9
Personal services	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	391.5	+3.3	179.0	+1.5
	All selected occupational groups	384.5	+3.2	175.8	+1.4
All selected industry sections	Craftsmen and operatives	262.2	+2.0	119.9	+0.3
	Supervisory, technical, clerical, services and miscellaneous non-production workers	294.2	+3.5	134.5	+1.7
	All selected occupational groups	291.5	+3.4	133.3	+1.6

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

1 Data for “craftsmen and operatives” are not available for the survey period.

[*1] Figure is not released in order to safeguard confidentiality of information of individual establishments.

Table 2.3 : Nominal and Real Wage Indices by occupational group

Year	2026			
Month	Jun			
	Nominal Wage Index (September 1992 = 100)		Real Wage Index (September 1992 = 100)	
	Index	Year-on-year % change	Index	Year-on-year % change
Occupational group				
Supervisory and technical workers	289.7	+3.4	132.5	+1.6
Clerical and secretarial workers	280.9	+4.3	128.5	+2.5
Craftsmen	281.5	+2.1	128.7	+0.3
Operatives	225.4	+1.9	103.1	+0.1
Services workers	307.4	+3.3	140.6	+1.5
Miscellaneous non-production workers	326.1	+3.5	149.2	+1.7
All selected occupational groups	291.5	+3.4	133.3	+1.6

Table 2.4 : Average monthly salaries by industry section

Year	2026
Month	Jun
	Average monthly salaries (1)
	HK$
Industry section	
Manufacturing	18,982
Import/export, wholesale and retail trades	22,634
Transportation	26,739
Accommodation and food service activities	18,002
Financial and insurance activities	27,443
Real estate leasing and maintenance management	18,940
Professional and business services	15,370
Personal services	25,384
All selected industry sections	20,060

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

1 Average wage rates are estimated and presented on a monthly basis. For those employees paid on other time basis, their wage rates are also converted to monthly rates and included in this table.

Table 2.5 : Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical, services and miscellaneous non-production workers by occupational group

Year	2026				
Month	Jun				
Sex	Male	Female	Both sexes		
	Average monthly salaries (1)	Average monthly salaries (1)	Average monthly salaries (1)	Average number of normal working hours per day	Average number of standard working days per month
	HK$	HK$	HK$	Hours	Days
Occupational group					
Supervisory and technical workers	28,610	26,122	27,461	8	24
Clerical and secretarial workers	19,914	19,379	19,494	8	23
Services workers	17,922	16,195	17,043	9	25
Miscellaneous non-production workers	15,800	14,290	14,971	9	26
Supervisory, technical, clerical, services and miscellaneous non-production workers in all selected industry sections	21,130	18,721	19,810	9	24

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey.

1 Average wage rates for "supervisory, technical, clerical, services and miscellaneous non-production workers" are estimated and presented on a monthly basis. For those employees paid on other time basis, their wage rates are also converted to monthly rates and included in this table.

Table 2.6 : Average daily wages, average number of normal working hours per day and average number of standard working days per month of craftsmen and operatives by industry section

Year		2026		
Month		Jun		
		Average daily wages (1)	Average number of normal working hours per day	Average number of standard working days per month
		HK$	Hours	Days
Industry section	Occupational group			
Manufacturing	Craftsmen	723	8	25
	Operatives	676	8	24
	Craftsmen and operatives	707	8	24
Transportation	Craftsmen	954	8	26
	Operatives	942	7	26
	Craftsmen and operatives	952	8	26
Real estate leasing and maintenance management	Craftsmen	937	8	25
	Operatives	N.A.	N.A.	N.A.
	Craftsmen and operatives	937	8	25
All selected industry sections	Craftsmen	963	8	25
	Operatives	901	8	25
	Craftsmen and operatives	953	8	25

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey.

1 Average wage rates for "craftsmen and operatives" are estimated and presented on a daily basis. For those employees paid on other time basis, their wage rates are also converted to daily rates and included in this table.

