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

Report on Annual Earnings and Hours Survey

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

2024 Edition

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1. Key Figures

- In May – June 2024, there were 2 874 200 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, 1 458 000 (51%) were male, and 1 416 100 (49%) were female.
- The median monthly wage of employees was $20,500, increased by 3.6% over a year earlier.
- The median hourly wage of employees was $82.9, increased by 3.5% over a year earlier.
- The median weekly working hours of employees was 43.4, slightly increased by 0.5% over a year earlier.

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

Year	2023				2024			
	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								
10th	10,400	+3.8	47.7	+4.6	10,700	+3.1	49.3	+3.5
25th	14,300	+4.3	57.0	+4.1	14,800	+3.6	59.2	+3.7
50th	19,800	+3.5	80.1	+3.5	20,500	+3.6	82.9	+3.5
75th	31,100	+3.1	127.6	+3.2	32,000	+2.8	131.5	+3.0
90th	48,500	+2.6	204.2	+2.4	50,000	+3.1	209.3	+2.5

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

Year	2023				2024			
	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	22,500	+4.2	89.6	+3.6	23,400	+4.0	93.3	+4.1
Female	17,500	+3.3	70.7	+3.2	18,100	+3.6	73.2	+3.5

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

Year	2023				2024			
	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	14,000	+1.4	60.3	+2.8	14,700	+5.0	62.8	+4.1
25 - 34	21,200	+5.0	82.4	+1.8	22,000	+3.7	86.7	+5.1
35 - 44	23,500	+4.4	94.0	+3.4	23,800	+1.2	97.2	+3.4
45 - 54	20,000	+3.3	82.0	+5.4	20,800	+4.0	83.9	+2.3
55 and over	16,000	+3.2	65.0	+1.3	16,500	+3.1	66.7	+2.6

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

Year	2023				2024			
	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	14,000	+5.2	54.8	+5.6	14,400	+2.7	56.8	+3.6
Lower secondary	15,200	+1.1	58.8	+3.5	15,900	+5.0	60.5	+2.8
Upper secondary	18,000	+4.7	70.0	+2.5	18,300	+1.7	71.7	+2.4
Post-secondary	30,900	+3.0	122.4	+1.0	31,300	+1.2	126.1	+3.0

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

Year	2023				2024			
	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	13,800	+4.2	56.4	+4.5	14,300	+3.7	58.6	+3.9
Service and sales workers	14,700	+3.8	56.3	+4.7	15,300	+3.9	58.4	+3.8
Craft and related workers, plant and machine operators and assemblers	23,200	+4.5	96.8	+3.8	24,000	+3.5	99.7	+3.0
Clerical support workers	16,200	+3.8	67.9	+5.3	16,800	+3.9	70.3	+3.4
Managers, professionals and associate professionals	30,600	+2.8	118.7	+1.3	31,600	+3.2	122.4	+3.1

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

Year	2023				2024			
	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)	18,900	+3.6	77.4	+3.8	19,600	+3.9	80.6	+4.2
Electricity and gas supply; sewerage, waste management and remediation activities	29,800	+2.8	116.7	+3.7	31,000	+4.0	122.2	+4.8
Construction	24,600	+3.0	106.9	+3.3	25,700	+4.3	110.7	+3.6
Import and export trade	19,900	+2.5	84.2	+1.7	20,800	+4.4	87.4	+3.9
Wholesale	16,300	+2.5	69.4	+2.5	17,200	+5.2	72.8	+4.8
Retail trade	14,100	+2.5	57.1	+3.9	14,500	+2.8	59.1	+3.5
Land transport	20,600	+4.1	84.4	+4.0	21,300	+3.5	87.5	+3.6
Other transportation, storage, postal and courier services (2)	19,400	+3.9	71.4	+3.0	20,800	+7.2	74.9	+4.9
Food and beverage services	14,700	+5.0	57.6	+4.7	15,300	+3.8	60.0	+4.2
Accommodation services	17,100	+4.2	62.0	+3.4	18,000	+5.6	64.2	+3.6
Information and communications	26,000	+3.6	100.8	+2.2	27,300	+5.0	105.6	+4.7
Financing and insurance	31,600	+3.6	120.1	+3.7	32,800	+3.7	124.6	+3.7
Real estate activities (3)	23,500	+3.1	95.8	+3.5	24,200	+3.1	98.4	+2.7
Estate management, security and cleaning services	14,200	+5.0	51.0	+4.7	14,700	+3.8	53.0	+3.9
Professional, scientific and technical activities	26,700	+2.7	104.8	+2.1	27,900	+4.5	107.6	+2.7
Administrative and support services activities	18,700	+3.9	76.7	+4.5	19,600	+4.8	79.7	+4.0
Travel agency, reservation service and related activities	15,500	+3.2	68.2	+3.1	16,200	+4.3	71.1	+4.2
Education and public administration (excluding the Government)	31,800	+2.5	140.8	+3.1	32,800	+3.2	146.2	+3.8
Human health activities; and beauty and body prettifying treatment	20,700	+3.4	96.7	+3.1	21,500	+4.0	99.1	+2.5
Miscellaneous activities	14,700	+5.5	55.9	+3.5	15,100	+2.9	57.9	+3.5
Other activities not classified above	18,100	+4.0	76.1	+4.1	18,900	+4.2	79.3	+4.3

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

- 1 475 100 employees (or 51% of total number of employees) were aged 35 – 54.

Chart 2.1 : Number of employees by age group, 2024

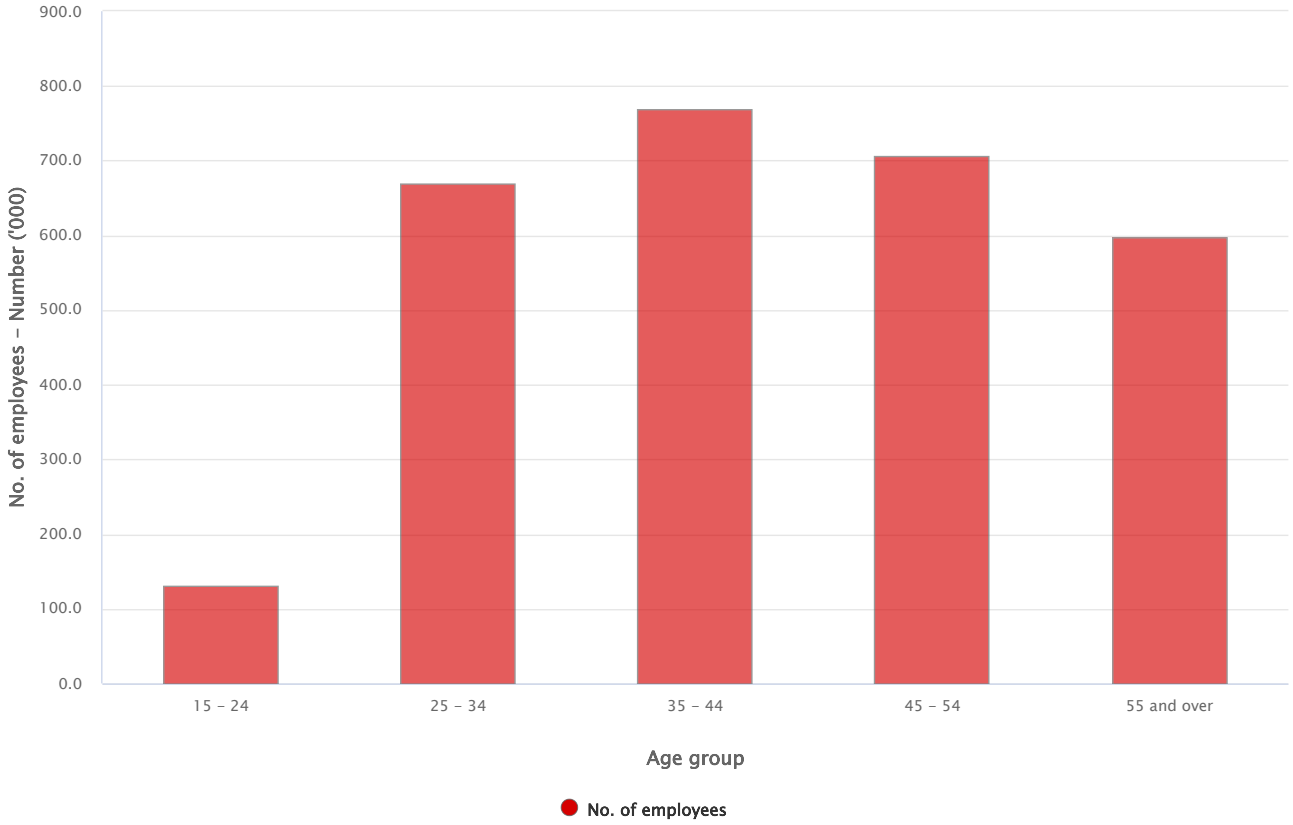


Table 2.1 : Number of employees by age group

Year	2024	
	No. of employees	
	Number ('000)	Percentage (%)
Age group		
15 - 24	131.6	4.6
25 - 34	669.8	23.3
35 - 44	768.4	26.7
45 - 54	706.8	24.6
55 and over	597.7	20.8

2. Analysed by educational attainment

- 1 190 700 employees (or 41% of total number of employees) had completed post-secondary education.

