



# Report on Annual Earnings and Hours Survey

*Provides statistics on wage level and distribution, employment details and demographic profile of employees in Hong Kong*

2023 Edition

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## 1. Key Figures

- In May – June 2023, there were 2 884 800 employees in Hong Kong (excluding government employees; student interns, work experience students and live-in domestic workers as exempted by the Minimum Wage Ordinance; as well as employees with zero working hours in the survey reference period).
- Of whom, 1 476 000 (51%) were male, and 1 408 800 (49%) were female.
- The median monthly wage of employees was \$19,800, increased by 3.5% over a year earlier.
- The median hourly wage of employees was \$80.1, increased by 3.5% over a year earlier.
- The median weekly working hours of employees was 43.2, slightly decreased by 0.3% over a year earlier.

**Table 1.1 : Monthly wage and hourly wage distribution : All employees**

Year	2022				2023			
	Monthly wage		Hourly wage		Monthly wage		Hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Percentile								
10 <sup>th</sup>	10,000	+2.2	45.6	+2.1	10,400	+3.8	47.7	+4.6
25 <sup>th</sup>	13,700	+1.9	54.8	+2.4	14,300	+4.3	57.0	+4.1
50 <sup>th</sup>	19,100	+1.9	77.4	+2.2	19,800	+3.5	80.1	+3.5
75 <sup>th</sup>	30,200	+2.5	123.7	+2.8	31,100	+3.1	127.6	+3.2
90 <sup>th</sup>	47,300	+2.3	199.4	+2.3	48,500	+2.6	204.2	+2.4

**Table 1.2 : Median monthly wage and median hourly wage by sex : All employees**

Year	2022				2023			
	Median monthly wage		Median hourly wage		Median monthly wage		Median hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Sex								
Male	21,600	+1.8	86.5	+2.5	22,500	+4.2	89.6	+3.6
Female	16,900	+2.4	68.5	+2.4	17,500	+3.3	70.7	+3.2

**Table 1.3 : Median monthly wage and median hourly wage by age group : All employees**

Year	2022				2023			
	Median monthly wage		Median hourly wage		Median monthly wage		Median hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Age group								
15 - 24	13,800	+0.8	58.7	+6.6	14,000	+1.4	60.3	+2.8
25 - 34	20,200	+2.5	80.9	+2.6	21,200	+5.0	82.4	+1.8
35 - 44	22,500	+4.1	90.9	+6.6	23,500	+4.4	94.0	+3.4
45 - 54	19,400	+2.3	77.8	+0.9	20,000	+3.3	82.0	+5.4
55 and over	15,500	[-\$32]	64.1	+1.4	16,000	+3.2	65.0	+1.3

[-\$32] Less than 0.05%

**Table 1.4 : Median monthly wage and median hourly wage by educational attainment : All employees**

Year	2022				2023			
	Median monthly wage		Median hourly wage		Median monthly wage		Median hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Educational attainment								
Primary and below	13,300	+5.3	51.9	+1.2	14,000	+5.2	54.8	+5.6
Lower secondary	15,000	+3.3	56.9	+2.1	15,200	+1.1	58.8	+3.5
Upper secondary	17,200	+0.3	68.3	+0.3	18,000	+4.7	70.0	+2.5
Post-secondary	30,000	+5.3	121.2	+3.9	30,900	+3.0	122.4	+1.0

**Table 1.5 : Median monthly wage and median hourly wage by occupational group : All employees**

Year	2022				2023			
	Median monthly wage		Median hourly wage		Median monthly wage		Median hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Occupational group								
Elementary occupations	13,200	+1.8	54.0	+3.0	13,800	+4.2	56.4	+4.5
Service and sales workers	14,100	+1.0	53.8	+2.4	14,700	+3.8	56.3	+4.7
Craft and related workers, plant and machine operators and assemblers	22,200	+2.9	93.2	+1.1	23,200	+4.5	96.8	+3.8
Clerical support workers	15,600	+2.0	64.5	+1.4	16,200	+3.8	67.9	+5.3
Managers, professionals and associate professionals	29,800	+3.5	117.2	+1.1	30,600	+2.8	118.7	+1.3

**Table 1.6 : Median monthly wage and median hourly wage by industry section : All employees**

Year	2022				2023			
	Median monthly wage		Median hourly wage		Median monthly wage		Median hourly wage	
	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change	HK\$	Year-on-year % change
Industry section								
Manufacturing (1)	18,300	+3.2	74.6	+3.3	18,900	+3.6	77.4	+3.8
Electricity and gas supply; sewerage, waste management and remediation activities	29,000	+2.5	112.5	+2.8	29,800	+2.8	116.7	+3.7
Construction	23,900	+2.8	103.5	+2.9	24,600	+3.0	106.9	+3.3
Import and export trade	19,500	+2.0	82.8	+2.2	19,900	+2.5	84.2	+1.7
Wholesale	15,900	+2.6	67.8	+2.5	16,300	+2.5	69.4	+2.5
Retail trade	13,800	+1.9	55.0	+2.4	14,100	+2.5	57.1	+3.9
Land transport	19,800	+1.2	81.2	+2.0	20,600	+4.1	84.4	+4.0
Other transportation, storage, postal and courier services (2)	18,700	+1.4	69.3	+2.9	19,400	+3.9	71.4	+3.0
Food and beverage services	14,000	+1.3	55.0	+3.8	14,700	+5.0	57.6	+4.7
Accommodation services	16,400	+2.3	59.9	+2.0	17,100	+4.2	62.0	+3.4
Information and communications	25,100	+3.3	98.7	+3.0	26,000	+3.6	100.8	+2.2
Financing and insurance	30,500	+4.3	115.9	+3.0	31,600	+3.6	120.1	+3.7
Real estate activities (3)	22,800	+3.0	92.6	+3.3	23,500	+3.1	95.8	+3.5
Estate management, security and cleaning services	13,500	+4.0	48.7	+3.5	14,200	+5.0	51.0	+4.7
Professional, scientific and technical activities	26,000	+3.5	102.6	+3.5	26,700	+2.7	104.8	+2.1
Administrative and support services activities	18,000	+3.4	73.3	+2.3	18,700	+3.9	76.7	+4.5
Travel agency, reservation service and related activities	15,100	+0.3	66.1	+0.2	15,500	+3.2	68.2	+3.1
Education and public administration (excluding the Government)	31,000	+2.6	136.6	+2.7	31,800	+2.5	140.8	+3.1
Human health activities; and beauty and body prettifying treatment	20,000	+0.7	93.8	+2.3	20,700	+3.4	96.7	+3.1
Miscellaneous activities	13,900	+4.6	54.0	+3.0	14,700	+5.5	55.9	+3.5
Other activities not classified above	17,400	+2.9	73.1	+3.7	18,100	+4.0	76.1	+4.1

1 Excluding food processing and production.

2 Excluding local courier services.

3 Excluding real estate maintenance management.

## 2. Profiles of Employees

### 1. Analysed by age group

- 1 482 600 employees (or 51% of total number of employees) were aged 35 – 54.

Chart 2.1 : Number of employees by age group, 2023

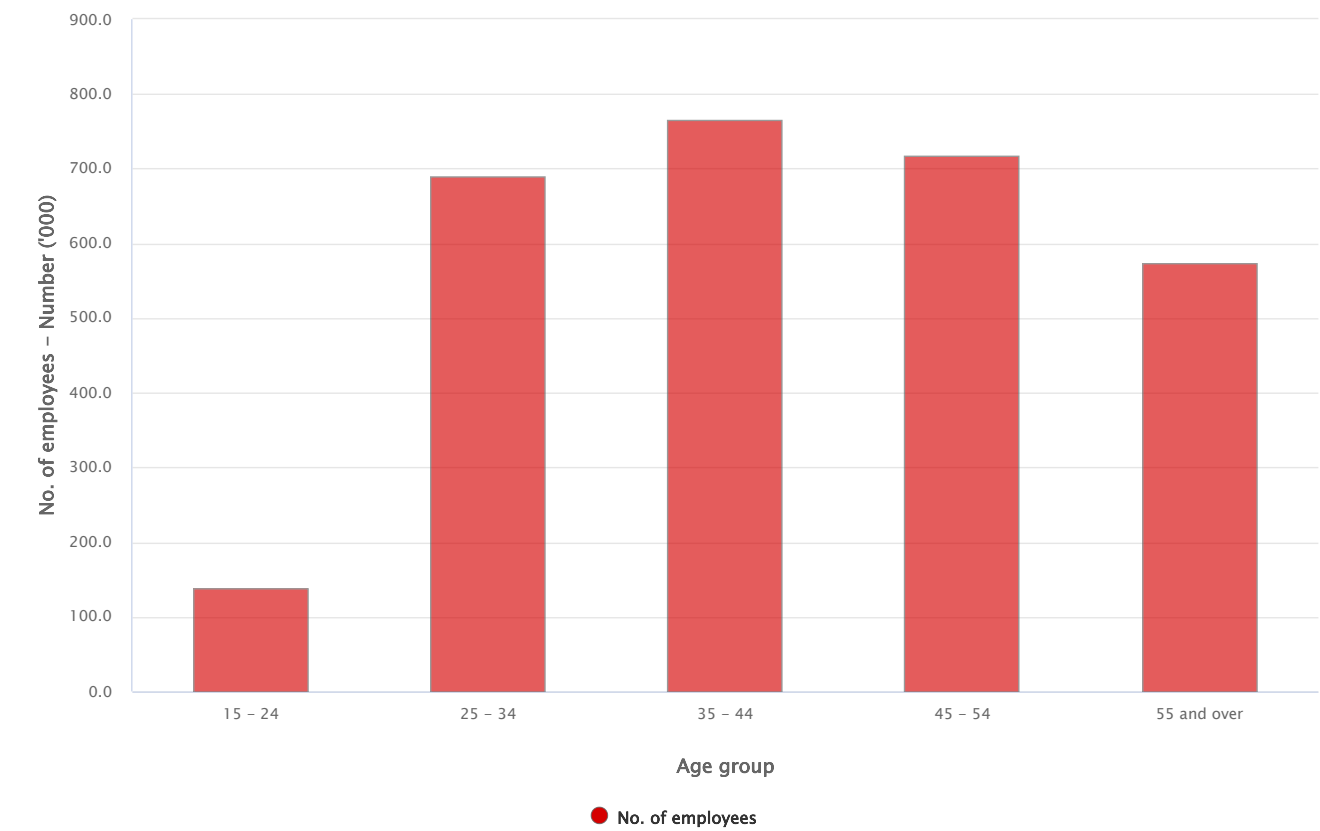


Table 2.1 : Number of employees by age group

Year	2023	
	No. of employees	
	Number ('000)	Percentage (%)
Age group		
15 - 24	138.1	4.8
25 - 34	690.5	23.9
35 - 44	765.1	26.5
45 - 54	717.5	24.9
55 and over	573.6	19.9

2. Analysed by educational attainment

- 1 177 000 employees (or 41% of total number of employees) had completed post-secondary education.

Chart 2.2 : Number of employees by educational attainment, 2023

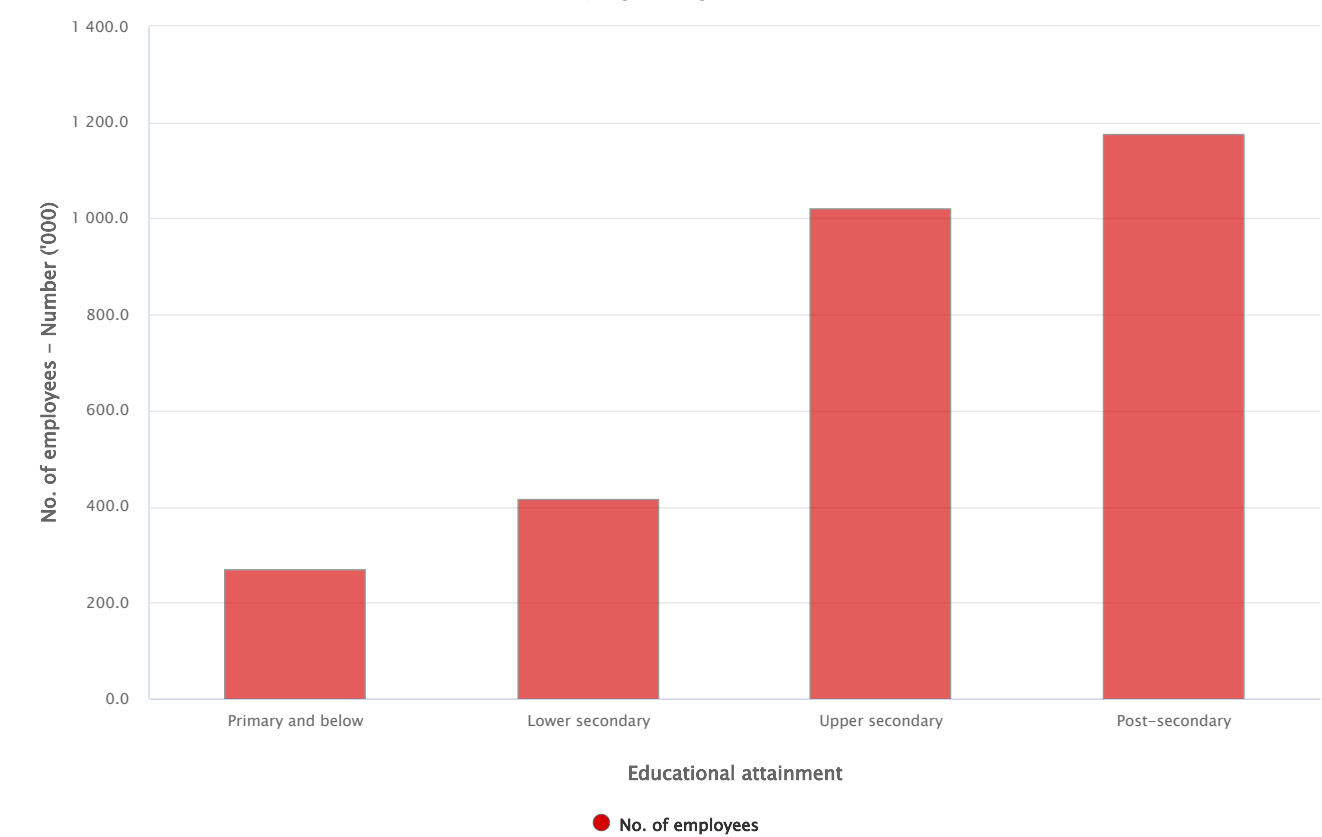


Table 2.2 : Number of employees by educational attainment

Year	2023	
	No. of employees	
	Number ('000)	Percentage (%)
Educational attainment		
Primary and below	269.2	9.3
Lower secondary	416.1	14.4
Upper secondary	1 022.5	35.4
Post-secondary	1 177.0	40.8

3. Analysed by occupational group

- 925 000 employees (or 32% of total number of employees) were engaged in the occupational groups “elementary occupations” and “service and sales workers”.