N.A. Not available

3. Payroll Statistics

- The Nominal Index of Payroll per Person Engaged increased by 3.5% in the second quarter of 2026 over a year earlier. Analysed by industry section, year-on-year changes of +2.0% to +5.3% were recorded in the selected industry sections.
- The Real Index of Payroll per Person Engaged increased by 1.6% in the second quarter of 2026 compared with a year earlier. Analysed by industry section, year-on-year changes ranging from +0.5% to +3.3% were recorded in the selected industry sections, except the sewerage, waste management and remediation activities section which remained virtually unchanged.

Table 3.1 : Nominal and Real Indices of Payroll per Person Engaged by industry section

Year	2026			
Quarter	Q2			
	Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)		Real Index of Payroll per Person Engaged (Q1 1999 = 100)	
	Index	Year-on-year % change	Index	Year-on-year % change
Industry section				
Manufacturing	154.1	+2.8	104.9	+0.9
Sewerage, waste management and remediation activities	268.0	+2.0	182.4	0.0 [φ3]
Import/export and wholesale trades	169.4	+3.5	115.3	+1.5
Retail trade	175.7	+2.5	119.6	+0.5
Transportation, storage, postal and courier services	180.4	+5.3	122.7	+3.3
Accommodation and food service activities	173.4	+3.4	118.0	+1.4
Information and communications	175.1	+3.4	119.2	+1.4
Financial and insurance activities	246.8	+4.2	168.0	+2.2
Real estate activities	199.6	+3.3	135.8	+1.3
Professional and business services	169.6	+3.2	115.4	+1.2
Social and personal services	155.4	+2.8	105.7	+0.9
All selected industry sections	188.4	+3.5	128.2	+1.6

"All selected industry sections" refers to all industries covered by the payroll enquiry of the Labour Earnings Survey, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

[φ3] Figure denotes increase or decrease of less than 0.05%.

Seasonally adjusted Indices of Payroll per Person Engaged

- The seasonally adjusted quarter-to-quarter rates of change of Nominal Index of Payroll per Person Engaged in the second quarter of 2026 was +1.3%, whereas that of the Real Index of Payroll per Person Engaged was +0.4%.

4. Detailed Statistics

Table 4.1 : Nominal Wage Indices for employees up to supervisory level by industry section

Year	2025						2026			
Month	Jun		Sep		Dec		Mar		Jun	
	Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)	
	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section										
Manufacturing	268.1	+3.0	270.3	+3.0	270.7	+2.9	273.0	+3.0	276.5	+3.1
Import/export, wholesale and retail trades	263.3	+2.9	264.9	+3.0	266.3	+3.3	266.8	+3.3	272.1	+3.4
Transportation	247.7	+4.9	248.2	+2.1	250.6	+3.0	249.7	+2.5	253.6	+2.4
Accommodation and food service activities	258.3	+3.5	261.3	+3.7	263.8	+3.9	264.2	+3.9	268.2	+3.8
Financial and insurance activities	304.1	+3.7	309.6	+3.9	310.8	+3.9	313.0	+4.0	316.9	+4.2
Real estate leasing and maintenance management	321.9	+3.1	323.4	+3.1	324.3	+3.2	327.3	+3.1	331.7	+3.1
Professional and business services	325.0	+3.9	328.4	+3.8	330.5	+3.7	331.4	+3.7	336.9	+3.6
Personal services	372.7	+3.5	379.9	+3.3	383.4	+3.1	377.5	+3.1	384.5	+3.2
All selected industry sections	282.0	+3.5	284.4	+3.3	286.2	+3.4	286.9	+3.4	291.5	+3.4

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

Table 4.2 : Real Wage Indices for employees up to supervisory level by industry section