Chart 2.2 : Number of employees by educational attainment, 2024

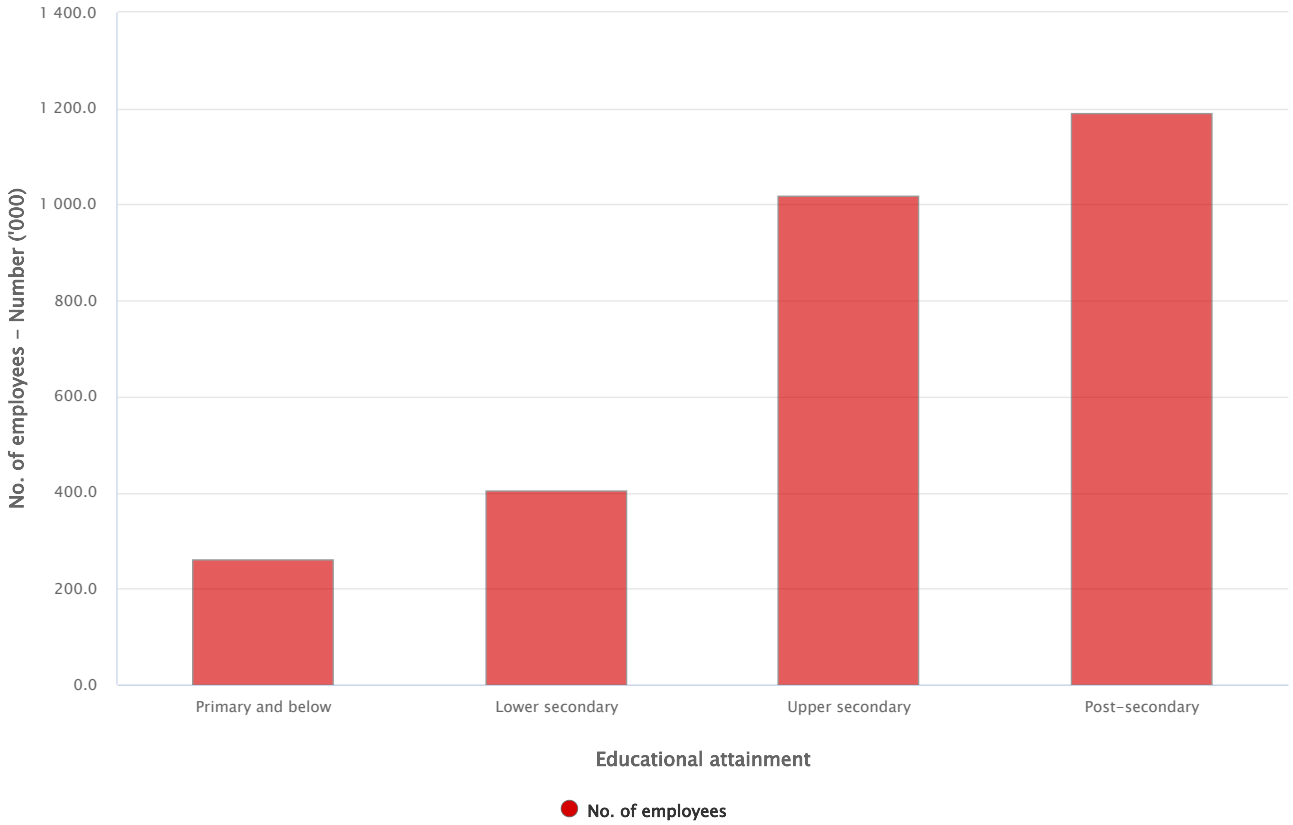


Table 2.2 : Number of employees by educational attainment

Year	2024	
	No. of employees	
	Number ('000)	Percentage (%)
Educational attainment		
Primary and below	260.8	9.1
Lower secondary	405.2	14.1
Upper secondary	1 017.5	35.4
Post-secondary	1 190.7	41.4

3. Analysed by occupational group

- 936 000 employees (or 33% 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, 2024

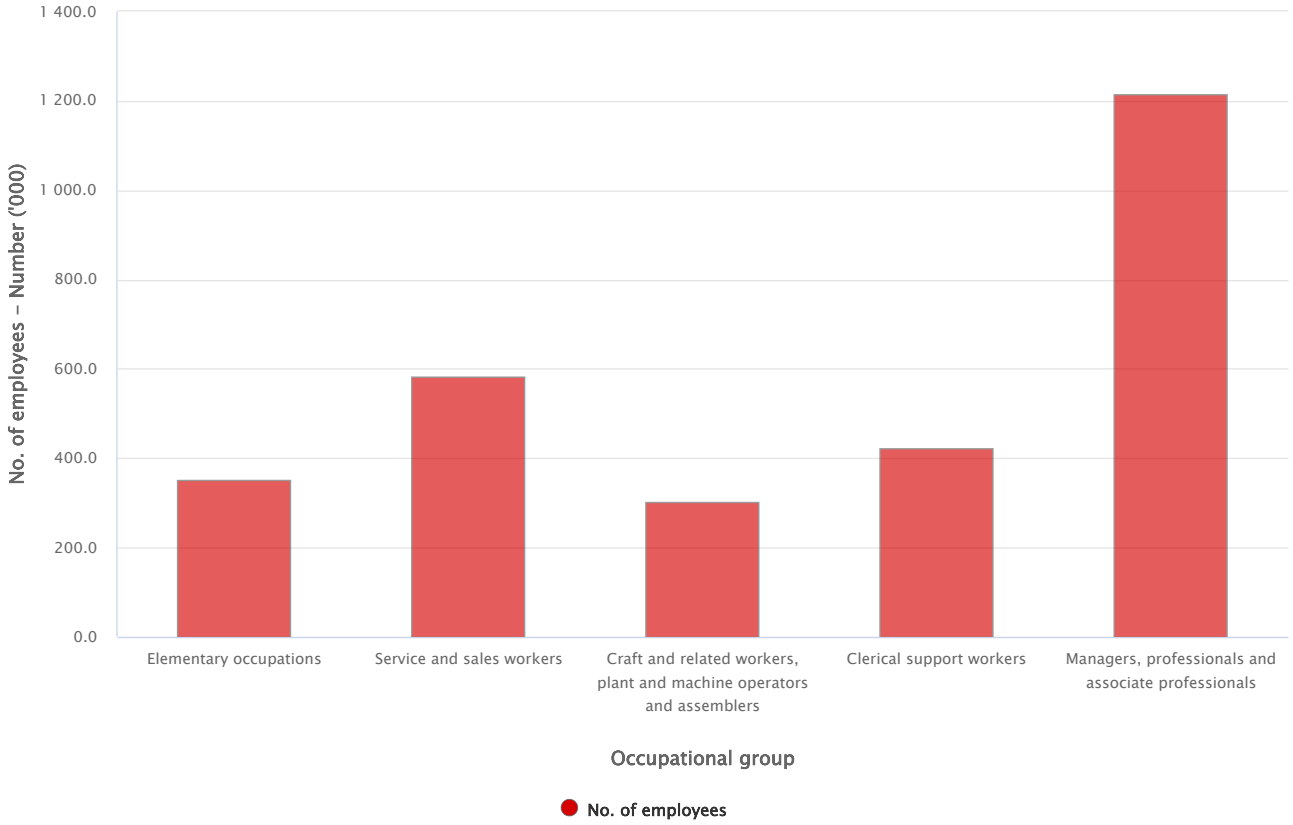


Table 2.3 : Number of employees by occupational group

Year	2024	
	No. of employees	
	Number ('000)	Percentage (%)
Occupational group		
Elementary occupations	352.6	12.3
Service and sales workers	583.4	20.3
Craft and related workers, plant and machine operators and assemblers	301.5	10.5
Clerical support workers	421.5	14.7
Managers, professionals and associate professionals	1 215.2	42.3

4. Analysed by industry section

- The five largest industries in terms of number of employees were construction; import and export trade; estate management, security and cleaning services; financing and insurance; and retail trade (altogether 1 308 300 employees or 46% of total number of employees).