Chart 2.3 : Number of employees by occupational group, 2023

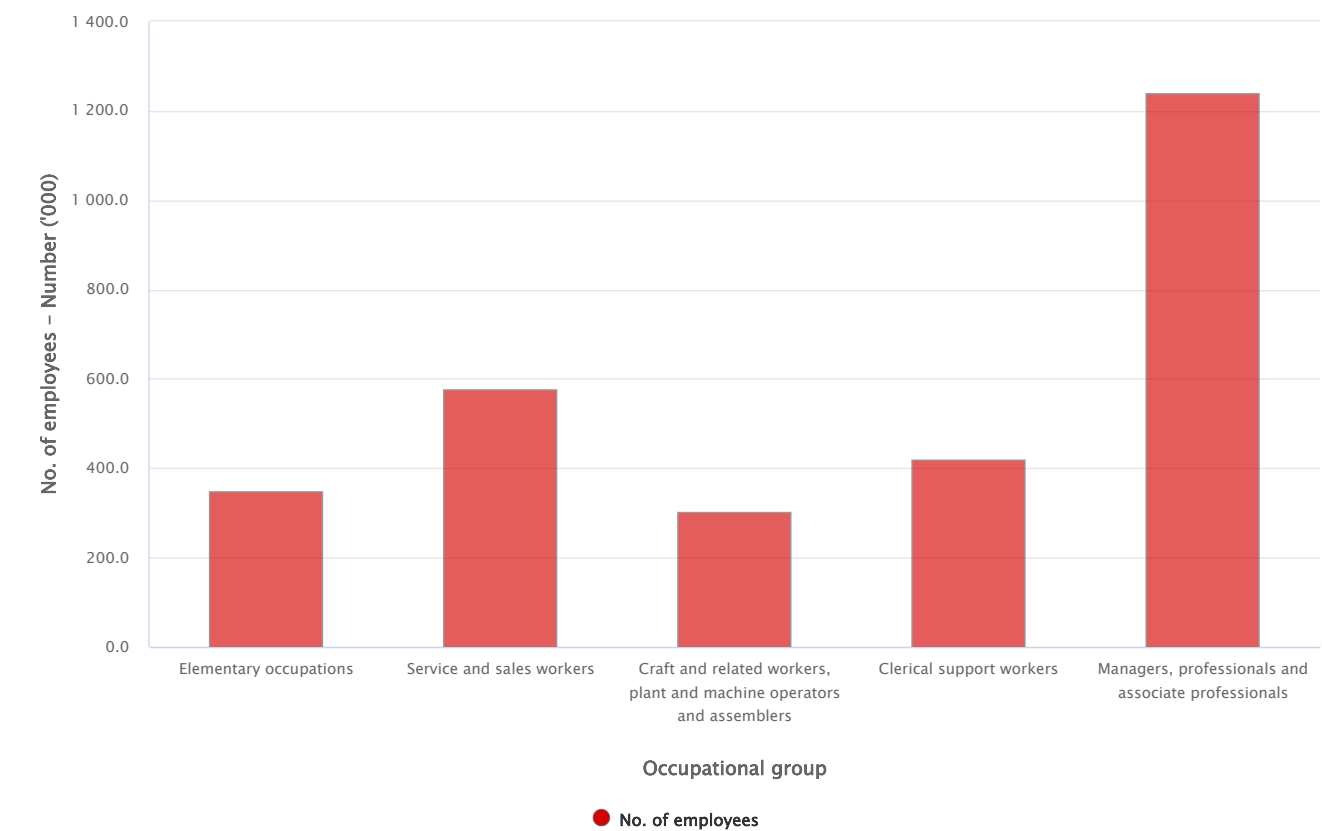


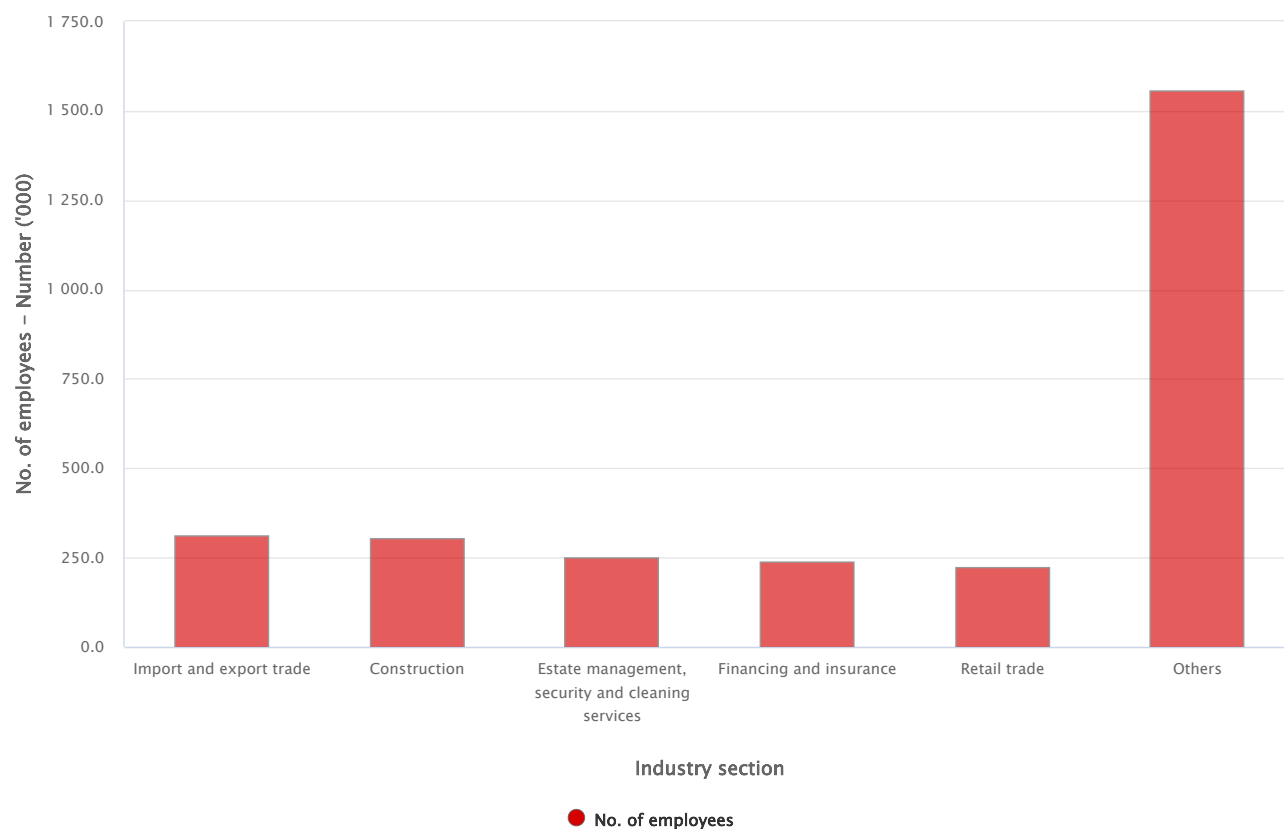
Table 2.3 : Number of employees by occupational group

Year	2023	
	No. of employees	
	Number ('000)	Percentage (%)
Occupational group		
Elementary occupations	348.7	12.1
Service and sales workers	576.3	20.0
Craft and related workers, plant and machine operators and assemblers	301.9	10.5
Clerical support workers	418.0	14.5
Managers, professionals and associate professionals	1 240.0	43.0

#### 4. Analysed by industry section

- The five largest industries in terms of number of employees were import and export trade; construction; estate management, security and cleaning services; financing and insurance; and retail trade (altogether 1 328 100 employees or 46% of total number of employees).

**Chart 2.4 : Number of employees by industry section, 2023**



**Table 2.4 : Number of employees by industry section**

Year	2023	
	No. of employees	
	Number ('000)	Percentage (%)
Industry section		
Import and export trade	310.7	10.8
Construction	303.0	10.5
Estate management, security and cleaning services	252.1	8.7
Financing and insurance	237.4	8.2
Retail trade	224.9	7.8
Others	1 556.7	54.0

#### 5. Analysed by employment nature

- 2 679 500 employees (or 93% of total number of employees) were employed on a full-time basis.

#### 6. Analysed by employment mode

- 2 579 900 employees (or 89% of total number of employees) were employed on a permanent basis.

### 3. Distribution of Monthly Wage

- The median monthly wages of all employees and full-time employees were \$19,800 and \$20,700 respectively (both 3.5% higher than those of May – June 2022).

Chart 3.1 : Median monthly wage of full-time employees by occupational group

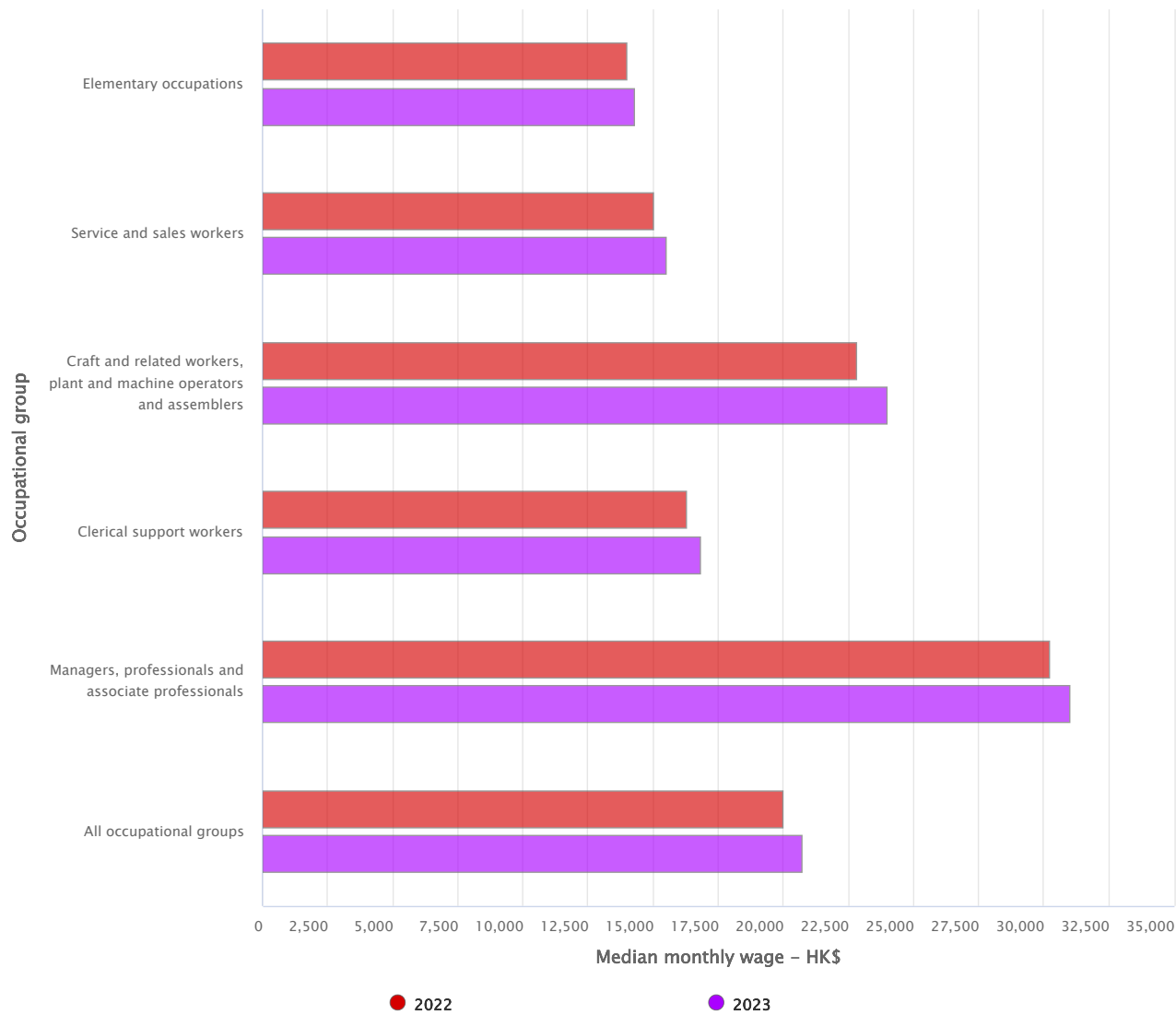
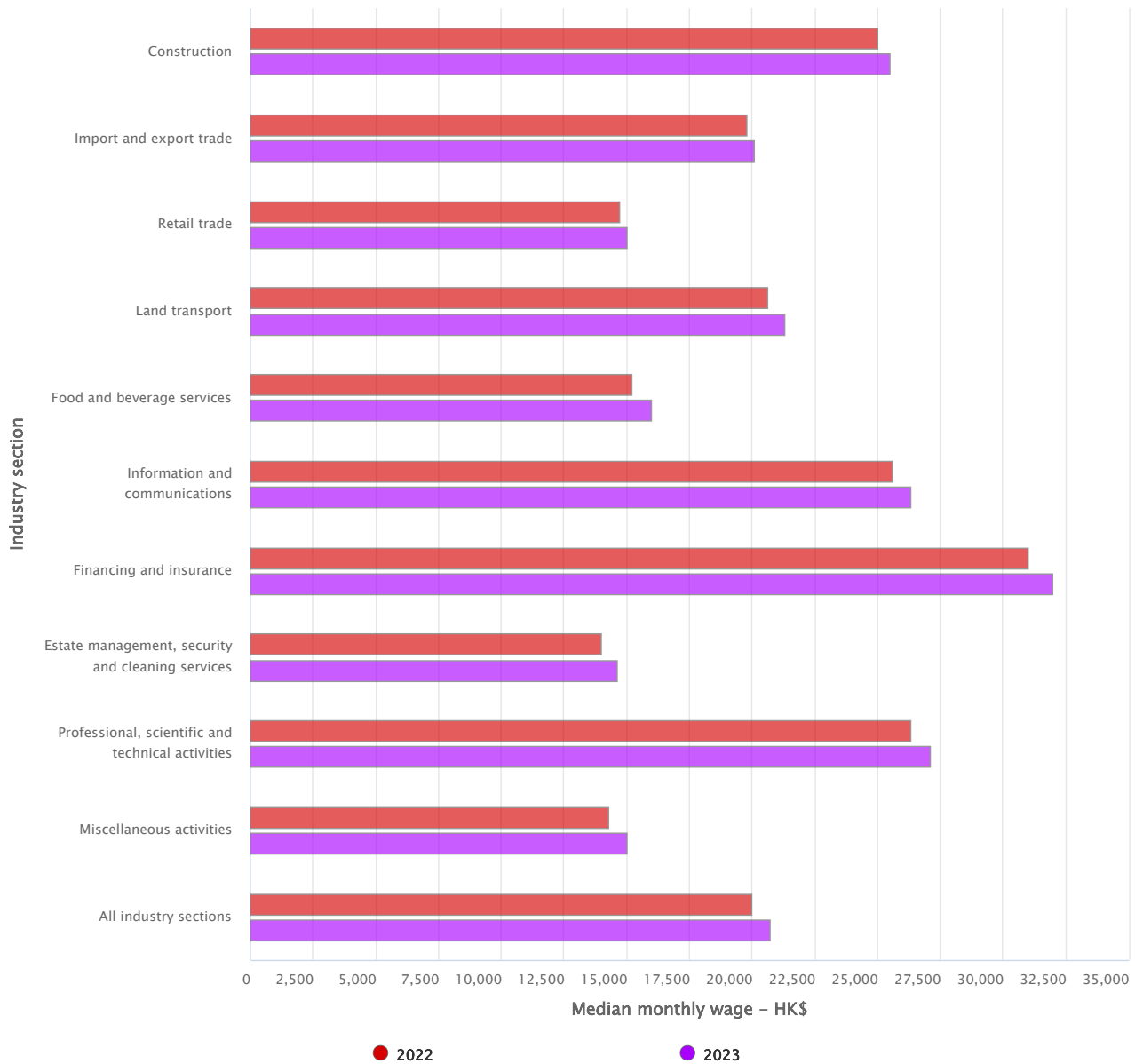


Table 3.1 : Median monthly wage of full-time employees by occupational group

Year	2022	2023
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK\$	HK\$
Occupational group		
Elementary occupations	14,000	14,300
Service and sales workers	15,000	15,500
Craft and related workers, plant and machine operators and assemblers	22,800	24,000
Clerical support workers	16,300	16,800
Managers, professionals and associate professionals	30,200	31,000
All occupational groups	20,000	20,700



**Chart 3.2 : Median monthly wage of full-time employees by selected industry section**



**Table 3.2 : Median monthly wage of full-time employees by selected industry section**

Year	2022	2023
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK\$	HK\$
Industry section		
Construction	25,000	25,500
Import and export trade	19,800	20,100
Retail trade	14,700	15,000
Land transport	20,600	21,300
Food and beverage services	15,200	16,000
Information and communications	25,600	26,300
Financing and insurance	31,000	32,000
Estate management, security and cleaning services	14,000	14,600
Professional, scientific and technical activities	26,300	27,100
Miscellaneous activities	14,300	15,000
All industry sections	20,000	20,700

## 4. Distribution of Hourly Wage

- The median hourly wage of all employees was \$80.1. The lower quartile and upper quartile hourly wage were \$57.0 and \$127.6 respectively. The corresponding figures of full-time employees were \$80.8, \$57.4 and \$128.6 respectively.