Year	2025						2026			
Month	Jun		Sep		Dec		Mar		Jun	
	Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)	
	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section										
Manufacturing	124.7	+1.0	124.6	+1.6	124.5	+1.4	124.4	+1.3	126.5	+1.4
Import/export, wholesale and retail trades	122.5	+0.8	122.2	+1.6	122.5	+1.8	121.6	+1.6	124.4	+1.6
Transportation	115.2	+2.7	114.5	+0.6	115.3	+1.5	113.8	+0.9	116.0	+0.6
Accommodation and food service activities	120.2	+1.5	120.5	+2.2	121.3	+2.3	120.4	+2.2	122.6	+2.1
Financial and insurance activities	141.5	+1.7	142.8	+2.4	143.0	+2.3	142.6	+2.3	144.9	+2.4
Real estate leasing and maintenance management	149.8	+1.0	149.1	+1.6	149.2	+1.6	149.1	+1.5	151.7	+1.3
Professional and business services	151.2	+1.8	151.4	+2.4	152.0	+2.1	151.0	+2.0	154.1	+1.9
Personal services	173.4	+1.4	175.2	+1.9	176.4	+1.5	172.0	+1.4	175.8	+1.4
All selected industry sections	131.2	+1.4	131.1	+1.8	131.6	+1.9	130.7	+1.7	133.3	+1.6

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

1 The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2019/20-based CPI(A).

Table 4.3 : Nominal Wage Indices for employees up to supervisory level by industry section by broad occupational group

Year		2025						2026			
Month		Jun		Sep		Dec		Mar		Jun	
		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)		Nominal Wage Index (September 1992 = 100)	
		Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section	Broad occupational group										
Manufacturing	Craftsmen and operatives	233.4	+1.6	234.4	+1.9	235.1	+2.1	238.4	+2.7	239.8	+2.8
	Supervisory, technical, clerical, services and miscellaneous non-production workers	305.1	+5.0	308.8	+4.4	309.0	+3.9	309.9	+3.4	315.5	+3.4
	All selected occupational groups	268.1	+3.0	270.3	+3.0	270.7	+2.9	273.0	+3.0	276.5	+3.1
Import/export, wholesale and retail trades (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	263.3	+2.9	264.9	+3.0	266.3	+3.3	266.8	+3.3	272.1	+3.4
	All selected occupational groups	263.3	+2.9	264.9	+3.0	266.3	+3.3	266.8	+3.3	272.1	+3.4
Transportation	Craftsmen and operatives	239.4	+4.1	239.6	+0.8	244.0	+2.7	242.7	+2.2	243.8	+1.8
	Supervisory, technical, clerical, services and miscellaneous non-production workers	255.9	+5.7	256.9	+3.3	257.1	+3.4	256.5	+2.8	263.4	+2.9
	All selected occupational groups	247.7	+4.9	248.2	+2.1	250.6	+3.0	249.7	+2.5	253.6	+2.4
Accommodation and food service activities (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	258.3	+3.5	261.3	+3.7	263.8	+3.9	264.2	+3.9	268.2	+3.8
	All selected occupational groups	258.3	+3.5	261.3	+3.7	263.8	+3.9	264.2	+3.9	268.2	+3.8
Financial and insurance activities (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	304.1	+3.7	309.6	+3.9	310.8	+3.9	313.0	+4.0	316.9	+4.2
	All selected occupational groups	304.1	+3.7	309.6	+3.9	310.8	+3.9	313.0	+4.0	316.9	+4.2
Real estate leasing and maintenance management	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	321.2	+3.0	322.6	+3.0	323.6	+3.1	326.6	+3.1	331.1	+3.1
	All selected occupational groups	321.9	+3.1	323.4	+3.1	324.3	+3.2	327.3	+3.1	331.7	+3.1
Professional and business services (1)	Supervisory, technical, clerical, services and miscellaneous non-production workers	325.0	+3.9	328.4	+3.8	330.5	+3.7	331.4	+3.7	336.9	+3.6
	All selected occupational groups	325.0	+3.9	328.4	+3.8	330.5	+3.7	331.4	+3.7	336.9	+3.6
Personal services	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	379.1	+3.7	386.8	+3.6	391.0	+3.3	385.9	+3.6	391.5	+3.3
	All selected occupational groups	372.7	+3.5	379.9	+3.3	383.4	+3.1	377.5	+3.1	384.5	+3.2
All selected industry sections	Craftsmen and operatives	257.0	+3.7	257.6	+1.3	261.2	+2.7	260.0	+2.3	262.2	+2.0
	Supervisory, technical, clerical, services and miscellaneous non-production workers	284.2	+3.5	286.8	+3.4	288.4	+3.5	289.3	+3.5	294.2	+3.5
	All selected occupational groups	282.0	+3.5	284.4	+3.3	286.2	+3.4	286.9	+3.4	291.5	+3.4

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

1 Data for “craftsmen and operatives” are not available for the survey period.

[*1] Figure is not released in order to safeguard confidentiality of information of individual establishments.