Chart 2.4 : Number of employees by industry section, 2024

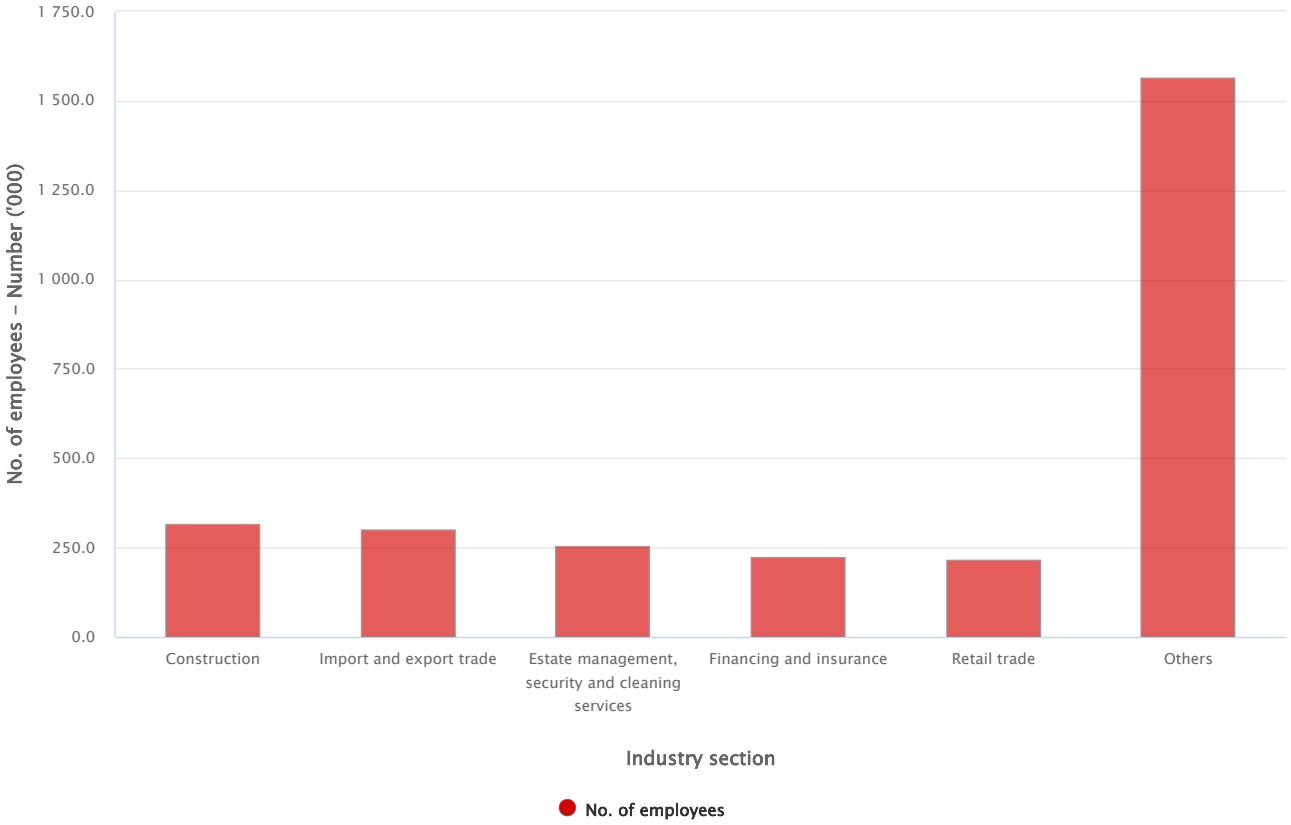


Table 2.4 : Number of employees by industry section

Year	2024	
	No. of employees	
	Number ('000)	Percentage (%)
Industry section		
Construction	315.4	11.0
Import and export trade	301.1	10.5
Estate management, security and cleaning services	252.8	8.8
Financing and insurance	224.4	7.8
Retail trade	214.6	7.5
Others	1 565.8	54.5

5. Analysed by employment nature

- 2 657 800 employees (or 92% of total number of employees) were employed on a full-time basis.

6. Analysed by employment mode

- 2 570 300 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 $20,500 and $21,400 respectively (both 3.6% higher than those of May – June 2023).

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

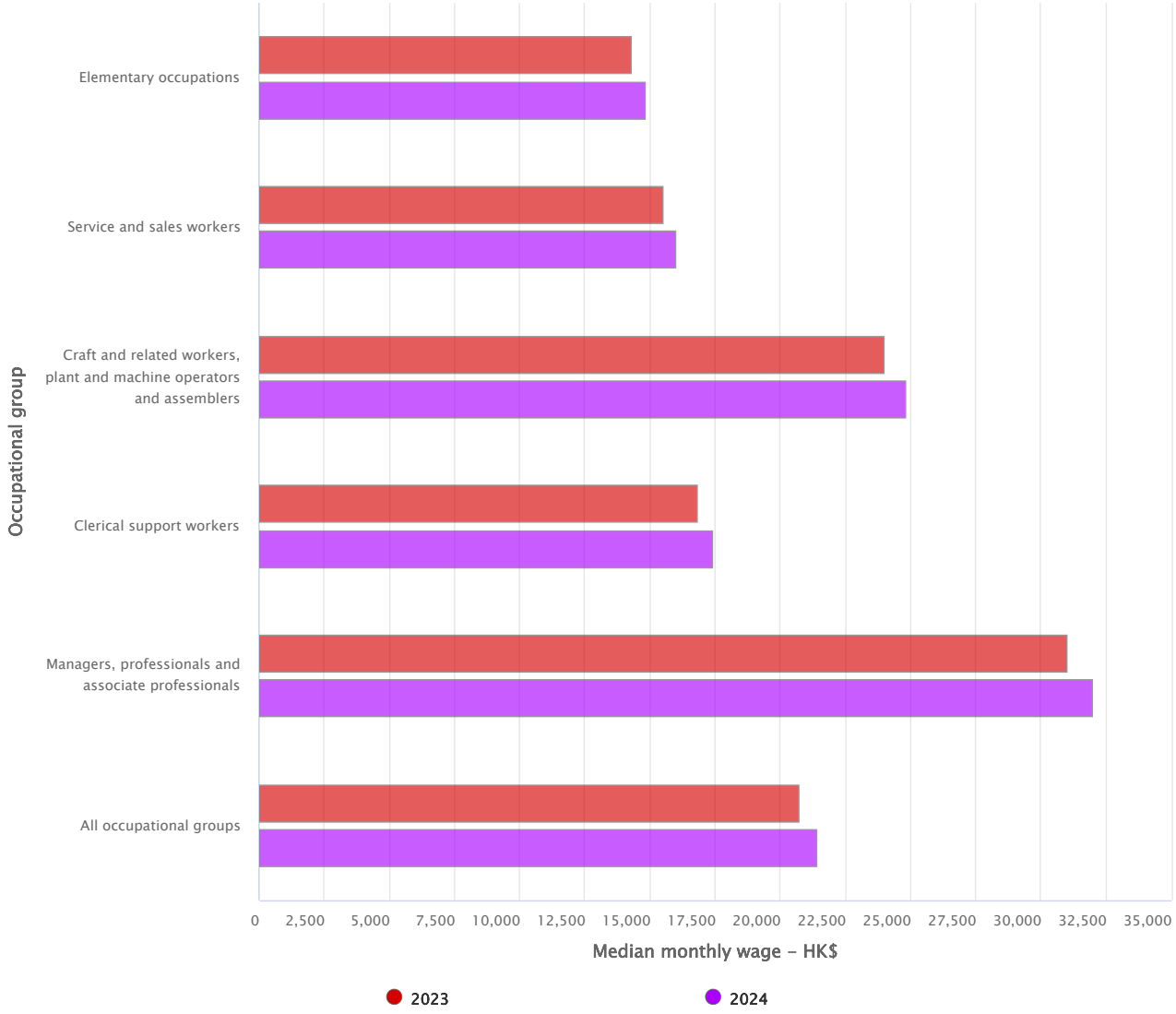


Table 3.1 : Median monthly wage of full-time employees by occupational group

Year	2023	2024
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK$	HK$
Occupational group		
Elementary occupations	14,300	14,800
Service and sales workers	15,500	16,000
Craft and related workers, plant and machine operators and assemblers	24,000	24,800
Clerical support workers	16,800	17,400
Managers, professionals and associate professionals	31,000	32,000
All occupational groups	20,700	21,400