Chart 4.1 : Distribution of hourly wage - all employees, 2023

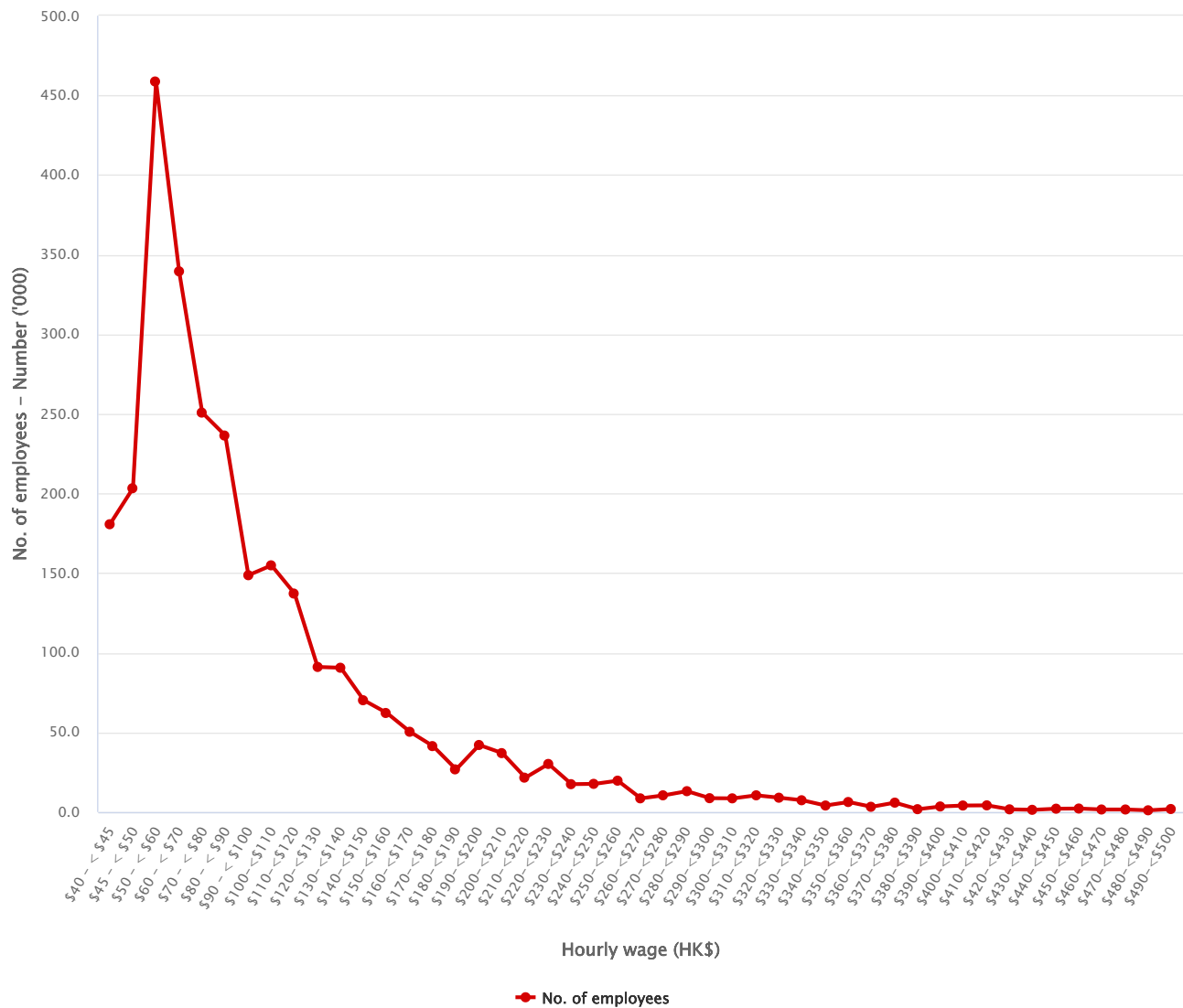


Chart 4.2 : Distribution of hourly wage of employees by sex, 2023

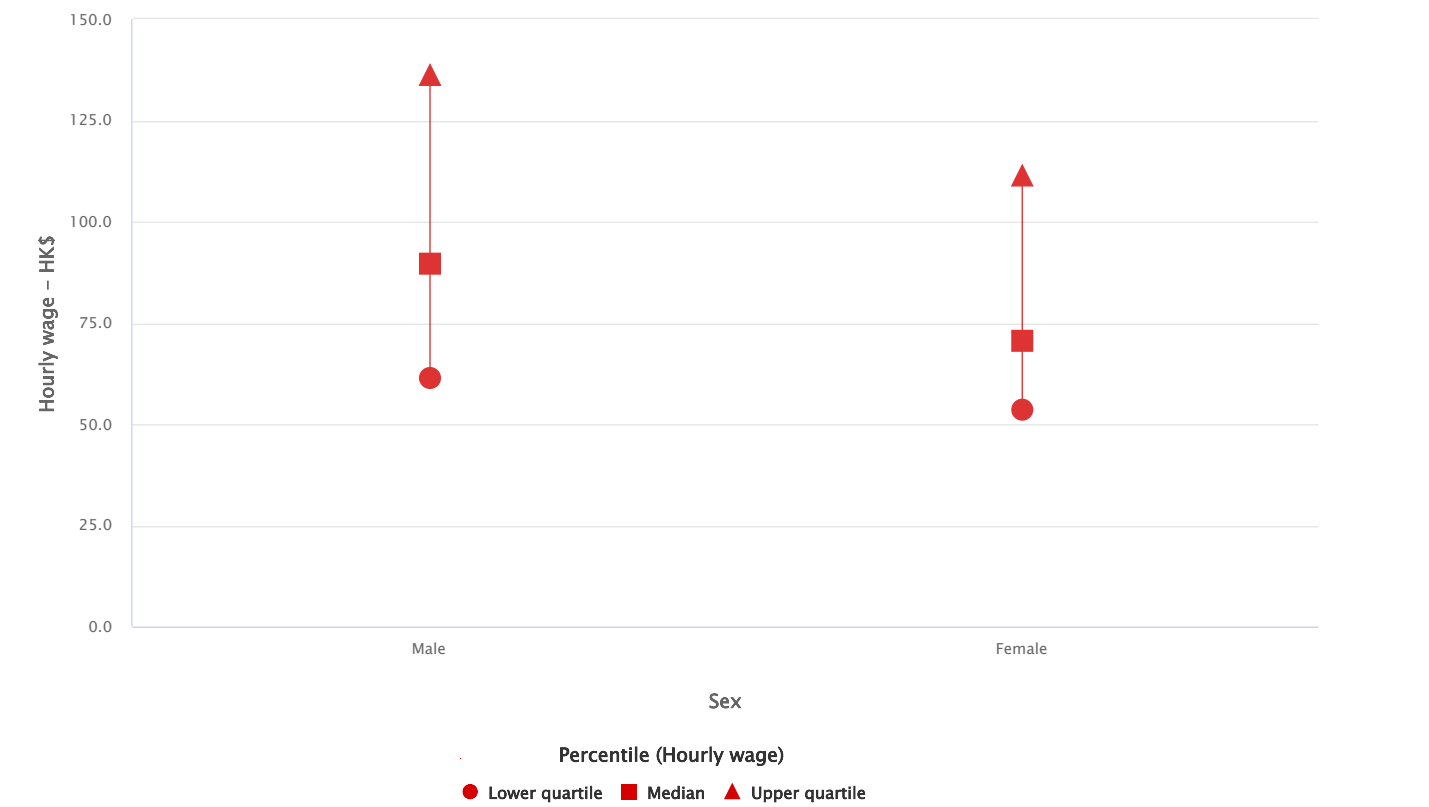
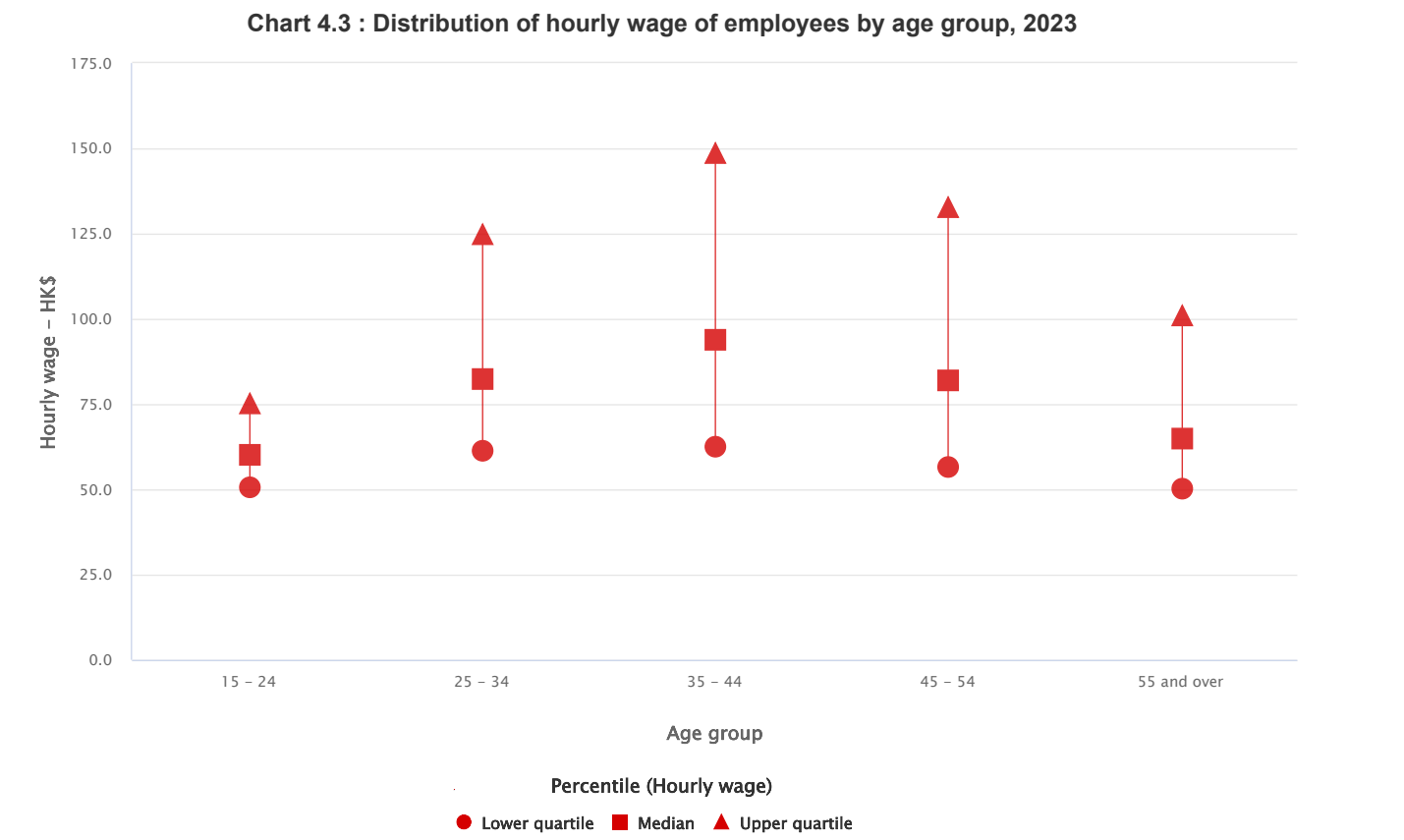


Table 4.2 : Distribution of hourly wage of employees by sex

	Hourly wage		
	HK\$		
Year	2023		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	61.5	89.6	136.2
Female	53.6	70.7	111.5
Both sexes	57.0	80.1	127.6

2. Analysed by age group



**Table 4.3 : Distribution of hourly wage of employees by age group**

Year	Hourly wage		
	HK\$		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Age group			
15 - 24	50.5	60.3	75.3
25 - 34	61.3	82.4	124.7
35 - 44	62.5	94.0	148.6
45 - 54	56.6	82.0	132.6
55 and over	50.2	65.0	100.8
All age groups	57.0	80.1	127.6

3. Analysed by educational attainment

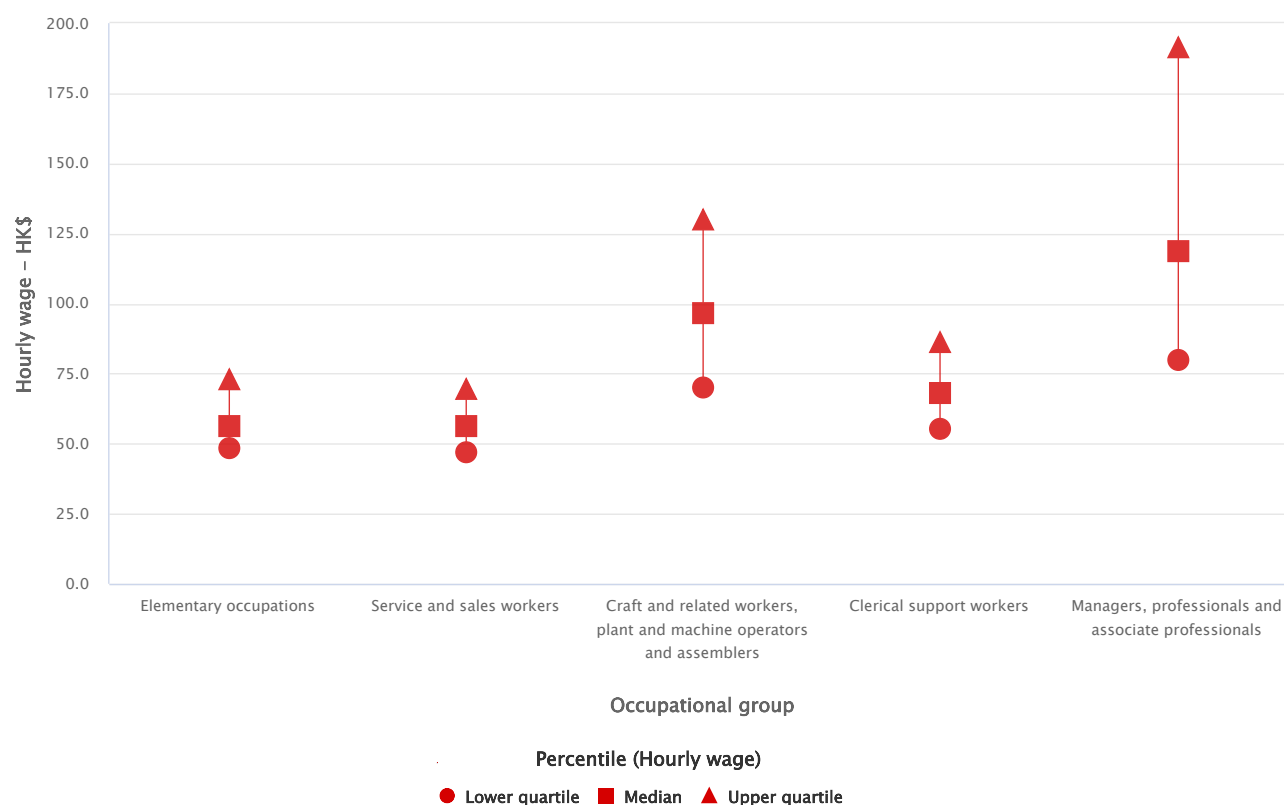


**Table 4.4 : Distribution of hourly wage of employees by educational attainment**

Year	Hourly wage		
	HK\$		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Educational attainment			
Primary and below	46.1	54.8	74.1
Lower secondary	50.0	58.8	82.1
Upper secondary	54.9	70.0	93.5
Post-secondary	79.6	122.4	194.4
All educational attainment	57.0	80.1	127.6

#### 4. Analysed by occupational group

**Chart 4.5 : Distribution of hourly wage of employees by occupational group, 2023**



**Table 4.5 : Distribution of hourly wage of employees by occupational group**

Year	Hourly wage		
	HK\$		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Occupational group			
Elementary occupations	48.3	56.4	72.9
Service and sales workers	46.8	56.3	69.6
Craft and related workers, plant and machine operators and assemblers	70.1	96.8	129.9
Clerical support workers	55.5	67.9	86.0
Managers, professionals and associate professionals	80.0	118.7	191.5
All occupational groups	57.0	80.1	127.6