Table 4.4 : Real Wage Indices for employees up to supervisory level by industry section by broad occupational group

Year		2025						2026			
Month		Jun		Sep		Dec		Mar		Jun	
		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)		Real Wage Index (September 1992 = 100) (1)	
		Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section	Broad occupational group										
Manufacturing	Craftsmen and operatives	108.6	-0.5	108.1	+0.5	108.1	+0.6	108.6	+1.1	109.7	+1.0
	Supervisory, technical, clerical, services and miscellaneous non-production workers	142.0	+2.8	142.4	+2.9	142.2	+2.3	141.2	+1.7	144.3	+1.7
	All selected occupational groups	124.7	+1.0	124.6	+1.6	124.5	+1.4	124.4	+1.3	126.5	+1.4
Import/export, wholesale and retail trades (2)	Supervisory, technical, clerical, services and miscellaneous non-production workers	122.5	+0.8	122.2	+1.6	122.5	+1.8	121.6	+1.6	124.4	+1.6
	All selected occupational groups	122.5	+0.8	122.2	+1.6	122.5	+1.8	121.6	+1.6	124.4	+1.6
Transportation	Craftsmen and operatives	111.4	+2.0	110.5	-0.6	112.2	+1.2	110.6	+0.6	111.5	+0.1
	Supervisory, technical, clerical, services and miscellaneous non-production workers	119.1	+3.5	118.5	+1.9	118.3	+1.9	116.9	+1.2	120.5	+1.2
	All selected occupational groups	115.2	+2.7	114.5	+0.6	115.3	+1.5	113.8	+0.9	116.0	+0.6
Accommodation and food service activities (2)	Supervisory, technical, clerical, services and miscellaneous non-production workers	120.2	+1.5	120.5	+2.2	121.3	+2.3	120.4	+2.2	122.6	+2.1
	All selected occupational groups	120.2	+1.5	120.5	+2.2	121.3	+2.3	120.4	+2.2	122.6	+2.1
Financial and insurance activities (2)	Supervisory, technical, clerical, services and miscellaneous non-production workers	141.5	+1.7	142.8	+2.4	143.0	+2.3	142.6	+2.3	144.9	+2.4
	All selected occupational groups	141.5	+1.7	142.8	+2.4	143.0	+2.3	142.6	+2.3	144.9	+2.4
Real estate leasing and maintenance management	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	149.5	+1.0	148.8	+1.6	148.9	+1.6	148.8	+1.4	151.4	+1.3
	All selected occupational groups	149.8	+1.0	149.1	+1.6	149.2	+1.6	149.1	+1.5	151.7	+1.3
Professional and business services (2)	Supervisory, technical, clerical, services and miscellaneous non-production workers	151.2	+1.8	151.4	+2.4	152.0	+2.1	151.0	+2.0	154.1	+1.9
	All selected occupational groups	151.2	+1.8	151.4	+2.4	152.0	+2.1	151.0	+2.0	154.1	+1.9
Personal services	Craftsmen and operatives	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]	[*1]
	Supervisory, technical, clerical, services and miscellaneous non-production workers	176.4	+1.6	178.4	+2.1	179.9	+1.8	175.9	+2.0	179.0	+1.5
	All selected occupational groups	173.4	+1.4	175.2	+1.9	176.4	+1.5	172.0	+1.4	175.8	+1.4
All selected industry sections	Craftsmen and operatives	119.6	+1.6	118.8	-0.1	120.2	+1.2	118.5	+0.7	119.9	+0.3
	Supervisory, technical, clerical, services and miscellaneous non-production workers	132.2	+1.4	132.2	+1.9	132.7	+2.0	131.8	+1.8	134.5	+1.7
	All selected occupational groups	131.2	+1.4	131.1	+1.8	131.6	+1.9	130.7	+1.7	133.3	+1.6

"All selected industry sections" refers to all industries covered by the wage enquiry of the Labour Earnings Survey, including the electricity and gas supply industry, sewerage and waste management activities industry and publishing activities industry, the statistics of which are not separately shown.