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

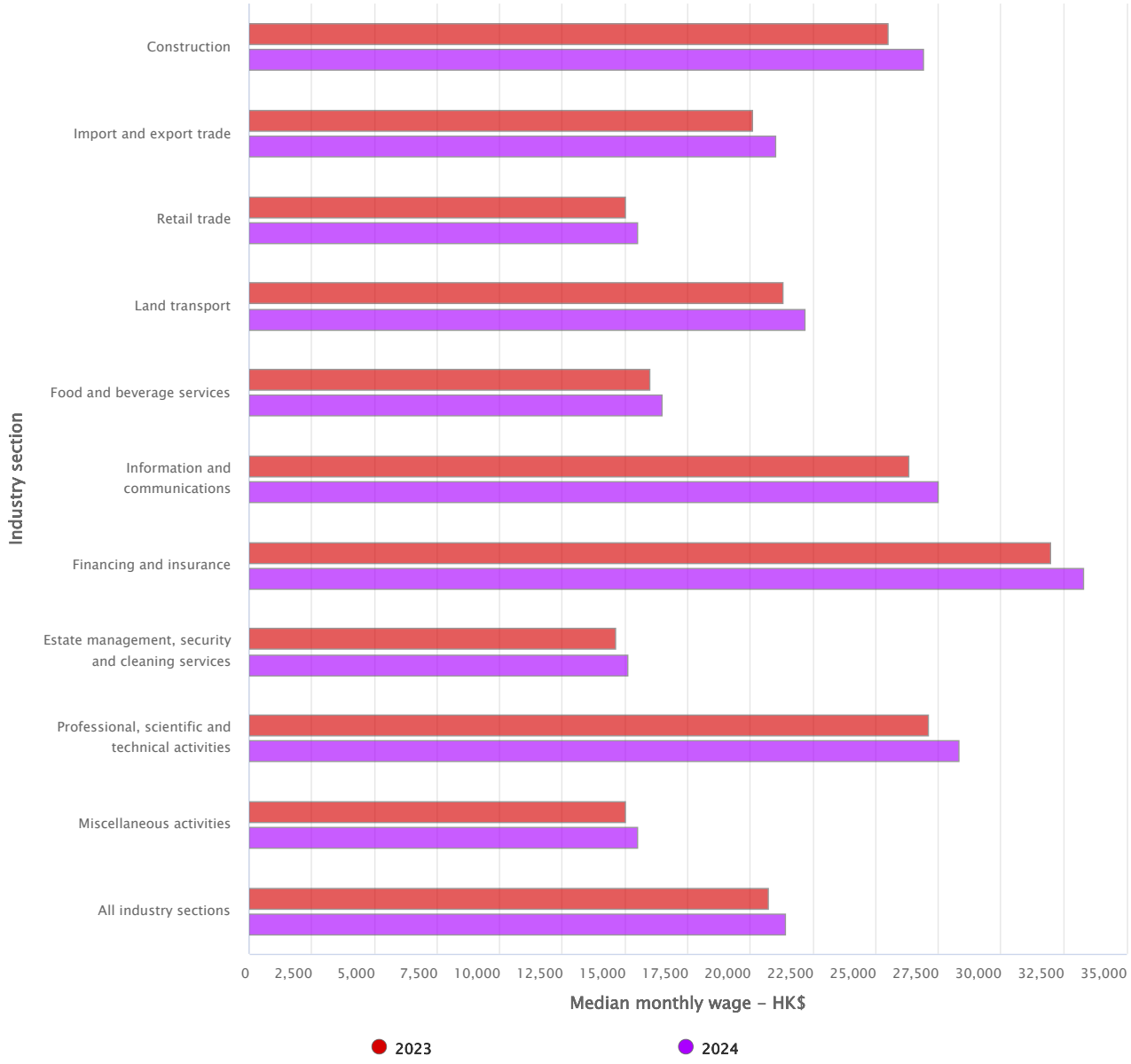


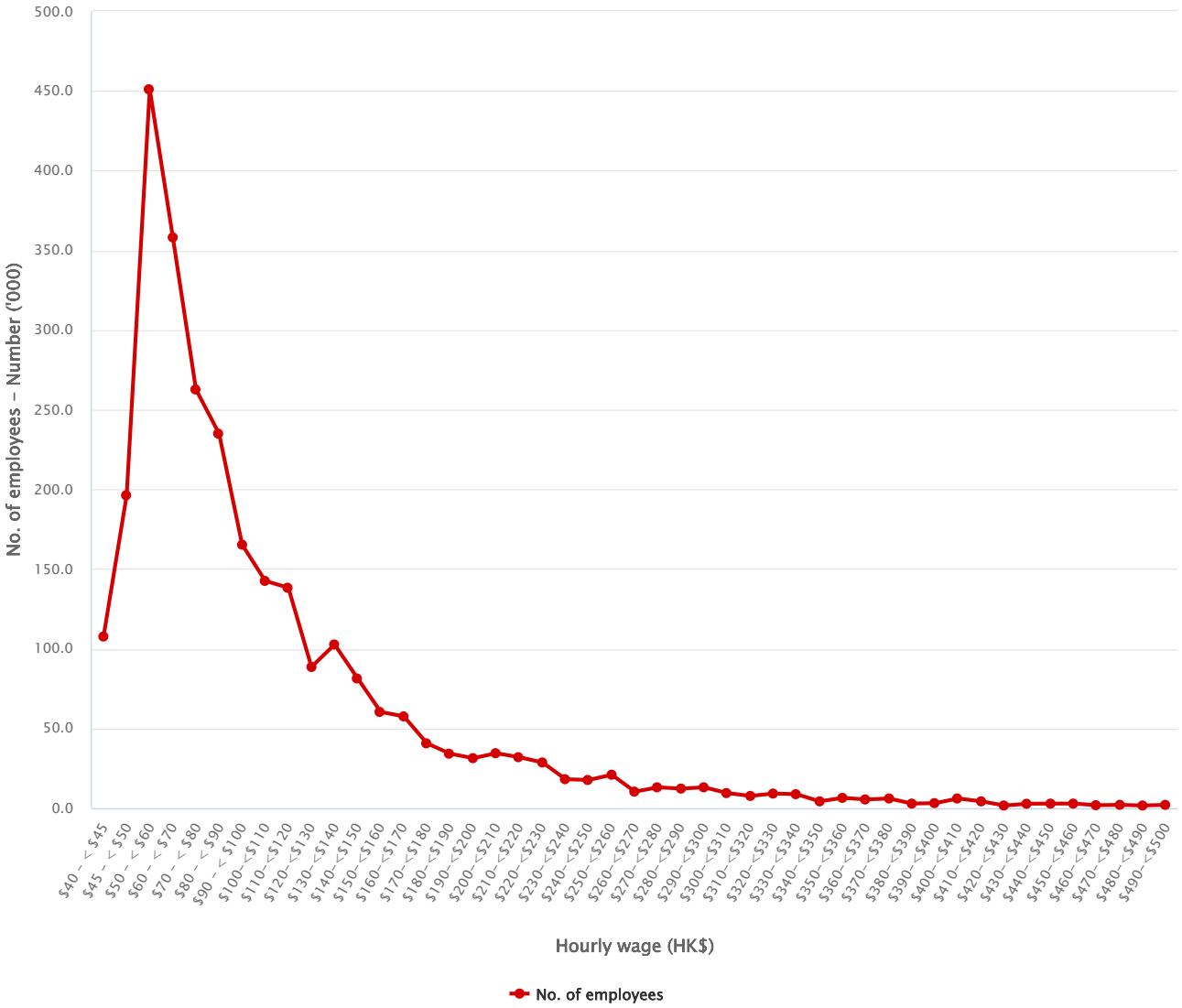
Table 3.2 : Median monthly wage of full-time employees by selected industry section

Year	2023	2024
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK$	HK$
Industry section		
Construction	25,500	26,900
Import and export trade	20,100	21,000
Retail trade	15,000	15,500
Land transport	21,300	22,200
Food and beverage services	16,000	16,500
Information and communications	26,300	27,500
Financing and insurance	32,000	33,300
Estate management, security and cleaning services	14,600	15,100
Professional, scientific and technical activities	27,100	28,300
Miscellaneous activities	15,000	15,500
All industry sections	20,700	21,400

4. Distribution of Hourly Wage

- The median hourly wage of all employees was $82.9. The lower quartile and upper quartile hourly wage were $59.2 and $131.5 respectively. The corresponding figures of full-time employees were $83.6, $59.4 and $132.6 respectively.

Chart 4.1 : Distribution of hourly wage - all employees, 2024



1. Analysed by sex

Chart 4.2 : Distribution of hourly wage of employees by sex, 2024

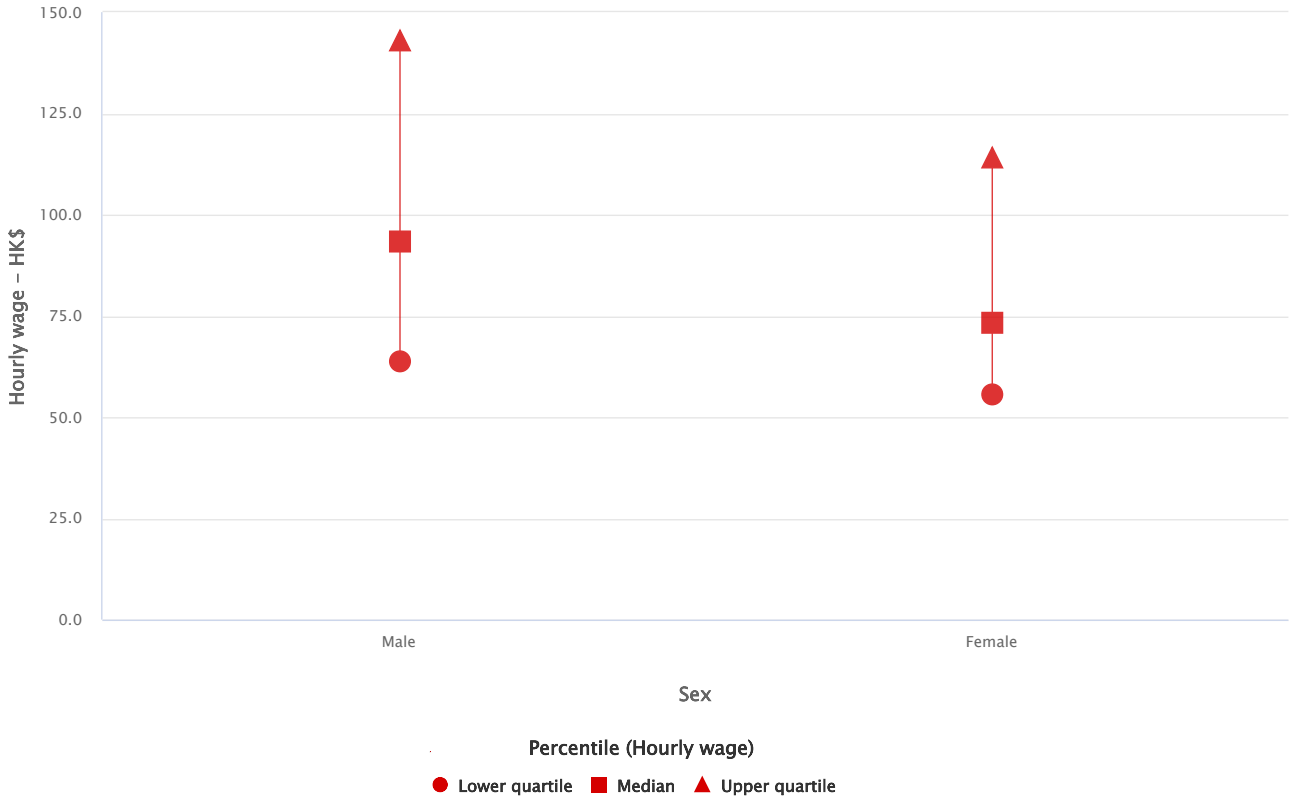


Table 4.2 : Distribution of hourly wage of employees by sex

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	63.9	93.3	142.9
Female	55.6	73.2	114.1
Both sexes	59.2	82.9	131.5