Chart 4.6 : The four industry sections with the highest median hourly wage, 2023

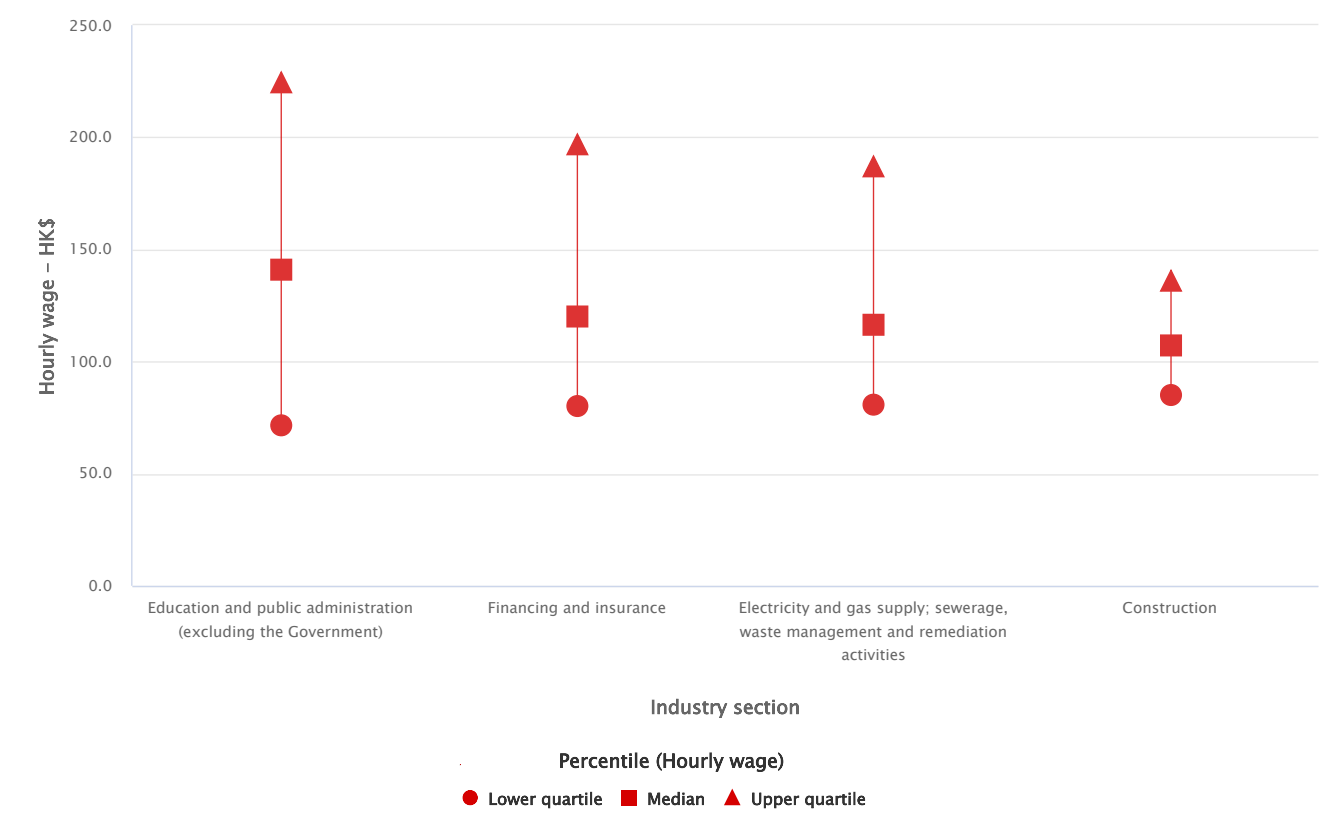
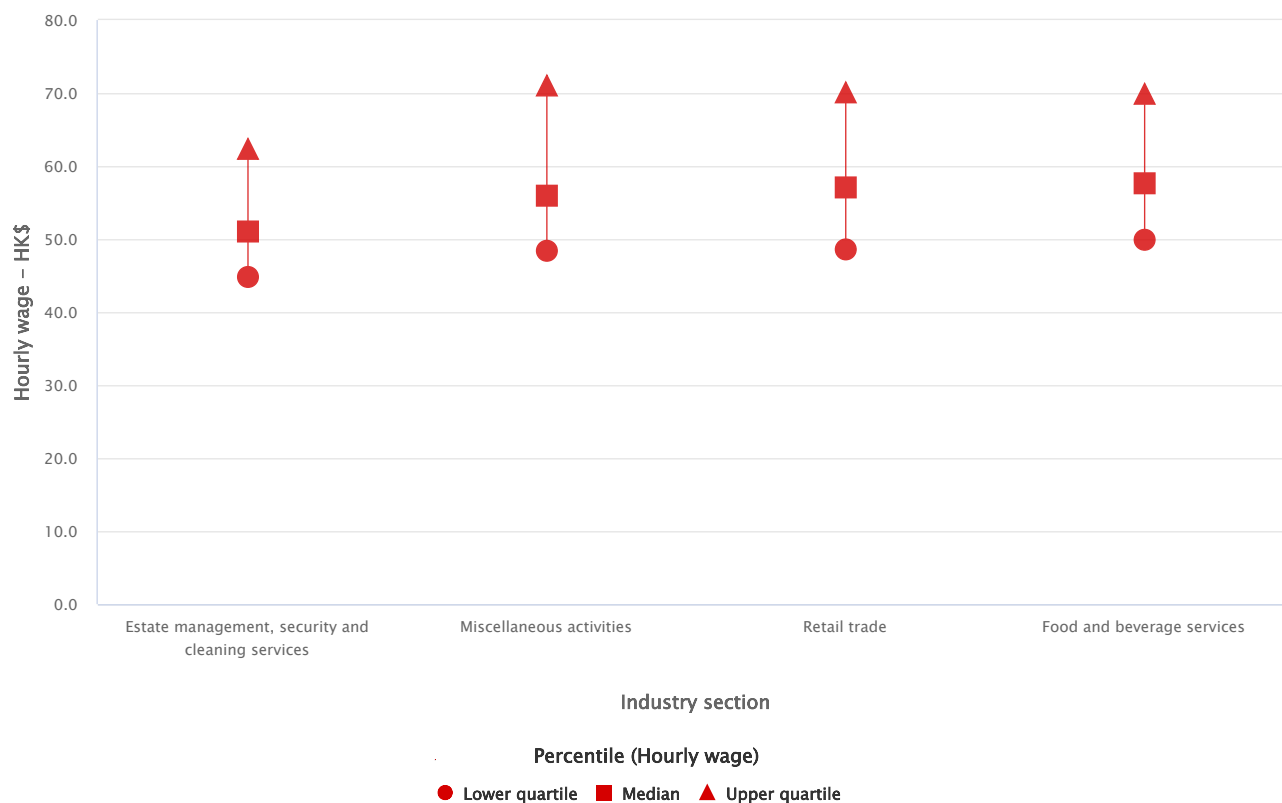


Table 4.6 : The four industry sections with the highest median hourly wage

Year	Hourly wage		
	HK\$		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Education and public administration (excluding the Government)	71.5	140.8	224.8
Financing and insurance	80.3	120.1	197.1
Electricity and gas supply; sewerage, waste management and remediation activities	80.6	116.7	186.9
Construction	85.0	106.9	135.9

**Chart 4.7 : The four industry sections with the lowest median hourly wage, 2023**



**Table 4.7 : The four industry sections with the lowest median hourly wage**

Year	Hourly wage		
	HK\$		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Estate management, security and cleaning services	44.9	51.0	62.3
Miscellaneous activities	48.4	55.9	71.0
Retail trade	48.6	57.1	70.1
Food and beverage services	50.0	57.6	70.0



## 5. Median Weekly Working Hours

- The median weekly working hour of all employees was 43.2. The median weekly working hours for male employees and female employees were 44.3 and 42.0 respectively. For full-time employees, the corresponding figures were 44.3, 45.0 and 43.2 respectively.

Chart 5.1 : Distribution of weekly working hours of employees by sex, 2023

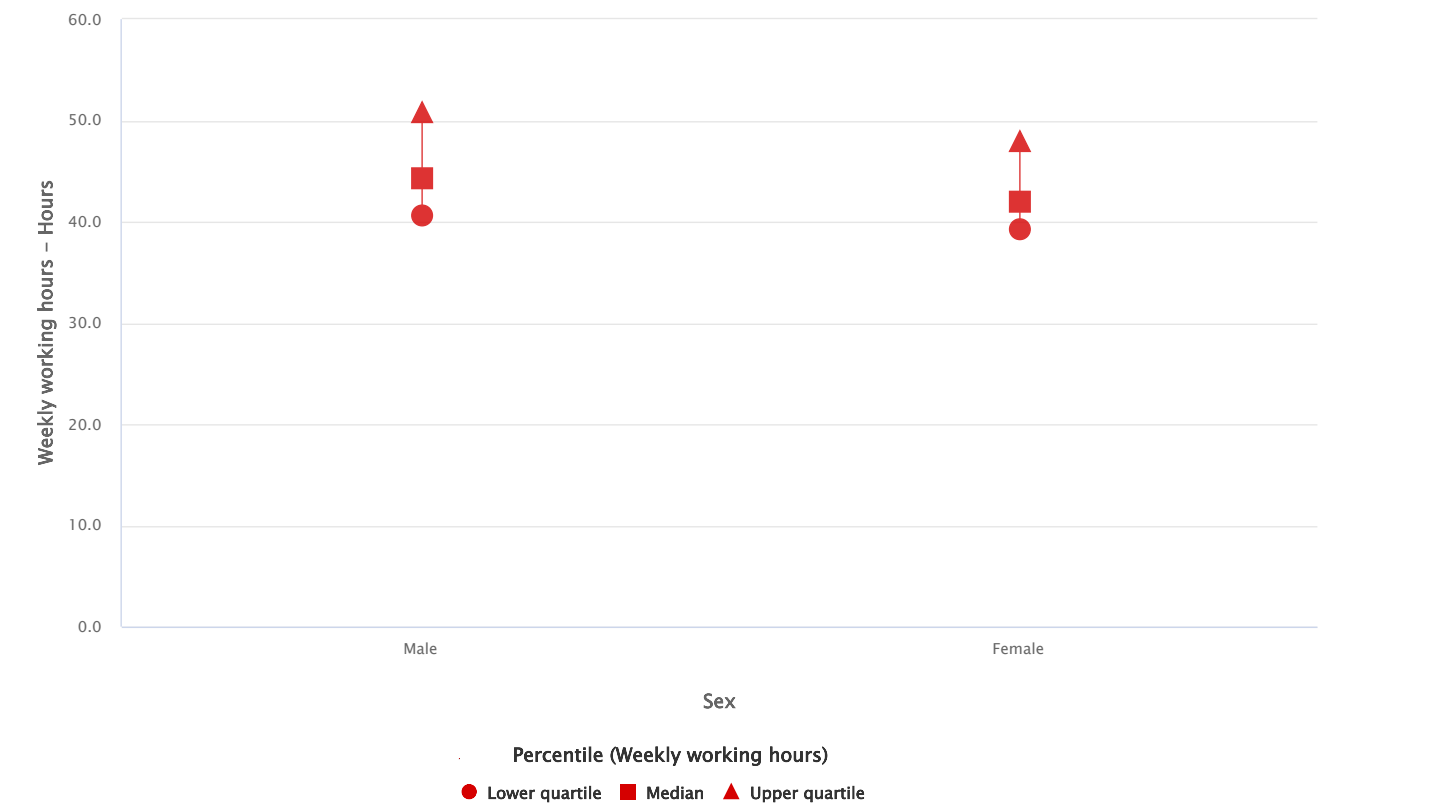


Table 5.1 : Distribution of weekly working hours of employees by sex

Year	Weekly working hours		
	Hours		
	2023		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	40.6	44.3	50.8
Female	39.3	42.0	48.0
Both sexes	39.8	43.2	48.5

## 6. Detailed Statistics

**Table 6.1 : Number of employees by employment nature, sex and age group**

		No. of employees											
		Number ('000)						Percentage (%)					
Employment nature		Full-time employees			All employees			Full-time employees			All employees		
Sex		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Year	Age group												
2023	15 - 24	56.8	52.0	108.8	68.7	69.4	138.1	2.1	1.9	4.1	2.4	2.4	4.8
	25 - 34	341.5	334.1	675.5	350.1	340.4	690.5	12.7	12.5	25.2	12.1	11.8	23.9
	35 - 44	380.4	345.5	725.9	397.2	367.9	765.1	14.2	12.9	27.1	13.8	12.8	26.5
	45 - 54	313.9	363.1	677.1	325.2	392.3	717.5	11.7	13.6	25.3	11.3	13.6	24.9
	55 and over	306.1	186.1	492.2	334.9	238.7	573.6	11.4	6.9	18.4	11.6	8.3	19.9
	All age groups	1 398.7	1 280.8	2 679.5	1 476.0	1 408.8	2 884.8	52.2	47.8	100.0	51.2	48.8	100.0

**Table 6.2 : Number of employees by employment nature, sex and educational attainment**

		No. of employees											
		Number ('000)						Percentage (%)					
Employment nature		Full-time employees			All employees			Full-time employees			All employees		
Sex		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Year	Educational attainment												
2023	Primary and below	127.2	112.2	239.4	134.3	134.8	269.2	4.7	4.2	8.9	4.7	4.7	9.3
	Lower secondary	210.0	165.0	375.0	225.5	190.7	416.1	7.8	6.2	14.0	7.8	6.6	14.4
	Upper secondary	480.4	483.0	963.4	503.5	518.9	1 022.5	17.9	18.0	36.0	17.5	18.0	35.4
	Post-secondary	581.1	520.6	1 101.7	612.7	564.3	1 177.0	21.7	19.4	41.1	21.2	19.6	40.8
	All educational attainment	1 398.7	1 280.8	2 679.5	1 476.0	1 408.8	2 884.8	52.2	47.8	100.0	51.2	48.8	100.0

**Table 6.3 : Number of employees by employment nature, sex and occupational group**

		No. of employees											
		Number ('000)						Percentage (%)					
Employment nature		Full-time employees			All employees			Full-time employees			All employees		
Sex		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Year	Occupational group												
2023	Elementary occupations	143.2	158.8	302.0	156.7	191.9	348.7	5.3	5.9	11.3	5.4	6.7	12.1
	Service and sales workers	215.1	288.4	503.4	236.1	340.3	576.3	8.0	10.8	18.8	8.2	11.8	20.0
	Craft and related workers, plant and machine operators and assemblers	274.9	10.2	285.1	290.3	11.5	301.9	10.3	0.4	10.6	10.1	0.4	10.5
	Clerical support workers	102.0	286.1	388.0	109.5	308.5	418.0	3.8	10.7	14.5	3.8	10.7	14.5
	Managers, professionals and associate professionals	663.5	537.4	1 200.9	683.4	556.6	1 240.0	24.8	20.1	44.8	23.7	19.3	43.0
	All occupational groups	1 398.7	1 280.8	2 679.5	1 476.0	1 408.8	2 884.8	52.2	47.8	100.0	51.2	48.8	100.0

**Table 6.4 : Number of employees by employment nature and industry section**

Employment nature		Full-time employees		Part-time employees		All employees	
		No. of employees		No. of employees		No. of employees	
		Number ('000)	Percentage (%)	Number ('000)	Percentage (%)	Number ('000)	Percentage (%)
Year	Industry section						
2023	Manufacturing (1)	52.9	2.0	2.8	1.4	55.6	1.9
	Electricity and gas supply; sewerage, waste management and remediation activities	[*7]	[*7]	[*7]	[*7]	18.8	0.7
	Construction	291.6	10.9	11.4	5.5	303.0	10.5
	Import and export trade	294.0	11.0	16.7	8.2	310.7	10.8
	Wholesale	27.8	1.0	2.5	1.2	30.3	1.0
	Retail trade	193.4	7.2	31.5	15.3	224.9	7.8
	Supermarkets and convenience stores	32.6	1.2	8.2	4.0	40.8	1.4
	Other retail stores	160.8	6.0	23.3	11.4	184.1	6.4
	Land transport	120.0	4.5	8.4	4.1	128.4	4.5
	Other transportation, storage, postal and courier services (2)	96.8	3.6	1.7	0.8	98.5	3.4
	Food and beverage services	166.6	6.2	34.8	17.0	201.4	7.0
	Hong Kong style tea cafes	20.7	0.8	1.5	0.7	22.2	0.8
	Chinese restaurants	57.8	2.2	4.6	2.2	62.4	2.2
	Restaurants, other than Chinese	51.7	1.9	6.5	3.2	58.2	2.0
	Fast food cafes (3)	29.0	1.1	20.0	9.7	49.1	1.7
	Other food and beverage services	7.3	0.3	2.3	1.1	9.6	0.3
	Accommodation services	[*7]	[*7]	[*7]	[*7]	39.2	1.4
	Information and communications	110.6	4.1	2.0	1.0	112.6	3.9
	Financing and insurance	233.8	8.7	3.6	1.8	237.4	8.2
	Real estate activities (4)	36.7	1.4	1.9	0.9	38.7	1.3
	Estate management, security and cleaning services	228.8	8.5	23.3	11.3	252.1	8.7
	Real estate maintenance management	117.1	4.4	1.5	0.7	118.6	4.1
	Security services (5)	40.9	1.5	2.8	1.4	43.6	1.5
	Cleaning services	58.4	2.2	17.5	8.5	75.9	2.6
	Membership organisations (6)	12.4	0.5	1.5	0.7	14.0	0.5
	Professional, scientific and technical activities	188.4	7.0	7.6	3.7	196.0	6.8
	Administrative and support services activities	20.2	0.8	1.5	0.7	21.7	0.8
	Travel agency, reservation service and related activities	9.8	0.4	1.7	0.8	11.5	0.4
	Education and public administration (excluding the Government)	192.3	7.2	25.4	12.4	217.7	7.5
	Human health activities; and beauty and body prettifying treatment	151.7	5.7	11.8	5.7	163.5	5.7
	Miscellaneous activities	92.9	3.5	8.0	3.9	100.9	3.5
	Elderly homes	[*7]	[*7]	[*7]	[*7]	25.3	0.9
	Laundry and dry cleaning services	3.3	0.1	1.2	0.6	4.6	0.2
	Hairdressing and other personal services	39.5	1.5	2.7	1.3	42.2	1.5
	Local courier services	[*7]	[*7]	[*7]	[*7]	5.5	0.2
	Food processing and production	20.5	0.8	2.8	1.3	23.3	0.8
	Other activities not classified above	114.5	4.3	7.5	3.6	122.0	4.2
	All industry sections	2 679.5	100.0	205.3	100.0	2 884.8	100.0

1 Excluding food processing and production.

2 Excluding local courier services.

3 Including takeaway shops.

4 Excluding real estate maintenance management.

5 Including investigation activities and services to buildings and landscape care activities.

6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..