1 The Real Wage Indices are derived by deflating the Nominal Wage Indices by the 2019/20-based CPI(A).

2 Data for “craftsmen and operatives” are not available for the survey period.

[*1] Figure is not released in order to safeguard confidentiality of information of individual establishments.

Table 4.5 : Nominal Indices of Payroll per Person Engaged by industry section

Year	2025						2026			
Quarter	Q2		Q3		Q4		Q1		Q2	
	Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)		Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)		Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)		Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)		Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)	
	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section										
Manufacturing	149.8	+3.2	149.4	+3.0	158.0	+2.9	176.3	+2.9	154.1	+2.8
Sewerage, waste management and remediation activities	262.9	+3.8	259.1	+3.1	264.6	+2.7	283.2	+2.3	268.0	+2.0
Import/export and wholesale trades	163.7	+3.0	168.5	+3.2	179.3	+3.3	179.7	+3.4	169.4	+3.5
Retail trade	171.5	+1.8	174.9	+2.0	191.5	+2.2	194.8	+2.4	175.7	+2.5
Transportation, storage, postal and courier services	171.4	+10.9	154.0	-0.5	173.3	+4.8	162.9	+3.7	180.4	+5.3
Accommodation and food service activities	167.7	+3.1	166.5	+3.3	169.4	+3.4	166.3	+3.5	173.4	+3.4
Information and communications	169.3	+3.2	166.2	+3.1	172.4	+3.1	182.0	+3.3	175.1	+3.4
Financial and insurance activities	237.0	+3.6	223.7	+3.8	246.1	+3.8	319.0	+4.1	246.8	+4.2
Real estate activities	193.3	+2.9	187.9	+3.0	188.2	+3.1	193.8	+3.2	199.6	+3.3
Professional and business services	164.3	+3.1	167.7	+3.3	178.6	+3.2	177.8	+3.3	169.6	+3.2
Social and personal services	151.1	+3.3	157.9	+1.8	153.5	+2.3	156.5	+2.4	155.4	+2.8
All selected industry sections	181.9	+3.6	182.0	+2.8	190.5	+3.2	203.4	+3.4	188.4	+3.5

"All selected industry sections" refers to all industries covered by the payroll enquiry of the Labour Earnings Survey, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

Table 4.6 : Real Indices of Payroll per Person Engaged by industry section

Year	2025						2026			
Quarter	Q2		Q3		Q4		Q1		Q2	
	Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)		Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)		Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)		Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)		Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)	
	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change	Index	Year-on-year % change
Industry section										
Manufacturing	103.9	+1.4	103.0	+1.9	108.4	+1.6	120.1	+1.3	104.9	+0.9
Sewerage, waste management and remediation activities	182.3	+2.0	178.6	+2.0	181.5	+1.4	192.9	+0.7	182.4	0.0 [φ3]
Import/export and wholesale trades	113.6	+1.2	116.2	+2.1	123.0	+2.0	122.4	+1.8	115.3	+1.5
Retail trade	119.0	0.0 [φ3]	120.5	+1.0	131.4	+0.9	132.7	+0.9	119.6	+0.5
Transportation, storage, postal and courier services	118.9	+9.0	106.1	-1.5	118.9	+3.5	110.9	+2.1	122.7	+3.3
Accommodation and food service activities	116.3	+1.3	114.7	+2.2	116.2	+2.1	113.3	+1.9	118.0	+1.4
Information and communications	117.5	+1.4	114.5	+2.0	118.3	+1.8	123.9	+1.8	119.2	+1.4
Financial and insurance activities	164.4	+1.8	154.2	+2.7	168.9	+2.5	217.3	+2.5	168.0	+2.2
Real estate activities	134.1	+1.1	129.5	+1.9	129.1	+1.8	132.0	+1.7	135.8	+1.3
Professional and business services	114.0	+1.3	115.6	+2.2	122.5	+1.9	121.1	+1.7	115.4	+1.2
Social and personal services	104.8	+1.4	108.8	+0.7	105.3	+1.0	106.6	+0.9	105.7	+0.9
All selected industry sections	126.2	+1.8	125.5	+1.7	130.7	+1.9	138.6	+1.8	128.2	+1.6

"All selected industry sections" refers to all industries covered by the payroll enquiry of the Labour Earnings Survey, including the mining and quarrying industry and the electricity and gas supply industry, the statistics of which are not separately shown.