2. Analysed by age group

Chart 4.3 : Distribution of hourly wage of employees by age group, 2024

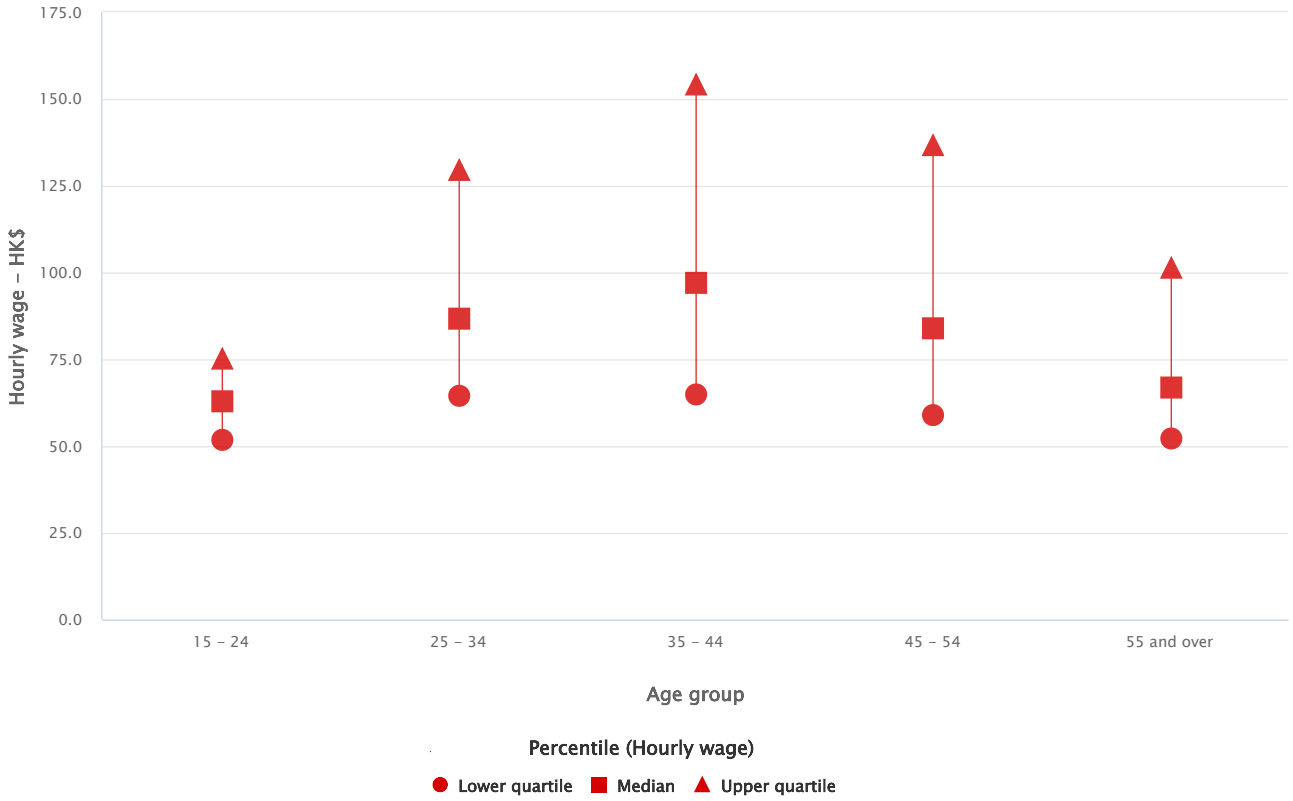


Table 4.3 : Distribution of hourly wage of employees by age group

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Age group			
15 - 24	51.7	62.8	75.3
25 - 34	64.5	86.7	129.6
35 - 44	64.9	97.2	154.2
45 - 54	59.1	83.9	136.9
55 and over	52.2	66.7	101.2
All age groups	59.2	82.9	131.5

3. Analysed by educational attainment

Chart 4.4 : Distribution of hourly wage of employees by educational attainment, 2024

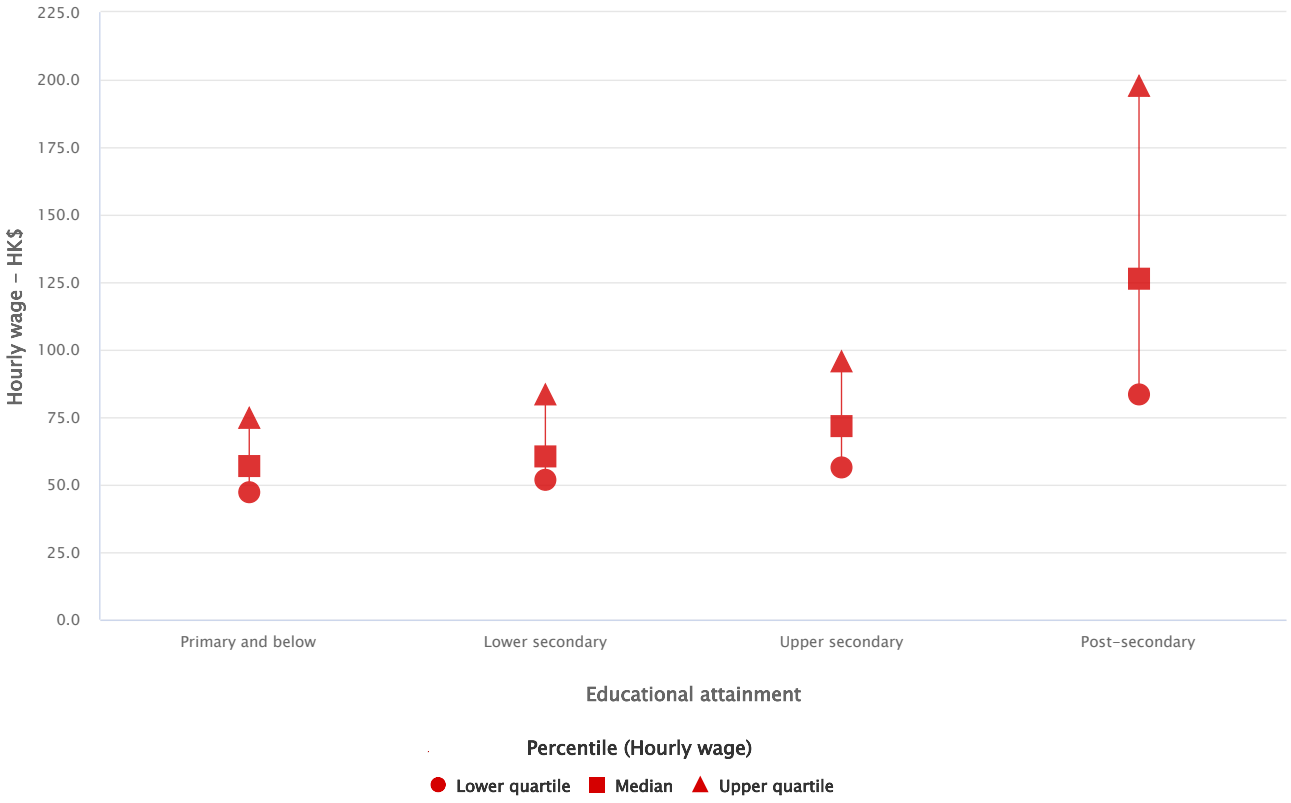


Table 4.4 : Distribution of hourly wage of employees by educational attainment

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Educational attainment			
Primary and below	47.1	56.8	75.0
Lower secondary	51.6	60.5	83.3
Upper secondary	56.3	71.7	95.8
Post-secondary	83.3	126.1	197.9
All educational attainment	59.2	82.9	131.5