[\*7] Figure is not released due to relatively large sampling error.

**Table 6.5 : Number of employees by employment mode and industry section**

		No. of employees							
		Number ('000)				Percentage share in respective industry section (%)			
Employment mode		Permanent	Fixed-term contract	Casual	All employees	Permanent	Fixed-term contract	Casual	All employees
Year	Industry section								
2023	Manufacturing (1)	54.3	[*7]	[*7]	55.6	97.7	[*7]	[*7]	100.0
	Electricity and gas supply; sewerage, waste management and remediation activities	17.8	[*7]	[*7]	18.8	94.7	[*7]	[*7]	100.0
	Construction	237.0	33.4	32.6	303.0	78.2	11.0	10.8	100.0
	Import and export trade	305.9	4.4	0.5	310.7	98.4	1.4	0.2	100.0
	Wholesale	28.9	[*7]	[*7]	30.3	95.4	[*7]	[*7]	100.0
	Retail trade	202.9	12.8	9.2	224.9	90.2	5.7	4.1	100.0
	Supermarkets and convenience stores	31.7	5.6	3.5	40.8	77.8	13.7	8.5	100.0
	Other retail stores	171.1	7.2	5.8	184.1	93.0	3.9	3.1	100.0
	Land transport	113.8	10.0	4.6	128.4	88.6	7.8	3.6	100.0
	Other transportation, storage, postal and courier services (2)	95.7	[*7]	[*7]	98.5	97.2	[*7]	[*7]	100.0
	Food and beverage services	189.6	5.5	6.2	201.4	94.1	2.8	3.1	100.0
	Hong Kong style tea cafes	21.2	[*7]	[*7]	22.2	95.8	[*7]	[*7]	100.0
	Chinese restaurants	58.9	2.7	0.8	62.4	94.5	4.3	1.3	100.0
	Restaurants, other than Chinese	54.6	1.4	2.2	58.2	93.8	2.5	3.7	100.0
	Fast food cafes (3)	45.6	1.0	2.5	49.1	92.9	2.0	5.1	100.0
	Other food and beverage services	9.3	[*7]	[*7]	9.6	97.0	[*7]	[*7]	100.0
	Accommodation services	38.9	[*7]	[*7]	39.2	99.3	[*7]	[*7]	100.0
	Information and communications	108.8	[*7]	[*7]	112.6	96.6	[*7]	[*7]	100.0
	Financing and insurance	235.4	[*7]	[*7]	237.4	99.1	[*7]	[*7]	100.0
	Real estate activities (4)	38.2	[*7]	[*7]	38.7	98.9	[*7]	[*7]	100.0
	Estate management, security and cleaning services	223.6	24.7	3.8	252.1	88.7	9.8	1.5	100.0
	Real estate maintenance management	108.0	[*7]	[*7]	118.6	91.1	[*7]	[*7]	100.0
	Security services (5)	40.8	1.2	1.7	43.6	93.5	2.7	3.8	100.0
	Cleaning services	64.7	10.0	1.3	75.9	85.2	13.1	1.7	100.0
	Membership organisations (6)	10.1	[*7]	[*7]	14.0	72.5	[*7]	[*7]	100.0
	Professional, scientific and technical activities	191.8	[*7]	[*7]	196.0	97.9	[*7]	[*7]	100.0
	Administrative and support services activities	19.7	[*7]	[*7]	21.7	90.8	[*7]	[*7]	100.0
	Travel agency, reservation service and related activities	11.2	[*7]	[*7]	11.5	97.7	[*7]	[*7]	100.0
	Education and public administration (excluding the Government)	141.9	67.3	8.5	217.7	65.2	30.9	3.9	100.0
	Human health activities; and beauty and body prettifying treatment	142.7	18.2	2.6	163.5	87.3	11.1	1.6	100.0
	Miscellaneous activities	90.2	9.2	1.4	100.9	89.5	9.1	1.4	100.0
	Elderly homes	18.8	[*7]	[*7]	25.3	74.4	[*7]	[*7]	100.0
	Laundry and dry cleaning services	4.4	[*7]	[*7]	4.6	97.0	[*7]	[*7]	100.0
	Hairdressing and other personal services	39.6	1.6	1.1	42.2	93.7	3.8	2.5	100.0
	Local courier services	5.3	[*7]	[*7]	5.5	97.4	[*7]	[*7]	100.0
	Food processing and production	22.1	[*7]	[*7]	23.3	94.8	[*7]	[*7]	100.0
	Other activities not classified above	91.6	27.8	2.6	122.0	75.1	22.8	2.1	100.0
	All industry sections	2 579.9	230.8	74.1	2 884.8	89.4	8.0	2.6	100.0

1 Excluding food processing and production.

2 Excluding local courier services.

3 Including takeaway shops.

4 Excluding real estate maintenance management.

- 5 Including investigation activities and services to buildings and landscape care activities.
- 6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..
- [\*7] Figure is not released due to relatively large sampling error.

**Table 6.6 : Monthly wage level and distribution by employment nature and sex**

		Monthly wage					
		25 <sup>th</sup> percentile (HK\$)		50 <sup>th</sup> percentile (HK\$)		75 <sup>th</sup> percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Sex						
2023	Male	16,500	15,900	23,100	22,500	34,500	33,600
	Female	14,000	13,200	18,500	17,500	29,000	27,000
	Both sexes	15,200	14,300	20,700	19,800	32,200	31,100

**Table 6.7 : Monthly wage level and distribution by employment nature and age group**

		Monthly wage					
		25 <sup>th</sup> percentile (HK\$)		50 <sup>th</sup> percentile (HK\$)		75 <sup>th</sup> percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Age group						
2023	15 - 24	13,100	10,900	15,400	14,000	19,000	17,600
	25 - 34	16,500	16,200	21,600	21,200	31,700	31,300
	35 - 44	16,500	15,600	24,200	23,500	37,500	36,100
	45 - 54	15,000	14,200	20,800	20,000	33,000	32,000
	55 and over	13,500	12,000	17,000	16,000	26,000	24,200
	All age groups	15,200	14,300	20,700	19,800	32,200	31,100

**Table 6.8 : Monthly wage level and distribution by employment nature and educational attainment**

		Monthly wage					
		25 <sup>th</sup> percentile (HK\$)		50 <sup>th</sup> percentile (HK\$)		75 <sup>th</sup> percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Educational attainment						
2023	Primary and below	11,900	10,500	14,600	14,000	19,500	18,600
	Lower secondary	13,000	12,000	15,800	15,200	21,000	20,000
	Upper secondary	14,700	14,000	18,500	18,000	24,300	24,000
	Post-secondary	20,400	19,000	32,000	30,900	47,800	45,800
	All educational attainment	15,200	14,300	20,700	19,800	32,200	31,100

**Table 6.9 : Monthly wage level and distribution by employment nature and occupational group**

		Monthly wage					
		25 <sup>th</sup> percentile (HK\$)		50 <sup>th</sup> percentile (HK\$)		75 <sup>th</sup> percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Occupational group						
2023	Elementary occupations	12,000	10,300	14,300	13,800	18,900	17,800
	Service and sales workers	13,000	11,600	15,500	14,700	19,200	18,600
	Craft and related workers, plant and machine operators and assemblers	18,100	17,200	24,000	23,200	30,000	29,900
	Clerical support workers	14,000	13,700	16,800	16,200	21,000	20,400
	Managers, professionals and associate professionals	20,000	19,000	31,000	30,600	45,500	44,800
	All occupational groups	15,200	14,300	20,700	19,800	32,200	31,100

**Table 6.10 : Monthly wage level and distribution by employment nature and industry section**

		Monthly wage					
		25 <sup>th</sup> percentile (HK\$)		50 <sup>th</sup> percentile (HK\$)		75 <sup>th</sup> percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Industry section						
2023	Manufacturing (1)	16,200	15,800	19,800	18,900	30,900	30,000
	Electricity and gas supply; sewerage, waste management and remediation activities	[*7]	22,000	[*7]	29,800	[*7]	44,800
	Construction	21,100	19,700	25,500	24,600	32,400	32,000
	Import and export trade	15,700	15,300	20,100	19,900	29,200	29,000
	Wholesale	14,300	13,800	17,000	16,300	22,800	22,500
	Retail trade	12,100	11,400	15,000	14,100	19,000	18,500
	Supermarkets and convenience stores	11,600	8,100	13,300	12,500	16,100	15,000
	Other retail stores	12,600	12,000	15,500	14,800	19,800	18,800
	Land transport	16,100	15,500	21,300	20,600	29,100	27,600
	Other transportation, storage, postal and courier services (2)	14,500	14,400	19,600	19,400	25,300	25,000
	Food and beverage services	13,500	11,000	16,000	14,700	20,300	19,000
	Hong Kong style tea cafes	13,200	12,500	14,800	14,600	19,200	18,700
	Chinese restaurants	14,500	13,500	17,100	16,300	22,600	22,100
	Restaurants, other than Chinese	14,100	13,000	16,200	15,500	20,000	19,400
	Fast food cafes (3)	11,700	4,900	13,800	11,000	18,400	14,700
	Other food and beverage services	13,000	8,700	15,100	13,700	18,000	17,500
	Accommodation services	[*7]	14,500	[*7]	17,100	[*7]	21,500
	Information and communications	18,300	17,600	26,300	26,000	38,200	37,100
	Financing and insurance	21,100	20,400	32,000	31,600	51,000	50,300
	Real estate activities (4)	16,400	15,600	24,500	23,500	35,900	35,300
	Estate management, security and cleaning services	12,000	11,400	14,600	14,200	17,300	17,000
	Real estate maintenance management	13,900	13,300	16,000	15,700	19,100	18,700
	Security services (5)	12,900	12,400	15,300	15,000	17,700	17,700
	Cleaning services	10,500	9,000	11,600	11,200	13,100	12,800
	Membership organisations (6)	14,300	12,500	15,800	14,900	24,700	24,400
	Professional, scientific and technical activities	17,300	16,600	27,100	26,700	40,200	39,200
	Administrative and support services activities	13,400	13,000	19,700	18,700	29,500	28,600
	Travel agency, reservation service and related activities	12,500	11,500	16,500	15,500	23,900	22,700
	Education and public administration (excluding the Government)	18,500	15,100	35,900	31,800	58,600	52,900
	Human health activities; and beauty and body prettifying treatment	16,300	15,500	21,500	20,700	41,500	40,000
	Miscellaneous activities	12,700	11,700	15,000	14,700	18,000	18,000
	Elderly homes	[*7]	14,400	[*7]	16,100	[*7]	19,000
	Laundry and dry cleaning services	11,600	8,600	14,000	12,900	15,600	15,500
	Hairdressing and other personal services	11,000	10,400	14,500	13,700	16,500	16,200
	Local courier services	[*7]	8,500	[*7]	12,200	[*7]	16,000
	Food processing and production	13,200	12,600	15,000	14,500	19,600	18,800
	Other activities not classified above	15,300	14,200	19,000	18,100	28,400	28,000
	All industry sections	15,200	14,300	20,700	19,800	32,200	31,100

1 Excluding food processing and production.

2 Excluding local courier services.

3 Including takeaway shops.

4 Excluding real estate maintenance management.

5 Including investigation activities and services to buildings and landscape care activities.

6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..

[\*7] Figure is not released due to relatively large sampling error.

**Table 6.11 : Number of employees by percentile of hourly wage**

		Hourly wage	No. of employees
		HK\$	Earning less than the corresponding percentile hourly wage
Year	Percentile		
2023	1st	40.3	21 400
	2nd	41.7	57 300
	3rd	42.7	84 400
	4th	43.5	112 600
	5th	44.4	142 900
	6th	44.8	164 300
	7th	45.3	201 900
	8th	46.0	227 900
	9th	46.7	255 500
	10th	47.7	288 100
	11th	48.3	313 600
	12th	48.9	342 200
	13th	49.6	369 100
	14th	50.0	384 100
	15th	50.2	423 300
	16th	50.9	460 000
	17th	51.6	484 900
	18th	52.2	516 100
	19th	53.0	543 900
	20th	53.6	574 700
	21st	54.3	603 400
	22nd	55.0	628 100
	23rd	55.6	652 400
	24th	56.5	683 700
	25th	57.0	713 700
	50th	80.1	1 441 900
	75th	127.6	2 162 700
	90th	204.2	2 596 100

**Table 6.12 : Number of employees by hourly wage**

		No. of employees
		Number
Year	Hourly wage (HK\$)	
2023	HK\$40	17 700
	Less than \$40.5	32 400
	Less than \$41	43 600
	Less than \$41.5	54 500
	Less than \$42	71 500
	Less than \$42.5	78 700
	Less than \$43	93 400
	Less than \$43.5	112 600
	Less than \$44	129 900
	Less than \$44.5	158 900
	Less than \$45	180 700
	Less than \$45.5	207 900
	Less than \$46	227 900
	Less than \$46.5	247 700
	Less than \$47	271 700
	Less than \$47.5	282 600
	Less than \$48	294 300

The hourly wages shown in this table are exact figures without rounding.