1 The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2019/20-based Composite CPI.
[φ3] Figure denotes increase or decrease of less than 0.05%.

Table 4.7 : Quarter-to-quarter rates of change in the seasonally adjusted series of Nominal and Real Indices of Payroll per Person Engaged for all selected industry sections

		Nominal Index of Payroll per Person Engaged (Q1 1999 = 100)	Real Index of Payroll per Person Engaged (Q1 1999 = 100) (1)
		Quarter-to-quarter % change of seasonally adjusted series	Quarter-to-quarter % change of seasonally adjusted series
Year	Quarter		
2025	Q2	+1.2	+0.7
	Q3	0.0 [φ3]	-0.5
	Q4	+1.2	+1.2
2026	Q1	+0.9	+0.4
	Q2	+1.3	+0.4

1 The Real Indices of Payroll per Person Engaged are derived by deflating the Nominal Indices of Payroll per Person Engaged by the 2019/20-based Composite CPI.
[φ3] Figure denotes increase or decrease of less than 0.05%.

5. Further Information

For the latest and more detailed statistics on wages and labour earnings, please refer to the **Wages and Labour Earnings** subject page where you may customise the following tables to fit your needs:

Wage Statistics

- **Table 220-19001: Nominal Wage Indices for employees up to supervisory level by industry section (September 1992 = 100)**
- **Table 220-19002: Real Wage Indices for employees up to supervisory level by industry section (September 1992 = 100)**
- **Table 220-19003: Nominal Wage Indices for employees up to supervisory level by industry section by broad occupational group (September 1992 = 100)**
- **Table 220-19004: Real Wage Indices for employees up to supervisory level by industry section by broad occupational group (September 1992 = 100)**
- **Table 220-19005: Nominal Wage Indices for employees up to supervisory level by occupational group (September 1992 = 100)**
- **Table 220-19006: Real Wage Indices for employees up to supervisory level by occupational group (September 1992 = 100)**
- **Table 220-19011: Average wage rates for employees up to supervisory level by industry section by broad occupational group**
- **Table 220-19012: Average daily wages, average number of normal working hours per day and average number of standard working days per month of craftsmen and operatives by industry section**
- **Table 220-19013: Average monthly salaries, average number of normal working hours per day and average number of standard working days per month of supervisory, technical, clerical, services and miscellaneous non-production workers by industry by occupation by sex**

Payroll Statistics

- **Table 220-19021: Nominal Indices of Payroll per Person Engaged by industry section (Q1 1999 = 100)**
- **Table 220-19022: Real Indices of Payroll per Person Engaged by industry section (Q1 1999 = 100)**
- **Table 220-19023: Nominal Indices of Payroll per Person Engaged by industry division (Q1 1999 = 100)**
- **Table 220-19024: Real Indices of Payroll per Person Engaged by industry division (Q1 1999 = 100)**
- **Table 220-19025: Quarter-to-quarter rates of change in the seasonally adjusted series of Nominal and Real Indices of Payroll per Person Engaged by industry section**

6. Explanatory Notes

Nominal Wage Index

The Nominal Wage Index measures changes in the price of labour for employees up to supervisory level.

The Nominal Wage Index is devised to reflect the pure change in average wage rate of employees up to supervisory level by keeping the occupational composition between two successive survey rounds unchanged in the computation process.

Wage rate refers to the sum earned for an employee's normal hours of work and thus usually relates to a time unit such as an hour, a day, a week or a month. It includes basic wage/salary and regular and guaranteed allowances and bonuses (e.g. cost-of-living allowance, meal allowance/benefit, commission and tips, good attendance bonus, shift allowance and guaranteed year-end bonus/payment). However, earnings from overtime work and discretionary bonuses are excluded.