4. Analysed by occupational group

Chart 4.5 : Distribution of hourly wage of employees by occupational group, 2024

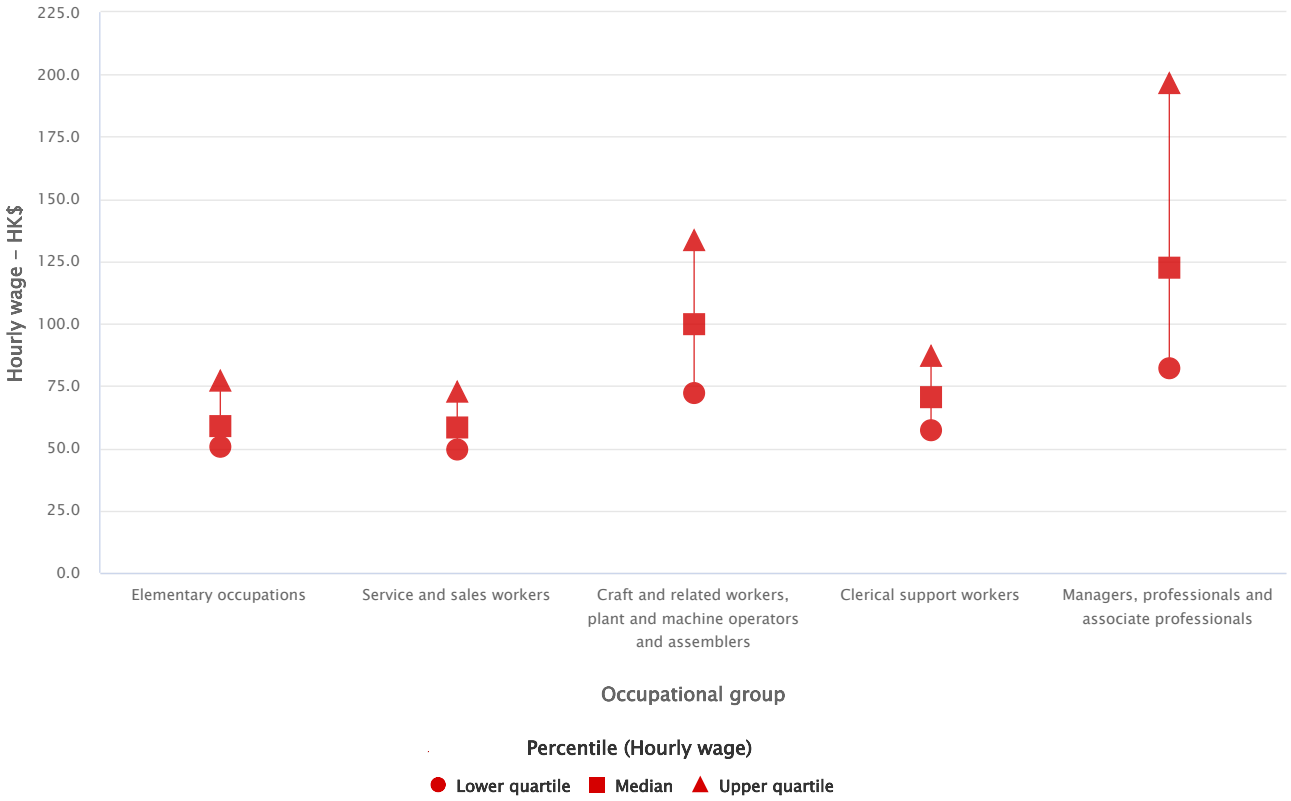


Table 4.5 : Distribution of hourly wage of employees by occupational group

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Occupational group			
Elementary occupations	50.4	58.6	77.3
Service and sales workers	49.5	58.4	72.8
Craft and related workers, plant and machine operators and assemblers	72.3	99.7	133.4
Clerical support workers	57.3	70.3	87.3
Managers, professionals and associate professionals	82.1	122.4	196.5
All occupational groups	59.2	82.9	131.5

5. Analysed by industry section

Chart 4.6 : The four industry sections with the highest median hourly wage, 2024

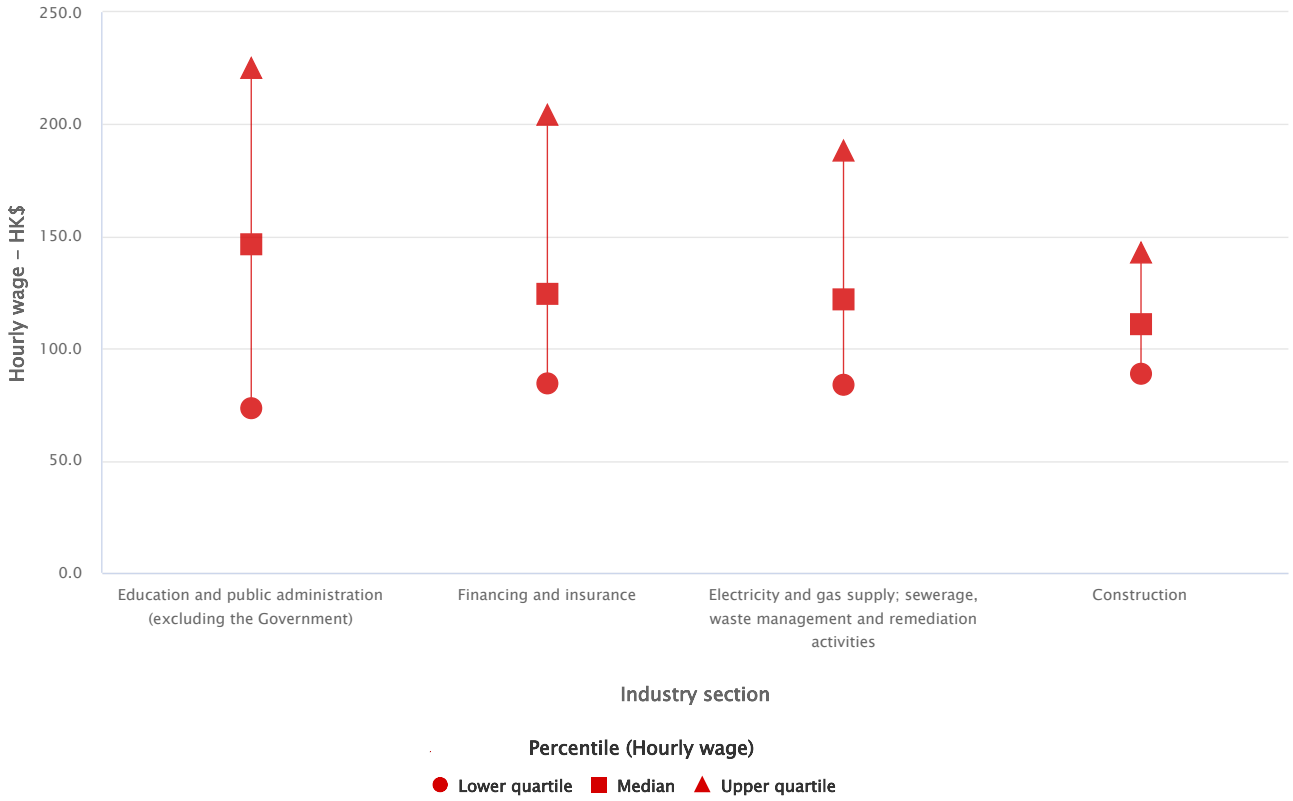


Table 4.6 : The four industry sections with the highest median hourly wage

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Education and public administration (excluding the Government)	73.6	146.2	225.0
Financing and insurance	84.5	124.6	204.4
Electricity and gas supply; sewerage, waste management and remediation activities	84.0	122.2	188.2
Construction	88.5	110.7	142.9

Chart 4.7 : The four industry sections with the lowest median hourly wage, 2024

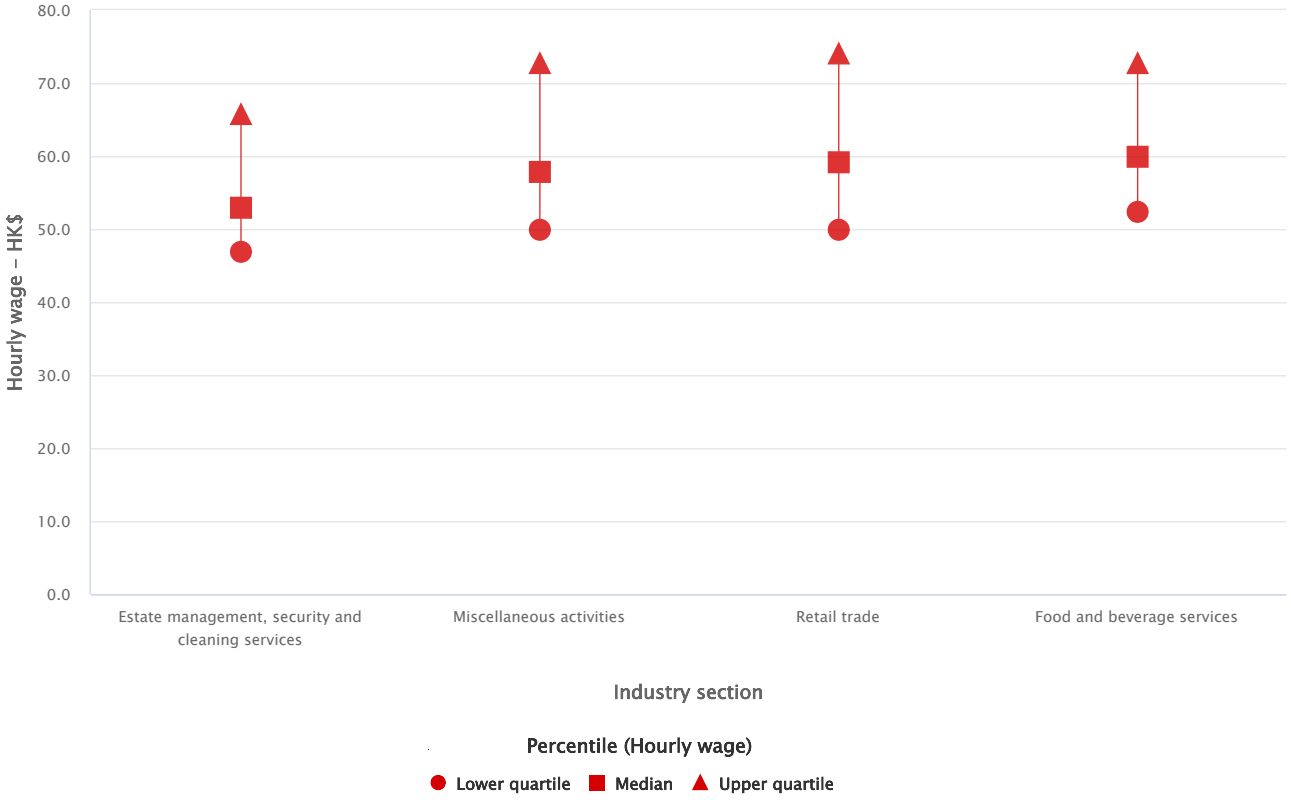


Table 4.7 : The four industry sections with the lowest median hourly wage

	Hourly wage		
	HK$		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Estate management, security and cleaning services	46.8	53.0	65.7
Miscellaneous activities	50.0	57.9	72.7
Retail trade	50.0	59.1	74.1
Food and beverage services	52.4	60.0	72.8

5. Median Weekly Working Hours

- The median weekly working hour of all employees was 43.4. 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, 45.7 and 43.2 respectively.