**Table 6.13 : Hourly wage level and distribution by sex and age group**

			Hourly wage							
			5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Sex	Age group								
2023	Male	15 - 24	43.0	45.2	48.3	50.2	50.7	62.0	78.8	110.8
		25 - 34	47.9	51.9	57.0	60.3	63.1	85.8	129.0	193.5
		35 - 44	45.3	51.3	56.8	62.4	68.4	105.4	155.0	235.7
		45 - 54	45.3	50.5	56.1	59.5	65.1	100.4	146.7	236.1
		55 and over	43.0	45.0	48.9	52.6	56.7	80.6	123.3	205.6
		All age groups	44.8	49.5	53.3	57.8	61.5	89.6	136.2	212.9
	Female	15 - 24	44.0	46.5	48.1	48.6	50.2	60.0	72.4	98.0
		25 - 34	46.9	50.1	53.1	56.9	60.5	80.5	118.8	176.6
		35 - 44	45.0	48.6	52.4	55.4	59.1	81.9	141.6	247.6
		45 - 54	43.8	46.0	48.4	50.2	52.8	69.7	113.2	203.0
		55 and over	41.7	43.0	44.4	46.0	47.6	56.0	71.4	103.7
		All age groups	43.5	46.3	49.1	51.0	53.6	70.7	111.5	194.7
	Both sexes	15 - 24	43.4	46.0	48.1	50.0	50.5	60.3	75.3	100.0
		25 - 34	47.5	50.7	54.9	58.8	61.3	82.4	124.7	180.5
		35 - 44	45.1	50.0	53.8	58.5	62.5	94.0	148.6	240.7
		45 - 54	44.4	47.6	50.2	53.2	56.6	82.0	132.6	214.8
		55 and over	42.2	44.4	46.0	48.5	50.2	65.0	100.8	172.2
		All age groups	44.4	47.7	50.2	53.6	57.0	80.1	127.6	204.2



**Table 6.14 : Hourly wage level and distribution by sex and educational attainment**

			Hourly wage							
			5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Sex	Educational attainment								
2023	Male	Primary and below	41.0	43.1	44.9	46.8	49.5	65.6	104.2	143.6
		Lower secondary	43.2	45.0	48.2	50.1	52.8	70.8	101.0	140.7
		Upper secondary	44.4	48.1	51.9	55.2	58.3	77.3	106.0	133.7
		Post-secondary	53.0	60.7	68.1	74.5	80.7	128.4	198.5	313.5
		All educational attainment	44.8	49.5	53.3	57.8	61.5	89.6	136.2	212.9
	Female	Primary and below	40.1	42.0	43.3	44.4	45.0	50.2	58.7	68.7
		Lower secondary	41.7	43.4	45.0	46.1	47.8	54.5	62.5	75.0
		Upper secondary	44.4	46.6	48.6	50.2	52.4	65.0	83.3	106.9
		Post-secondary	51.4	59.1	64.9	71.1	78.0	117.6	188.3	275.9
		All educational attainment	43.5	46.3	49.1	51.0	53.6	70.7	111.5	194.7
	Both sexes	Primary and below	40.3	42.6	43.8	45.0	46.1	54.8	74.1	111.1
		Lower secondary	42.3	44.4	45.8	48.1	50.0	58.8	82.1	122.2
		Upper secondary	44.4	47.1	50.0	52.0	54.9	70.0	93.5	122.2
		Post-secondary	51.9	60.0	66.7	72.5	79.6	122.4	194.4	290.5
		All educational attainment	44.4	47.7	50.2	53.6	57.0	80.1	127.6	204.2

**Table 6.15 : Hourly wage level and distribution by sex and occupational group**

			Hourly wage							
			5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Sex	Occupational group								
2023	Male	Elementary occupations	42.9	45.2	48.0	50.3	52.6	68.8	100.0	121.5
		Service and sales workers	41.7	43.3	44.4	45.0	46.4	57.1	75.0	101.2
		Craft and related workers, plant and machine operators and assemblers	50.3	58.3	62.7	66.6	71.5	98.1	130.0	164.7
		Clerical support workers	44.4	48.4	50.4	52.3	54.8	65.9	82.2	96.2
		Managers, professionals and associate professionals	51.9	59.8	67.8	74.9	80.6	120.6	191.6	296.5
		All occupational groups	44.8	49.5	53.3	57.8	61.5	89.6	136.2	212.9
	Female	Elementary occupations	41.1	42.5	43.5	45.1	46.3	52.0	60.0	72.2
		Service and sales workers	42.0	44.0	45.0	45.9	48.0	55.4	67.1	88.0
		Craft and related workers, plant and machine operators and assemblers	47.0	48.4	49.2	50.7	54.5	66.1	82.5	118.8
		Clerical support workers	47.3	48.6	50.2	52.5	55.6	68.5	88.9	108.5
		Managers, professionals and associate professionals	55.0	61.4	68.1	74.0	79.0	118.3	190.2	278.1
		All occupational groups	43.5	46.3	49.1	51.0	53.6	70.7	111.5	194.7
	Both sexes	Elementary occupations	41.3	43.1	44.9	46.7	48.3	56.4	72.9	106.3
		Service and sales workers	41.9	43.7	44.8	45.5	46.8	56.3	69.6	91.7
		Craft and related workers, plant and machine operators and assemblers	50.0	57.3	62.1	65.1	70.1	96.8	129.9	164.7
		Clerical support workers	46.6	48.6	50.2	52.4	55.5	67.9	86.0	104.9
		Managers, professionals and associate professionals	53.4	60.7	68.1	74.4	80.0	118.7	191.5	285.5
		All occupational groups	44.4	47.7	50.2	53.6	57.0	80.1	127.6	204.2

**Table 6.16 : Hourly wage level and distribution by industry section and occupational group : All business undertakings**

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
2023	Manufacturing (1)	Elementary occupations, service and sales workers	9.0	0.3	[*7]	41.7	42.9	45.4	45.9	51.1	63.2	75.8
		Others	46.6	1.6	48.4	56.8	59.3	61.1	64.6	85.5	129.6	172.9
		All occupational groups	55.6	1.9	45.5	49.3	51.9	57.9	59.6	77.4	114.1	162.8
	Electricity and gas supply; sewerage, waste management and remediation activities	Elementary occupations, service and sales workers	3.3	0.1	[*7]	[*7]	[*7]	51.3	53.6	64.4	72.0	[*7]
		Others	15.5	0.5	69.4	78.4	83.6	91.6	97.6	131.1	193.2	304.8
		All occupational groups	18.8	0.7	53.4	58.7	69.4	74.6	80.6	116.7	186.9	287.6
	Construction	Elementary occupations, service and sales workers	68.8	2.4	51.4	55.8	63.5	72.6	84.0	100.0	121.5	137.5
		Others	234.2	8.1	62.7	68.5	75.7	80.8	85.4	110.4	143.8	190.0
		All occupational groups	303.0	10.5	58.3	66.3	72.9	80.0	85.0	106.9	135.9	175.0
	Import and export trade	Elementary occupations, service and sales workers	17.3	0.6	40.3	41.7	43.5	44.4	44.8	51.3	62.7	74.5
		Others	293.4	10.2	50.0	55.3	58.3	60.7	64.5	85.7	123.7	198.5
		All occupational groups	310.7	10.8	48.4	51.6	56.5	59.0	62.6	84.2	121.5	198.5
	Wholesale	Elementary occupations, service and sales workers	6.3	0.2	[*7]	42.0	45.0	46.9	47.5	56.8	68.0	84.8
		Others	23.9	0.8	46.0	48.4	53.6	55.8	59.3	72.9	94.9	144.4
		All occupational groups	30.3	1.0	43.1	47.0	51.1	53.8	56.1	69.4	90.9	136.7
	Retail trade	Elementary occupations, service and sales workers	164.3	5.7	43.0	44.4	45.0	46.1	47.9	55.0	66.7	85.8
		Others	60.6	2.1	41.7	45.5	48.1	49.2	51.1	63.9	86.7	136.0
		All occupational groups	224.9	7.8	43.0	44.4	45.2	46.8	48.6	57.1	70.1	99.4
	Supermarkets and convenience stores	Elementary occupations, service and sales workers	29.6	1.0	43.0	44.0	44.1	44.8	45.0	49.1	53.0	67.7
		Others	11.2	0.4	48.3	48.6	48.6	49.3	50.0	63.3	66.5	81.5
		All occupational groups	40.8	1.4	43.0	44.1	44.8	45.0	45.5	51.2	62.5	70.0

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
	Other retail stores	Elementary occupations, service and sales workers	134.7	4.7	43.0	44.8	45.5	47.4	49.2	57.7	69.5	90.0
		Others	49.4	1.7	41.7	44.3	46.7	48.4	51.6	65.3	96.1	144.4
		All occupational groups	184.1	6.4	42.7	44.7	45.8	48.0	50.0	59.2	76.1	107.1
	Land transport	Elementary occupations, service and sales workers	31.4	1.1	45.5	48.9	50.2	51.1	54.4	66.0	100.0	122.9
		Others	97.0	3.4	48.1	55.6	58.3	60.5	64.3	86.3	108.4	140.4
		All occupational groups	128.4	4.5	48.1	50.7	56.2	58.1	61.5	84.4	106.3	134.3
	Other transportation, storage, postal and courier services (2)	Elementary occupations, service and sales workers	27.6	1.0	43.6	44.8	45.8	47.5	50.2	59.0	73.1	87.4
		Others	70.9	2.5	45.3	49.4	53.3	56.5	60.2	79.7	104.6	177.8
		All occupational groups	98.5	3.4	44.0	46.7	50.2	52.8	55.0	71.4	96.8	150.0
	Food and beverage services	Elementary occupations, service and sales workers	176.2	6.1	42.4	44.6	45.8	48.0	50.0	57.0	69.1	83.3
		Others	25.2	0.9	46.6	47.1	49.4	51.7	54.3	67.7	85.2	109.9
		All occupational groups	201.4	7.0	42.5	45.0	46.3	48.4	50.0	57.6	70.0	86.2
	Hong Kong style tea cafes	Elementary occupations, service and sales workers	21.0	0.7	42.8	45.3	48.0	50.0	52.0	57.0	69.0	82.3
		Others	1.2	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	52.1	[*7]	[*7]
		All occupational groups	22.2	0.8	42.4	45.0	47.6	50.0	51.9	57.0	70.0	82.8
	Chinese restaurants	Elementary occupations, service and sales workers	55.9	1.9	42.7	44.3	46.1	48.3	50.0	57.4	75.3	89.6
		Others	6.5	0.2	[*7]	50.0	54.5	55.3	57.1	78.9	90.3	110.6
		All occupational groups	62.4	2.2	43.0	44.4	46.3	49.0	51.4	58.0	78.6	91.5
	Restaurants, other than Chinese	Elementary occupations, service and sales workers	50.5	1.7	45.9	46.9	50.0	51.6	53.0	58.9	71.9	83.3
		Others	7.8	0.3	[*7]	50.8	51.9	54.0	54.4	65.4	84.4	105.8
		All occupational groups	58.2	2.0	45.9	47.0	50.2	51.7	53.7	59.3	74.0	86.4

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
	Fast food cafes (3)	Elementary occupations, service and sales workers	41.1	1.4	40.1	41.0	44.0	45.0	45.1	50.0	60.0	67.1
		Others	7.9	0.3	[*7]	46.6	46.8	49.4	50.5	61.3	80.0	103.3
		All occupational groups	49.1	1.7	40.1	41.7	44.9	45.0	45.2	51.3	60.3	70.8
	Other food and beverage services	Elementary occupations, service and sales workers	7.6	0.3	[*7]	46.7	48.1	49.2	51.0	54.2	60.1	74.0
		Others	1.9	0.1	[*7]	[*7]	[*7]	[*7]	[*7]	72.9	[*7]	[*7]
		All occupational groups	9.6	0.3	[*7]	46.7	48.1	48.9	50.2	55.0	67.7	92.7
	Accommodation services	Elementary occupations, service and sales workers	16.3	0.6	43.5	43.5	45.3	46.5	47.2	54.3	67.3	82.7
		Others	22.9	0.8	49.3	50.8	50.9	54.3	56.5	67.1	90.3	131.5
		All occupational groups	39.2	1.4	43.5	46.5	48.8	50.3	51.3	62.0	78.1	112.1
	Information and communications	Elementary occupations, service and sales workers	3.4	0.1	[*7]	[*7]	50.0	51.1	51.3	58.3	81.5	[*7]
		Others	109.3	3.8	52.3	56.8	60.5	66.7	72.1	103.5	159.4	226.2
		All occupational groups	112.6	3.9	51.7	56.5	59.7	63.6	72.1	100.8	157.3	224.2
	Financing and insurance	Elementary occupations, service and sales workers	4.5	0.2	[*7]	[*7]	42.7	43.5	44.4	58.7	63.3	[*7]
		Others	232.9	8.1	59.8	68.1	74.0	77.6	80.6	124.4	197.9	358.1
		All occupational groups	237.4	8.2	57.9	66.7	72.4	76.6	80.3	120.1	197.1	354.2
	Real estate activities (4)	Elementary occupations, service and sales workers	0.8	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Others	37.9	1.3	48.4	50.2	55.6	60.9	68.4	105.3	150.5	222.9
		All occupational groups	38.7	1.3	48.4	50.0	55.6	60.9	67.0	95.8	145.4	219.8
	Estate management, security and cleaning services	Elementary occupations, service and sales workers	194.2	6.7	40.3	41.9	43.0	43.5	44.0	48.4	56.7	66.7
		Others	57.9	2.0	46.5	49.2	49.6	50.0	52.3	76.3	107.5	150.4
		All occupational groups	252.1	8.7	40.9	42.6	43.3	44.2	44.9	51.0	62.3	89.8

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
	Real estate maintenance management	Elementary occupations, service and sales workers	75.2	2.6	41.1	42.5	43.4	44.0	44.4	46.5	53.8	62.3
		Others	43.4	1.5	47.8	49.5	49.6	49.9	51.9	75.6	107.5	153.6
		All occupational groups	118.6	4.1	41.9	43.4	44.4	44.8	45.0	51.0	66.6	107.0
	Security services (5)	Elementary occupations, service and sales workers	40.4	1.4	40.0	41.7	42.7	43.1	43.3	49.8	58.3	68.6
		Others	3.3	0.1	[*7]	[*7]	[*7]	52.1	53.9	68.0	93.2	[*7]
		All occupational groups	43.6	1.5	40.0	41.7	42.7	43.1	43.9	50.0	59.4	72.9
	Cleaning services	Elementary occupations, service and sales workers	71.1	2.5	40.3	41.7	42.9	43.3	43.5	48.4	56.7	65.2
		Others	4.8	0.2	[*7]	[*7]	50.6	51.3	53.8	75.0	88.1	[*7]
		All occupational groups	75.9	2.6	40.3	41.9	43.0	43.5	43.5	50.0	57.5	67.7
	Membership organisations (6)	Elementary occupations, service and sales workers	7.5	0.3	[*7]	40.0	41.9	42.9	45.8	53.8	69.9	99.5
		Others	6.5	0.2	[*7]	44.9	48.1	53.5	55.6	78.9	128.2	155.6
		All occupational groups	14.0	0.5	40.0	42.9	44.9	45.8	50.0	62.7	93.2	138.1
	Professional, scientific and technical activities	Elementary occupations, service and sales workers	5.9	0.2	[*7]	40.0	40.9	44.1	46.3	56.0	65.9	88.9
		Others	190.1	6.6	50.2	55.9	61.1	66.7	70.3	106.7	166.7	258.1
		All occupational groups	196.0	6.8	50.0	55.3	60.0	65.1	68.8	104.8	166.1	252.5
	Administrative and support services activities	Elementary occupations, service and sales workers	4.2	0.1	[*7]	[*7]	41.6	46.3	47.0	55.5	78.3	[*7]
		Others	17.5	0.6	47.3	48.1	51.7	55.6	60.0	84.3	131.7	212.1
		All occupational groups	21.7	0.8	43.5	47.7	48.1	52.0	54.7	76.7	118.5	197.1
	Travel agency, reservation service and related activities	Elementary occupations, service and sales workers	3.6	0.1	[*7]	[*7]	55.2	55.6	56.4	75.0	89.4	[*7]
		Others	7.9	0.3	[*7]	43.5	48.7	49.0	50.0	64.6	109.8	166.7
		All occupational groups	11.5	0.4	43.0	44.0	49.0	50.0	52.2	68.2	99.3	129.9