Real Wage Index

The Real Wage Index, obtained by deflating the Nominal Wage Index by the Consumer Price Index (A), measures changes in the purchasing power of the amount of wages earned by employees up to supervisory level.

The Consumer Price Index (A) (CPI(A)) is used as the price deflator for wages in respect of employees up to supervisory level as it is an indicator of consumer prices for the relatively low expenditure group.

Nominal Index of Payroll per Person Engaged

The Nominal Index of Payroll per Person Engaged measures changes in average payroll received by workers at all levels.

Payroll per person engaged, commonly taken as an indicator of labour earnings, is the simple average of payroll received by individual persons engaged. Persons engaged covers employees at all levels and proprietors/family workers actively engaged in the work of the establishment.

Payroll includes wage components covered by wage rate as well as other irregular and non-guaranteed payments to workers such as discretionary cash bonuses and allowances (e.g. profit-sharing bonuses and long service bonuses), overtime payment and back-pay. However, employers' contribution to social security and pension schemes, payments in kind (e.g. accommodation provided by employer), severance payments, termination payments and long service payments, pensions and payment to outworkers are excluded.

Therefore, the Nominal Index of Payroll per persons Engaged tends to show relatively larger fluctuations, affected by the number of hours actually worked and the timing of payment of discretionary bonuses and back-pay.

Real Index of Payroll per Person Engaged

The Real Index of Payroll per Person Engaged, obtained by deflating the Nominal Index of Payroll per Person Engaged by the Composite Consumer Price Index, measures changes in the purchasing power of labour earnings.

The Composite Consumer Price Index (Composite CPI) is used as the price deflator for payroll of workers at all levels of the occupational hierarchy as it is an indicator of overall consumer prices for all expenditure groups.

Differences between wage rate and payroll

i. *Wage rate* is usually thought of as the *"price"* of labour. As such, wage rates are usually expressed as time rates which refer to the amount of money paid for *normal* hours of work and related to a time-unit such as an hour, a day, a week or a month.
ii. *Payroll* is an indicator of labour *earnings* which relates to the amount of time *actually* worked and not to the normal hours of work. Thus, if overtime is worked, the amount of earnings will exceed the wage rate.

Given the difference in the concepts of wage and payroll, some elements of payments to workers covered by payroll are not under the coverage of wage rate (such as overtime payment and discretionary bonuses). Therefore, the trends of these two series of statistics are not strictly comparable.

Data source

The wage and payroll statistics are compiled based on the results of the Labour Earnings Survey (LES) conducted by the Census and Statistics Department on a quarterly basis.

Seasonal adjustment

The seasonally adjusted Indices of Payroll per Person Engaged are compiled by the X-12 ARIMA method. The X-12 ARIMA method and its related versions are the standard method commonly employed in compiling seasonally adjusted data series. The method can be used to detect whether

outlier(s) is present in the original series for estimation of seasonal factors. Seasonally adjusted series may be revised as more data become available. The seasonally adjusted indices for the preceding 3 years are revised each year when the figures for the fourth quarter become available.

Limitations of the statistics

The wage and payroll statistics quoted in this report relate only to those industries covered by the LES. Since the survey does not cover all the industries in Hong Kong, figures at the industry section level and the "all selected industry sections" level should not be taken to reflect the overall situations in the corresponding industry section and in all industries.

Moreover, the wage statistics relate to full-time employees engaged in occupations up to the supervisory level only. Managerial and professional employees are not covered. On the other hand, the payroll statistics cover all paid employees, working directors, unpaid family workers and proprietors and partners actively engaged in the work of the establishments.

Readers should pay caution to the limitations of the wage and payroll statistics in coverage when using such figures.

Special notes

1. Percentage changes are derived from rounded indices of 2 decimal places.
2. Statistics compiled from data collected from only a small number of establishments are not released in this report because either (i) there is a possibility of disclosure of individual establishments' data, or (ii) the estimates are subject to relatively large sampling errors.

Explanatory Notes (Complete Version)

Explanatory Notes (Complete Version)

7. Enquiries

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