Chart 5.1 : Distribution of weekly working hours of employees by sex, 2024

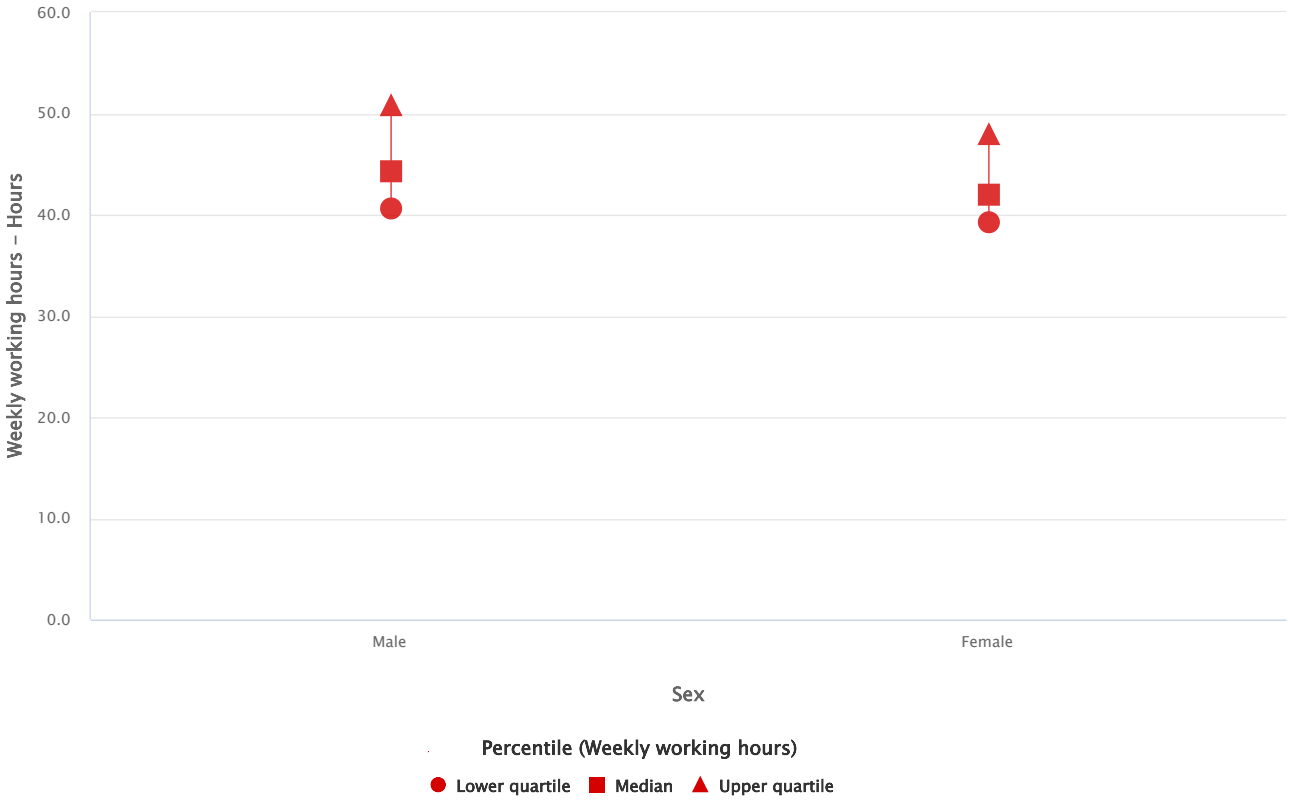


Table 5.1 : Distribution of weekly working hours of employees by sex

	Weekly working hours		
	Hours		
Year	2024		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	40.6	44.3	50.8
Female	39.2	42.0	48.0
Both sexes	40.2	43.4	48.2

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												
2024	15 - 24	53.2	49.0	102.2	65.2	66.4	131.6	2.0	1.8	3.8	2.3	2.3	4.6
	25 - 34	324.1	328.7	652.8	336.2	333.5	669.8	12.2	12.4	24.6	11.7	11.6	23.3
	35 - 44	384.5	339.2	723.7	397.4	371.0	768.4	14.5	12.8	27.2	13.8	12.9	26.7
	45 - 54	309.1	357.6	666.7	320.3	386.5	706.8	11.6	13.5	25.1	11.1	13.4	24.6
	55 and over	311.1	201.3	512.4	339.0	258.7	597.7	11.7	7.6	19.3	11.8	9.0	20.8
	All age groups	1 382.0	1 275.8	2 657.8	1 458.0	1 416.1	2 874.2	52.0	48.0	100.0	50.7	49.3	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												
2024	Primary and below	122.2	111.2	233.3	126.5	134.3	260.8	4.6	4.2	8.8	4.4	4.7	9.1
	Lower secondary	205.9	160.0	365.9	219.3	185.9	405.2	7.7	6.0	13.8	7.6	6.5	14.1
	Upper secondary	475.1	479.4	954.5	499.2	518.3	1 017.5	17.9	18.0	35.9	17.4	18.0	35.4
	Post-secondary	578.8	525.2	1 104.0	613.0	577.7	1 190.7	21.8	19.8	41.5	21.3	20.1	41.4
	All educational attainment	1 382.0	1 275.8	2 657.8	1 458.0	1 416.1	2 874.2	52.0	48.0	100.0	50.7	49.3	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												
2024	Elementary occupations	147.5	157.9	305.4	158.9	193.7	352.6	5.5	5.9	11.5	5.5	6.7	12.3
	Service and sales workers	214.7	284.2	498.9	241.2	342.2	583.4	8.1	10.7	18.8	8.4	11.9	20.3
	Craft and related workers, plant and machine operators and assemblers	270.6	11.5	282.2	287.4	14.1	301.5	10.2	0.4	10.6	10.0	0.5	10.5
	Clerical support workers	102.0	292.3	394.3	106.7	314.7	421.5	3.8	11.0	14.8	3.7	11.0	14.7
	Managers, professionals and associate professionals	647.2	529.8	1 177.0	663.8	551.4	1 215.2	24.4	19.9	44.3	23.1	19.2	42.3
	All occupational groups	1 382.0	1 275.8	2 657.8	1 458.0	1 416.1	2 874.2	52.0	48.0	100.0	50.7	49.3	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						
2024	Manufacturing (1)	51.2	1.9	2.5	1.2	53.7	1.9
	Electricity and gas supply; sewerage, waste management and remediation activities	18.0	0.7	0.9	0.4	18.9	0.7
	Construction	304.3	11.5	11.1	5.1	315.4	11.0
	Import and export trade	287.7	10.8	13.4	6.2	301.1	10.5
	Wholesale	24.5	0.9	2.5	1.2	27.0	0.9
	Retail trade	177.6	6.7	37.0	17.1	214.6	7.5
	Supermarkets and convenience stores	31.4	1.2	9.6	4.4	41.0	1.4
	Other retail stores	146.2	5.5	27.4	12.7	173.6	6.0
	Land transport	114.3	4.3	10.0	4.6	124.3	4.3
	Other transportation, storage, postal and courier services (2)	103.0	3.9	1.8	0.8	104.8	3.6
	Food and beverage services	158.2	6.0	40.1	18.5	198.3	6.9
	Hong Kong style tea cafes	18.6	0.7	1.6	0.8	20.2	0.7
	Chinese restaurants	54.9	2.1	4.1	1.9	58.9	2.1
	Restaurants, other than Chinese	48.9	1.8	8.8	4.1	57.8	2.0
	Fast food cafes (3)	27.9	1.0	22.9	10.6	50.8	1.8
	Other food and beverage services	8.0	0.3	2.7	1.2	10.7	0.4
	Accommodation services	38.9	1.5	1.8	0.8	40.7	1.4
	Information and communications	111.4	4.2	2.0	0.9	113.4	3.9
	Financing and insurance	219.3	8.2	5.1	2.4	224.4	7.8
	Real estate activities (4)	35.4	1.3	2.2	1.0	37.5	1.3
	Estate management, security and cleaning services	230.7	8.7	22.1	10.2	252.8	8.8
	Real estate maintenance management	116.8	4.4	3.1	1.4	119.9	4.2
	Security services (5)	40.9	1.5	3.0	1.4	43.9	1.5
	Cleaning services	60.4	2.3	14.1	6.5	74.5	2.6
	Membership organisations (6)	12.7	0.5	1.8	0.8	14.4	0.5
	Professional, scientific and technical activities	194.2	7.3	9.3	4.3	203.5	7.1
	Administrative and support services activities	20.9	0.8	1.8	0.8	22.6	0.8
	Travel agency, reservation service and related activities	11.0	0.4	0.8	0.4	11.9	0.4
	Education and public administration (excluding the Government)	187.9	7.1	23.2	10.7	211.0	7.3
	Human health activities; and beauty and body prettifying treatment	156.6	5.9	11.3	5.2	167.9	5.8
	Miscellaneous activities	93.4	3.5	8.1	3.7	101.4	3.5
	Elderly homes	26.9	1.0	0.6	0.3	27.4	1.0
	Laundry and dry cleaning services	3.4	0.1	0.8	0.3	4.1	0.1
	Hairdressing and other personal services	36.8	1.4	3.6	1.6	40.4	1.4
	Local courier services	4.2	0.2	1.0	0.4	5.2	0.2
	Food processing and production	22.1	0.8	2.2	1.0	24.4	0.8
	Other activities not classified above	119.4	4.5	9.3	4.3	128.7	4.5
	All industry sections	2 657.8	100.0	216.4	100.0	2 874.2	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..