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
	Education and public administration (excluding the Government)	Elementary occupations, service and sales workers	28.5	1.0	46.1	46.8	48.7	50.0	51.0	56.9	72.0	96.7
		Others	189.2	6.6	51.9	60.0	68.6	75.4	88.4	157.3	236.1	314.5
		All occupational groups	217.7	7.5	49.2	53.4	58.4	65.0	71.5	140.8	224.8	310.3
	Human health activities; and beauty and body prettifying treatment	Elementary occupations, service and sales workers	54.0	1.9	41.2	45.2	49.6	53.1	54.4	69.5	101.0	140.7
		Others	109.5	3.8	50.2	59.1	63.0	69.9	74.9	129.4	193.3	308.0
		All occupational groups	163.5	5.7	47.3	51.7	58.3	62.4	66.4	96.7	169.4	253.2
	Miscellaneous activities	Elementary occupations, service and sales workers	65.8	2.3	41.7	42.5	43.5	45.3	46.3	52.4	61.2	78.9
		Others	35.1	1.2	44.7	48.4	50.1	53.4	55.2	66.7	89.6	128.2
		All occupational groups	100.9	3.5	41.7	43.5	45.3	46.5	48.4	55.9	71.0	96.7
	Elderly homes	Elementary occupations, service and sales workers	16.2	0.6	40.3	42.5	43.8	45.5	46.0	53.7	66.7	82.1
		Others	9.1	0.3	[*7]	48.5	55.2	56.7	57.3	73.3	93.6	137.0
		All occupational groups	25.3	0.9	41.1	43.5	45.5	46.1	47.0	58.0	78.7	95.7
	Laundry and dry cleaning services	Elementary occupations, service and sales workers	4.0	0.1	[*7]	[*7]	45.3	49.1	49.2	53.0	62.5	[*7]
		Others	0.6	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		All occupational groups	4.6	0.2	[*7]	[*7]	46.2	49.1	49.8	54.0	63.7	[*7]
	Hairdressing and other personal services	Elementary occupations, service and sales workers	31.4	1.1	41.7	41.9	43.5	45.0	46.3	52.0	60.0	79.5
		Others	10.8	0.4	44.4	50.0	54.5	55.2	55.2	60.8	82.4	121.9
		All occupational groups	42.2	1.5	41.7	41.9	43.5	46.3	49.3	55.2	64.5	91.4
	Local courier services	Elementary occupations, service and sales workers	3.7	0.1	[*7]	[*7]	42.7	44.3	44.3	50.0	56.1	[*7]
		Others	1.7	0.1	[*7]	[*7]	[*7]	[*7]	[*7]	74.1	[*7]	[*7]
		All occupational groups	5.5	0.2	[*7]	42.7	44.3	44.3	45.0	55.0	68.8	101.0

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section	Occupational group										
	Food processing and production	Elementary occupations, service and sales workers	10.5	0.4	42.5	43.2	45.3	46.1	47.0	52.5	61.3	72.1
		Others	12.8	0.4	44.7	47.3	48.7	50.1	51.7	66.3	92.6	117.1
		All occupational groups	23.3	0.8	42.7	45.2	46.5	47.6	48.9	56.8	75.3	102.3
	Other activities not classified above	Elementary occupations, service and sales workers	39.8	1.4	40.7	44.1	46.6	48.5	50.9	62.6	77.0	94.7
		Others	82.2	2.8	45.9	51.5	57.3	60.7	63.1	87.5	131.7	186.5
		All occupational groups	122.0	4.2	44.2	48.0	51.2	55.0	58.7	76.1	113.7	160.3
	All industry sections	Elementary occupations, service and sales workers	925.0	32.1	41.7	43.5	44.8	45.9	47.6	56.4	70.8	100.0
		Others	1 959.8	67.9	49.6	54.9	59.3	64.5	69.3	98.8	152.1	236.1
		All occupational groups	2 884.8	100.0	44.4	47.7	50.2	53.6	57.0	80.1	127.6	204.2

1 Excluding food processing and production.

2 Excluding local courier services.

3 Including takeaway shops.

4 Excluding real estate maintenance management.

5 Including investigation activities and services to buildings and landscape care activities.

6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..

[\*7] Figure is not released due to relatively large sampling error.

[-\$32] Less than 0.05%



**Table 6.17 : Hourly wage level and distribution by industry section : Business undertakings with number of persons engaged less than 50**

Size of business undertakings		Business undertakings with number of persons engaged less than 50									
		No. of employees		Hourly wage							
		Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section										
2023	Manufacturing (1)	31.0	2.5	44.0	46.7	50.0	51.0	57.6	70.4	103.3	140.7
	Electricity and gas supply; sewerage, waste management and remediation activities	3.9	0.3	[*7]	[*7]	65.1	71.0	74.1	98.1	106.0	[*7]
	Construction	146.0	11.8	61.3	67.7	76.2	81.0	86.4	109.9	137.5	173.3
	Import and export trade	251.9	20.4	48.1	50.6	55.9	58.6	62.3	83.5	117.6	193.2
	Wholesale	23.7	1.9	43.0	46.3	48.4	51.5	54.4	68.0	89.9	128.6
	Retail trade	97.9	7.9	41.7	44.0	45.0	46.1	48.0	58.1	70.8	100.0
	Supermarkets and convenience stores	9.4	0.8	[*7]	45.0	45.0	45.0	47.8	51.4	67.9	70.0
	Other retail stores	88.5	7.2	41.7	43.2	44.8	46.3	48.1	59.2	75.8	100.8
	Land transport	52.4	4.2	45.5	48.4	50.2	53.8	56.8	70.8	95.5	118.3
	Other transportation, storage, postal and courier services (2)	31.7	2.6	41.1	46.4	48.4	50.4	53.2	70.0	94.1	143.4
	Food and beverage services	90.5	7.3	41.7	44.4	46.7	48.9	50.0	58.3	74.1	90.7
	Hong Kong style tea cafes	17.7	1.4	41.7	42.9	46.7	48.1	50.0	55.0	67.7	82.8
	Chinese restaurants	21.8	1.8	42.5	43.5	45.0	48.4	50.5	61.7	80.5	98.2
	Restaurants, other than Chinese	32.9	2.7	44.9	46.8	49.2	50.2	52.4	62.2	77.8	92.6
	Fast food cafes (3)	12.2	1.0	40.0	41.2	44.0	46.6	46.6	57.0	65.0	74.1
	Other food and beverage services	5.9	0.5	[*7]	44.8	46.7	48.1	48.1	54.2	72.9	98.8
	Accommodation services	6.3	0.5	[*7]	43.3	48.1	49.3	51.9	62.9	78.4	111.1
	Information and communications	43.4	3.5	50.2	54.9	56.5	59.7	66.7	100.0	155.5	222.2
	Financing and insurance	60.2	4.9	51.1	55.3	58.3	61.6	67.5	111.5	167.4	261.9
	Real estate activities (4)	18.7	1.5	49.6	55.6	56.2	60.9	66.7	95.2	142.9	200.0
	Estate management, security and cleaning services	31.1	2.5	40.3	42.3	43.3	44.9	45.8	54.0	74.2	114.4
	Real estate maintenance management	6.8	0.5	[*7]	43.1	44.2	44.9	46.1	50.7	74.1	120.6
	Security services (5)	8.8	0.7	[*7]	41.7	43.2	44.4	46.2	55.0	72.2	100.0
	Cleaning services	6.8	0.5	[*7]	43.0	45.0	46.2	47.0	50.0	66.7	100.0
	Membership organisations (6)	8.8	0.7	[*7]	40.0	42.2	44.9	44.9	54.8	76.7	138.1
	Professional, scientific and technical activities	89.0	7.2	48.4	52.3	56.8	60.9	66.1	96.6	147.8	216.6
	Administrative and support services activities	12.0	1.0	45.0	47.7	48.1	51.6	52.9	73.6	115.6	166.7
	Travel agency, reservation service and related activities	10.4	0.8	43.0	43.5	48.7	49.0	51.5	63.0	98.8	139.9
	Education and public administration (excluding the Government)	62.1	5.0	44.5	50.8	53.6	59.1	63.1	100.0	155.8	225.5
	Human health activities; and beauty and body prettifying treatment	58.2	4.7	42.7	51.6	54.9	59.3	65.8	81.2	140.7	217.0

Size of business undertakings		Business undertakings with number of persons engaged less than 50									
		No. of employees		Hourly wage							
		Number ('000)	Percentage (%)	5 <sup>th</sup> percentile (HK\$)	10 <sup>th</sup> percentile (HK\$)	15 <sup>th</sup> percentile (HK\$)	20 <sup>th</sup> percentile (HK\$)	25 <sup>th</sup> percentile (HK\$)	50 <sup>th</sup> percentile (HK\$)	75 <sup>th</sup> percentile (HK\$)	90 <sup>th</sup> percentile (HK\$)
Year	Industry section										
	Miscellaneous activities	57.4	4.6	41.7	43.5	44.4	46.6	49.3	55.2	66.7	85.9
	Elderly homes	12.8	1.0	40.3	42.7	43.8	45.2	45.6	55.0	64.8	80.8
	Laundry and dry cleaning services	2.9	0.2	[*7]	[*7]	[*7]	49.1	50.0	52.0	61.0	[*7]
	Hairdressing and other personal services	32.5	2.6	41.7	43.5	44.4	49.3	50.0	55.0	64.1	82.4
	Local courier services	3.0	0.2	[*7]	[*7]	[*7]	49.8	49.8	57.0	71.9	[*7]
	Food processing and production	6.2	0.5	[*7]	44.0	46.1	47.6	49.3	62.7	83.6	105.6
	Other activities not classified above	56.9	4.6	40.8	45.0	49.4	53.2	57.3	74.9	113.7	159.1
	All industry sections	1 234.7	100.0	44.1	48.2	50.5	54.2	57.3	78.8	116.7	171.4

- 1 Excluding food processing and production.
- 2 Excluding local courier services.
- 3 Including takeaway shops.
- 4 Excluding real estate maintenance management.
- 5 Including investigation activities and services to buildings and landscape care activities.
- 6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..
- [\*7] Figure is not released due to relatively large sampling error.

**Table 6.18 : Level and distribution of weekly working hours by employment nature, sex and age group**

				Weekly working hours		
				25 <sup>th</sup> percentile (Hours)	50 <sup>th</sup> percentile (Hours)	75 <sup>th</sup> percentile (Hours)
Year	Sex	Employment nature	Age group			
2023	Male	Full-time employees	15 - 24	40.6	44.3	49.8
			25 - 34	40.6	44.0	49.4
			35 - 44	40.6	44.3	50.8
			45 - 54	40.6	44.7	49.9
			55 and over	40.6	48.0	54.0
			All age groups	40.6	45.0	51.0
		All employees	15 - 24	38.8	42.5	48.0
			25 - 34	40.6	43.2	49.4
			35 - 44	40.6	44.3	49.9
			45 - 54	40.6	44.3	49.9
			55 and over	40.6	46.8	54.0
			All age groups	40.6	44.3	50.8
	Female	Full-time employees	15 - 24	40.6	43.2	48.0
			25 - 34	40.6	41.3	45.7
			35 - 44	40.4	42.0	47.1
			45 - 54	40.6	44.3	49.6
			55 and over	40.6	47.8	52.5
			All age groups	40.6	43.2	48.0
		All employees	15 - 24	32.8	40.6	46.0
			25 - 34	40.6	40.6	45.7
			35 - 44	39.3	41.5	46.2
			45 - 54	39.3	43.4	48.5
			55 and over	35.5	42.5	49.9
			All age groups	39.3	42.0	48.0
	Both sexes	Full-time employees	15 - 24	40.6	44.3	48.0
			25 - 34	40.6	42.3	48.0
			35 - 44	40.6	43.7	48.0
			45 - 54	40.6	44.3	49.9
			55 and over	40.6	48.0	54.0
			All age groups	40.6	44.3	49.5
		All employees	15 - 24	36.9	40.6	48.0
			25 - 34	40.6	42.0	48.0
			35 - 44	40.4	43.2	48.0
			45 - 54	40.0	44.3	49.4
			55 and over	39.3	45.2	52.7
			All age groups	39.8	43.2	48.5

**Table 6.19 : Level and distribution of weekly working hours by sex and educational attainment : Full-time employees**

		Weekly working hours								
		25 <sup>th</sup> percentile (Hours)			50 <sup>th</sup> percentile (Hours)			75 <sup>th</sup> percentile (Hours)		
Employment nature		Full-time employees			Full-time employees			Full-time employees		
Sex		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Year	Educational attainment									
2023	Primary and below	44.6	42.0	44.2	48.5	48.0	48.0	55.7	54.0	54.0
	Lower secondary	45.0	44.3	44.7	51.0	48.0	49.0	55.5	54.0	54.2
	Upper secondary	40.6	40.6	40.6	47.1	44.3	45.5	53.9	48.5	51.0
	Post-secondary	40.4	39.3	39.6	40.6	40.6	40.6	45.7	44.3	45.2
	All educational attainment	40.6	40.6	40.6	45.0	43.2	44.3	51.0	48.0	49.5

**Table 6.20 : Level and distribution of weekly working hours by sex and occupational group : Full-time employees**

		Weekly working hours								
		25 <sup>th</sup> percentile (Hours)			50 <sup>th</sup> percentile (Hours)			75 <sup>th</sup> percentile (Hours)		
Employment nature		Full-time employees			Full-time employees			Full-time employees		
Sex		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Year	Occupational group									
2023	Elementary occupations	44.3	42.0	43.8	48.0	48.0	48.0	54.0	51.2	54.0
	Service and sales workers	48.0	44.3	45.2	54.0	48.5	51.1	60.0	55.6	59.8
	Craft and related workers, plant and machine operators and assemblers	43.2	41.2	43.2	48.0	48.0	48.0	54.0	54.0	54.0
	Clerical support workers	40.6	40.3	40.6	42.7	40.6	41.3	46.2	45.7	45.7
	Managers, professionals and associate professionals	39.6	39.3	39.6	40.6	40.6	40.6	45.7	44.6	45.7
	All occupational groups	40.6	40.6	40.6	45.0	43.2	44.3	51.0	48.0	49.5

**Table 6.21 : Level and distribution of weekly working hours by industry section : Full-time employees**

Employment nature		Full-time employees		
		Weekly working hours		
		25 <sup>th</sup> percentile (Hours)	50 <sup>th</sup> percentile (Hours)	75 <sup>th</sup> percentile (Hours)
Year	Industry section			
2023	Manufacturing (1)	40.8	45.7	48.7
	Electricity and gas supply; sewerage, waste management and remediation activities	[*7]	[*7]	[*7]
	Construction	42.5	48.0	53.2
	Import and export trade	38.8	40.6	43.8
	Wholesale	40.6	44.3	48.0
	Retail trade	44.3	48.0	54.0
	Supermarkets and convenience stores	45.0	52.0	54.0
	Other retail stores	43.2	48.0	54.0
	Land transport	42.0	48.0	54.0
	Other transportation, storage, postal and courier services (2)	40.6	44.3	50.4
	Food and beverage services	48.0	54.0	60.0
	Hong Kong style tea cafes	48.0	54.0	60.0
	Chinese restaurants	54.0	55.4	60.0
	Restaurants, other than Chinese	48.0	54.0	58.0
	Fast food cafes (3)	45.0	52.9	55.9
	Other food and beverage services	45.7	51.0	54.0
	Accommodation services	[*7]	[*7]	[*7]
	Information and communications	40.6	40.6	44.4
	Financing and insurance	39.3	40.6	42.5
	Real estate activities (4)	40.6	43.2	46.5
	Estate management, security and cleaning services	45.7	49.4	63.5
	Real estate maintenance management	46.2	54.0	66.0
	Security services (5)	48.0	59.2	66.0
	Cleaning services	45.0	48.0	51.0
	Membership organisations (6)	40.4	44.3	48.0
	Professional, scientific and technical activities	39.2	40.6	43.2
	Administrative and support services activities	40.6	41.9	46.2
	Travel agency, reservation service and related activities	39.3	41.8	46.2
	Education and public administration (excluding the Government)	39.6	41.5	45.6
	Human health activities; and beauty and body prettifying treatment	40.6	44.1	48.0
	Miscellaneous activities	45.0	48.1	54.0
	Elderly homes	[*7]	[*7]	[*7]
	Laundry and dry cleaning services	42.0	48.0	57.0
	Hairdressing and other personal services	44.3	48.0	54.0
	Local courier services	[*7]	[*7]	[*7]
	Food processing and production	45.7	48.2	54.0
	Other activities not classified above	40.6	44.3	48.0
	All industry sections	40.6	44.3	49.5

1 Excluding food processing and production.

2 Excluding local courier services.

3 Including takeaway shops.

4 Excluding real estate maintenance management.

5 Including investigation activities and services to buildings and landscape care activities.

6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..

[\*7] Figure is not released due to relatively large sampling error.

**Table 6.22 : Number of employees by industry section and weekly working hours : Full-time employees**

Employment nature				Full-time employees									
Weekly working hours				< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56	56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72
		Year	Industry section										
No. of employees	Number ('000)	2023	Manufacturing (1)	7.4	10.0	12.9	12.6	3.1	1.3	3.9	1.2	[*7]	[*7]
			Electricity and gas supply; sewerage, waste management and remediation activities	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Construction	38.2	46.7	53.0	71.9	58.1	8.9	7.5	1.0	2.1	4.2
			Import and export trade	81.3	139.9	50.4	13.3	5.6	1.8	1.0	[*7]	[*7]	0.8
			Wholesale	6.1	7.7	4.4	5.7	1.9	0.9	0.6	[*7]	[*7]	[*7]
			Retail trade	19.2	28.1	39.0	37.5	41.6	6.9	11.2	6.5	0.7	2.7
			Supermarkets and convenience stores	3.9	2.0	4.8	5.3	10.3	2.6	1.0	1.8	[*7]	[*7]
			Other retail stores	15.3	26.1	34.2	32.2	31.4	4.2	10.2	4.7	[*7]	[*7]
			Land transport	14.1	26.9	17.2	26.9	13.3	4.3	3.5	7.3	1.7	4.7
			Other transportation, storage, postal and courier services (2)	15.9	25.8	18.7	15.1	5.7	3.2	6.2	1.2	0.6	4.3
			Food and beverage services	9.3	14.1	11.5	28.5	42.6	9.8	36.3	7.5	2.8	4.1
			Hong Kong style tea cafes	[*7]	1.4	0.9	4.9	3.8	1.0	5.9	0.6	[*7]	[*7]
			Chinese restaurants	2.0	1.7	4.0	6.2	15.6	3.1	18.6	4.4	0.7	1.6
			Restaurants, other than Chinese	2.8	6.1	2.8	10.5	13.5	3.8	9.5	[*7]	[*7]	1.5
			Fast food cafes (3)	2.5	3.6	3.3	4.9	7.5	1.4	[*7]	1.6	1.6	[*7]
			Other food and beverage services	[*7]	1.2	0.6	1.9	2.2	0.6	[*7]	[*7]	[*7]	[*7]
			Accommodation services	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Information and communications	22.7	56.5	18.2	9.7	3.1	[*7]	[*7]	[*7]	[*7]	[*7]
			Financing and insurance	88.9	94.9	35.3	11.6	1.7	0.5	[*7]	[*7]	[*7]	0.6
			Real estate activities (4)	8.8	13.1	6.5	7.2	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Estate management, security and cleaning services	13.5	30.1	20.4	64.5	29.7	4.9	9.2	28.4	1.7	26.5
			Real estate maintenance management	5.9	16.4	9.1	26.0	17.0	[*7]	5.4	18.3	[*7]	16.0
			Security services (5)	0.7	2.7	1.6	11.8	[*7]	0.7	[*7]	9.8	1.1	8.4
			Cleaning services	4.0	8.8	7.6	23.8	9.3	1.1	2.4	[*7]	[*7]	1.1
			Membership organisations (6)	2.9	2.2	2.1	3.0	[*7]	[*7]	[*7]	[*7]	[*7]	1.0
			Professional, scientific and technical activities	52.5	95.8	25.4	8.0	4.7	1.5	[*7]	[*7]	[*7]	[*7]
			Administrative and support services activities	3.9	7.6	3.8	3.4	0.8	0.5	[*7]	[*7]	[*7]	[*7]
			Travel agency, reservation service and related activities	3.6	1.9	2.0	1.6	0.8	[*7]	[*7]	[*7]	[*7]	[*7]
			Education and public administration (excluding the Government)	69.7	54.1	38.6	19.9	7.5	0.5	[*7]	1.4	[*7]	[*7]
			Human health activities; and beauty and body prettifying treatment	33.5	42.1	33.3	31.4	9.3	1.7	[*7]	[*7]	[*7]	[*7]
			Miscellaneous activities	8.9	10.5	12.9	29.3	14.1	[*7]	8.1	3.2	[*7]	2.8
			Elderly homes	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Laundry and dry cleaning services	0.6	[*7]	[*7]	1.0	[*7]	0.5	[*7]	[*7]	[*7]	[*7]
			Hairdressing and other personal services	4.6	4.3	5.2	15.1	5.8	1.2	3.2	[*7]	[*7]	[*7]
			Local courier services	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Food processing and production	1.1	3.2	1.3	8.9	3.7	[*7]	1.2	[*7]	[*7]	[*7]
			Other activities not classified above	17.1	33.7	29.7	20.5	8.7	1.3	2.5	0.6	[*7]	[*7]
			All industry sections	520.5	753.5	442.9	437.2	257.0	53.8	92.7	59.3	10.4	52.3

Employment nature			Full-time employees									
Weekly working hours			< 40	40 - < 44	44 - < 48	48 - < 52	52 - < 56	56 - < 60	60 - < 64	64 - < 68	68 - < 72	≥ 72
	Year	Industry section										
Percentage share in respective industry section (%)	2023	Manufacturing (1)	13.9	19.0	24.3	23.9	5.8	2.5	7.3	2.2	[*7]	[*7]
		Electricity and gas supply; sewerage, waste management and remediation activities	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Construction	13.1	16.0	18.2	24.7	19.9	3.0	2.6	0.4	0.7	1.4
		Import and export trade	27.7	47.6	17.2	4.5	1.9	0.6	0.3	[*7]	[*7]	0.3
		Wholesale	21.9	27.8	15.7	20.5	7.0	3.3	2.1	[*7]	[*7]	[*7]
		Retail trade	9.9	14.5	20.2	19.4	21.5	3.5	5.8	3.4	0.4	1.4
		Supermarkets and convenience stores	12.0	6.2	14.7	16.1	31.5	8.1	3.2	5.6	[*7]	[*7]
		Other retail stores	9.5	16.2	21.3	20.0	19.5	2.6	6.3	2.9	[*7]	[*7]
		Land transport	11.8	22.4	14.3	22.4	11.1	3.6	2.9	6.1	1.4	4.0
		Other transportation, storage, postal and courier services (2)	16.4	26.7	19.4	15.6	5.9	3.4	6.4	1.2	0.6	4.4
		Food and beverage services	5.6	8.5	6.9	17.1	25.6	5.9	21.8	4.5	1.7	2.5
		Hong Kong style tea cafes	[*7]	6.7	4.2	23.9	18.5	4.7	28.7	2.9	[*7]	[*7]
		Chinese restaurants	3.5	2.9	6.8	10.7	27.0	5.4	32.2	7.6	1.2	2.7
		Restaurants, other than Chinese	5.4	11.9	5.4	20.3	26.1	7.4	18.4	[*7]	[*7]	2.9
		Fast food cafes (3)	8.8	12.5	11.4	16.8	25.7	4.7	[*7]	5.5	5.6	[*7]
		Other food and beverage services	[*7]	16.8	8.8	26.5	29.9	7.8	[*7]	[*7]	[*7]	[*7]
		Accommodation services	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Information and communications	20.5	51.1	16.4	8.8	2.8	[*7]	[*7]	[*7]	[*7]	[*7]
		Financing and insurance	38.0	40.6	15.1	5.0	0.7	0.2	[*7]	[*7]	[*7]	0.2
		Real estate activities (4)	24.0	35.7	17.6	19.7	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Estate management, security and cleaning services	5.9	13.1	8.9	28.2	13.0	2.2	4.0	12.4	0.7	11.6
		Real estate maintenance management	5.0	14.0	7.8	22.2	14.5	[*7]	4.6	15.7	[*7]	13.6
		Security services (5)	1.6	6.6	3.8	28.8	[*7]	1.6	[*7]	24.0	2.7	20.6
		Cleaning services	6.9	15.0	12.9	40.8	16.0	1.9	4.1	[*7]	[*7]	2.0
		Membership organisations (6)	23.5	17.7	17.0	23.7	[*7]	[*7]	[*7]	[*7]	[*7]	8.1
		Professional, scientific and technical activities	27.9	50.8	13.5	4.2	2.5	0.8	[*7]	[*7]	[*7]	[*7]
		Administrative and support services activities	19.2	37.8	18.7	16.9	3.9	2.5	[*7]	[*7]	[*7]	[*7]
		Travel agency, reservation service and related activities	36.5	18.9	20.2	15.8	8.6	[*7]	[*7]	[*7]	[*7]	[*7]
		Education and public administration (excluding the Government)	36.3	28.1	20.1	10.4	3.9	0.3	[*7]	0.7	[*7]	[*7]
		Human health activities; and beauty and body prettifying treatment	22.1	27.7	22.0	20.7	6.1	1.1	[*7]	[*7]	[*7]	[*7]
		Miscellaneous activities	9.5	11.3	13.9	31.5	15.2	[*7]	8.8	3.4	[*7]	3.0
		Elderly homes	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Laundry and dry cleaning services	16.5	[*7]	[*7]	29.4	[*7]	15.8	[*7]	[*7]	[*7]	[*7]
		Hairdressing and other personal services	11.7	11.0	13.2	38.3	14.8	3.1	8.1	[*7]	[*7]	[*7]
		Local courier services	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Food processing and production	5.1	15.8	6.2	43.3	18.0	[*7]	5.6	[*7]	[*7]	[*7]
		Other activities not classified above	14.9	29.4	26.0	17.9	7.6	1.1	2.2	0.5	[*7]	[*7]
		All industry sections	19.4	28.1	16.5	16.3	9.6	2.0	3.5	2.2	0.4	2.0

1 Excluding food processing and production.

2 Excluding local courier services.

- 3 Including takeaway shops.
- 4 Excluding real estate maintenance management.
- 5 Including investigation activities and services to buildings and landscape care activities.
- 6 Including incorporated owners/tenants committees, kaifong welfare associations, etc..
- [\*7] Figure is not released due to relatively large sampling error.



## 7. Further Information

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For the latest and more detailed statistics on wages and hours, please refer to [Wages and Labour Earnings](#) subject page where you may customise the following tables to fit your own needs:

- [Table 220-23001: Number of employees by employment nature, sex and age group](#)
- [Table 220-23002: Number of employees by employment nature, sex and educational attainment](#)
- [Table 220-23003: Number of employees by employment nature, sex and occupational group](#)
- [Table 220-23004: Number of employees by employment nature and industry section](#)
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## 8. Explanatory Notes

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### Data source

The Annual Earnings and Hours Survey (AEHS) was launched by Census and Statistics Department in the second quarter of 2009. The purpose of the survey is to provide comprehensive data on employees in Hong Kong regarding the level and distribution of their wages, employment details and demographic profile. These statistics are useful for studies on labour related topics by the private sector and the Government. They are also essential inputs for analyses related to the Statutory Minimum Wage (SMW). In designing the survey, reference has been made to relevant international standards and practices in conducting surveys of similar nature as well as views of major data users.

### Objectives of the survey

AEHS aims to provide the following data:

- i. The level and distribution of wages of employees in Hong Kong, including median, quartiles and percentiles spread of wage rates by key industry section and by broad occupational group; and
- ii. The employment and demographic characteristics of employees.

### Survey reference period

The figures of this report refer to May – June of the year.

### Cautions in interpreting the statistics

- i. The definition of wage(s) published in this report follows the definition of “wages” as adopted in the Employment Ordinance. It covers basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances and overtime allowance paid to an employee in the wage period. It does not cover bonuses and allowances of gratuitous nature, end of year payment, and payments in kind (e.g. value of food and accommodation provided by the employer). In 2009 and 2010, hourly wage was derived by dividing the amount of wages paid to an employee in the wage period by the total number of working hours in the same period. Rest time and meal break were not counted as working hours if no work was done or to be done during the time period concerned. Starting from 2011, the method for deriving hourly wage has taken into account the definitions of hours worked and wages payable under the Minimum Wage Ordinance as far as possible, such that the data can be directly used for analyses related to the SMW. For details of the compilation method of hourly wage from 2011 onwards, please refer to Appendix II in [Explanatory Notes \(Complete Version\)](#).

- ii. Despite the change in the calculation method of hourly wage since 2011, there is no change to the definition of monthly wage, which refers to the total monthly wages paid to an employee. Comparison of monthly wages of different years is useful in reflecting the change in take-home pay of employees in the period concerned.
- iii. Before 2011, number of working hours was defined to cover contractual/agreed working hours and overtime hours worked at the direction of employers. Meal breaks were excluded if no work was done or to be done during the time period concerned. Starting from 2011, taking into account the definition of hours worked under the Minimum Wage Ordinance, meal breaks which are regarded as working hours according to the employment contract or agreement with the employer are also included in the working hours, irrespective of whether work is provided during the meal break period. For details of the definition of working hours from 2011 onwards, please refer to Appendix I in [Explanatory Notes \(Complete Version\)](#).
- iv. Changes in hourly wage levels at different percentiles between successive surveys should be interpreted with care. Apart from changes in definitions of hourly wage and working hours mentioned above, other factors such as salary revisions and changes in composition of employees in terms of experience and quality may also affect the movements of wage levels.
- v. Hourly wage distribution statistics of employees in “business undertakings with number of persons engaged less than 50” have been published in this report since 2010. They are not comparable to the hourly wage distribution statistics of employees in “establishments with number of persons engaged less than 50” published in the report for the 2009 survey. Specifically, an employee who works in a small outlet (say with 10 persons) of a large chain store (say with 500 persons) would have been covered in the relevant 2009 statistics compiled on “establishment” basis, but not in the statistics compiled on “business undertaking” basis from 2010 onwards.
- vi. Starting from the report of the 2019 survey, the industry section “Restaurants” has been expanded to cover also “Other food service activities” which was previously classified under the industry section “Accommodation and other food service activities”. For the sake of clarity and consistency, the “Restaurants” industry section has been renamed as “Food and beverage services” after the expansion of coverage while “Other food service activities” has also been renamed as “Other food and beverage services”. As a result of this re-classification, statistics for “Accommodation services” have been separately provided.
- vii. The classification of occupation used in the AEHS for analysing employees at different occupational groups is broadly modelled on the International Standard Classification of Occupations 2008 (ISCO-08). The occupation classification scheme has been enhanced since 2022 to follow the ISCO-08 more closely, with statistics backcasted to 2016 survey to facilitate comparison. Figures under this classification are not directly comparable to figures under other classifications. For details, please see Concepts and Definitions of Appendix I in [Explanatory Notes \(Complete Version\)](#).

### **Definitions - Median monthly wage and median hourly wage**

Monthly wage refers to the amount of wages earned by employees (excluding government employees as well as student interns, work experience students, and live-in domestic workers as exempted by the Minimum Wage Ordinance) in the specified survey reference month. The year-on-year change in the median monthly wage is useful in reflecting the change in take-home pay of employees between two years.

The monthly wage can be affected by the hours worked during the month concerned. Therefore, median hourly wage statistics are also compiled to facilitate comparison of employees' wage levels over time.

Following the definition of wage in the Employment Ordinance, wage includes basic wage, commission and tips not of gratuitous nature, guaranteed bonuses and allowances, and overtime allowance paid to an employee in the survey period. It does not cover bonuses and allowances of gratuitous nature, end of year payment and payments in kind.

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

Hourly wage is derived by dividing the amount of wages paid to an employee in the wage period related to hours worked (i.e. wages paid after deducting payments related to rest days and meal breaks which are not regarded as working hours) by number of hours worked in the same wage period. Following the Minimum Wage Ordinance, hours worked is the sum of the contractual/agreed working hours (including meal breaks which are regarded as working hours according to the employment contract or agreement with the employer) and overtime hours worked at the direction of employers.

The median hourly wage is compiled using the same method as the median monthly wage.

Apart from median figures, percentile monthly/hourly wage figures are also useful in discerning the distribution of monthly/hourly wage of employees. The pth percentile monthly/hourly wage is the monthly/hourly wage value which delineates the lowest p% of all the employees concerned, where p can be any integer value from 1 to 99.

### **Rounding of figures**

- i. Number of employees is rounded to the nearest hundred.
- ii. Percentile hourly wages are rounded to the nearest ten cents of Hong Kong dollar.
- iii. Monthly wages are rounded to the nearest hundred of Hong Kong dollar.
- iv. Weekly working hours are rounded to one decimal place.

- v. Figures in the tables may not add up to the total due to rounding.
- vi. Percentage changes are derived from unrounded figures.

#### **Data suppression**

[\*7] Figure is not released due to relatively large sampling error. When necessary, an additional cell is also suppressed to prevent the deduction of a suppressed cell from the total. The suppressed statistics are, nevertheless, included in the respective totals at broader level of classification.

**Explanatory Notes (Complete Version)**

[Explanatory Notes \(Complete Version\)](#)

## 9. Enquiries

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