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								
2024	Manufacturing (1)	52.5	[*7]	[*7]	53.7	97.7	[*7]	[*7]	100.0
	Electricity and gas supply; sewerage, waste management and remediation activities	17.9	[*7]	[*7]	18.9	94.6	[*7]	[*7]	100.0
	Construction	249.2	34.0	32.3	315.4	79.0	10.8	10.2	100.0
	Import and export trade	295.9	[*7]	[*7]	301.1	98.3	[*7]	[*7]	100.0
	Wholesale	25.9	[*7]	[*7]	27.0	95.8	[*7]	[*7]	100.0
	Retail trade	194.3	11.9	8.4	214.6	90.5	5.5	3.9	100.0
	Supermarkets and convenience stores	32.6	5.2	3.1	41.0	79.6	12.7	7.6	100.0
	Other retail stores	161.6	6.7	5.3	173.6	93.1	3.8	3.1	100.0
	Land transport	109.6	10.2	4.5	124.3	88.2	8.2	3.6	100.0
	Other transportation, storage, postal and courier services (2)	101.7	[*7]	[*7]	104.8	97.1	[*7]	[*7]	100.0
	Food and beverage services	187.0	5.3	6.0	198.3	94.3	2.7	3.0	100.0
	Hong Kong style tea cafes	19.1	[*7]	[*7]	20.2	94.4	[*7]	[*7]	100.0
	Chinese restaurants	55.9	2.3	0.7	58.9	94.8	4.0	1.3	100.0
	Restaurants, other than Chinese	54.3	1.5	2.0	57.8	93.9	2.6	3.5	100.0
	Fast food cafes (3)	47.4	1.0	2.4	50.8	93.4	1.9	4.7	100.0
	Other food and beverage services	10.3	[*7]	[*7]	10.7	97.1	[*7]	[*7]	100.0
	Accommodation services	40.3	[*7]	[*7]	40.7	99.0	[*7]	[*7]	100.0
	Information and communications	109.3	[*7]	[*7]	113.4	96.4	[*7]	[*7]	100.0
	Financing and insurance	222.1	[*7]	[*7]	224.4	99.0	[*7]	[*7]	100.0
	Real estate activities (4)	37.1	[*7]	[*7]	37.5	98.8	[*7]	[*7]	100.0
	Estate management, security and cleaning services	225.2	24.2	3.4	252.8	89.1	9.6	1.3	100.0
	Real estate maintenance management	109.0	[*7]	[*7]	119.9	90.9	[*7]	[*7]	100.0
	Security services (5)	41.3	1.3	1.4	43.9	94.0	2.9	3.1	100.0
	Cleaning services	64.2	9.2	1.2	74.5	86.1	12.4	1.6	100.0
	Membership organisations (6)	10.8	[*7]	[*7]	14.4	74.7	[*7]	[*7]	100.0
	Professional, scientific and technical activities	198.8	[*7]	[*7]	203.5	97.7	[*7]	[*7]	100.0
	Administrative and support services activities	20.7	[*7]	[*7]	22.6	91.4	[*7]	[*7]	100.0
	Travel agency, reservation service and related activities	11.5	[*7]	[*7]	11.9	97.1	[*7]	[*7]	100.0
	Education and public administration (excluding the Government)	137.5	65.5	8.1	211.0	65.2	31.0	3.8	100.0
	Human health activities; and beauty and body prettifying treatment	148.6	16.6	2.6	167.9	88.5	9.9	1.6	100.0
	Miscellaneous activities	89.9	10.1	1.4	101.4	88.6	10.0	1.4	100.0
	Elderly homes	20.1	[*7]	[*7]	27.4	73.2	[*7]	[*7]	100.0
	Laundry and dry cleaning services	3.9	[*7]	[*7]	4.1	95.3	[*7]	[*7]	100.0
	Hairdressing and other personal services	37.6	1.8	1.0	40.4	93.1	4.5	2.4	100.0
	Local courier services	5.0	[*7]	[*7]	5.2	96.7	[*7]	[*7]	100.0
	Food processing and production	23.3	[*7]	[*7]	24.4	95.5	[*7]	[*7]	100.0
	Other activities not classified above	95.4	30.8	2.5	128.7	74.1	23.9	2.0	100.0
	All industry sections	2 570.3	232.2	71.6	2 874.2	89.4	8.1	2.5	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					
		25th percentile (HK$)		50th percentile (HK$)		75th percentile (HK$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Sex						
2024	Male	17,200	16,500	24,000	23,400	36,000	35,000
	Female	14,500	13,500	19,000	18,100	29,400	27,500
	Both sexes	15,700	14,800	21,400	20,500	33,200	32,000

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

		Monthly wage					
		25th percentile (HK$)		50th percentile (HK$)		75th percentile (HK$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Age group						
2024	15 - 24	13,500	11,200	16,000	14,700	19,300	18,300
	25 - 34	16,900	16,600	22,000	22,000	32,700	32,500
	35 - 44	17,400	16,000	25,000	23,800	38,600	37,300
	45 - 54	15,800	15,000	21,900	20,800	34,600	33,500
	55 and over	14,000	12,300	17,900	16,500	26,000	24,600
	All age groups	15,700	14,800	21,400	20,500	33,200	32,000

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

		Monthly wage					
		25th percentile (HK$)		50th percentile (HK$)		75th percentile (HK$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Educational attainment						
2024	Primary and below	12,000	11,100	14,900	14,400	20,000	18,800
	Lower secondary	13,600	12,600	16,300	15,900	21,400	20,500
	Upper secondary	14,800	14,400	18,700	18,300	24,600	24,000
	Post-secondary	21,700	20,000	33,000	31,300	48,100	46,300
	All educational attainment	15,700	14,800	21,400	20,500	33,200	32,000

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

		Monthly wage					
		25th percentile (HK$)		50th percentile (HK$)		75th percentile (HK$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Occupational group						
2024	Elementary occupations	12,400	10,700	14,800	14,300	19,500	18,500
	Service and sales workers	13,600	12,100	16,000	15,300	20,000	19,400
	Craft and related workers, plant and machine operators and assemblers	19,000	17,800	24,800	24,000	31,500	31,000
	Clerical support workers	14,500	14,200	17,400	16,800	22,000	21,400
	Managers, professionals and associate professionals	21,100	20,200	32,000	31,600	46,900	46,100
	All occupational groups	15,700	14,800	21,400	20,500	33,200	32,000

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

Employment nature		Monthly wage					
		25th percentile (HK$)		50th percentile (HK$)		75th percentile (HK$)	
		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Industry section						
2024	Manufacturing (1)	16,800	16,400	20,400	19,600	32,000	31,300
	Electricity and gas supply; sewerage, waste management and remediation activities	23,600	22,300	32,000	31,000	47,500	46,400
	Construction	21,300	20,500	26,900	25,700	33,800	33,200
	Import and export trade	16,500	16,000	21,000	20,800	30,000	29,600
	Wholesale	15,000	14,300	17,900	17,200	24,100	23,600
	Retail trade	12,700	11,500	15,500	14,500	20,000	18,600
	Supermarkets and convenience stores	12,000	8,100	13,700	12,800	17,100	15,700
	Other retail stores	13,000	12,300	15,900	15,200	20,200	19,300
	Land transport	17,000	16,000	22,200	21,300	29,800	28,600
	Other transportation, storage, postal and courier services (2)	15,100	15,000	20,800	20,800	26,100	26,100
	Food and beverage services	14,000	11,300	16,500	15,300	21,000	19,500
	Hong Kong style tea cafes	13,600	13,000	15,600	15,300	20,000	19,300
	Chinese restaurants	15,000	14,100	17,900	17,100	23,500	23,000
	Restaurants, other than Chinese	14,800	13,600	17,000	16,200	21,000	20,500
	Fast food cafes (3)	12,200	5,000	14,100	11,300	18,600	15,000
	Other food and beverage services	13,800	9,200	15,800	14,300	18,700	18,400
	Accommodation services	15,300	14,900	18,000	18,000	22,900	22,100
	Information and communications	18,700	18,000	27,500	27,300	39,000	38,200
	Financing and insurance	21,900	21,200	33,300	32,800	52,800	52,200
	Real estate activities (4)	16,800	16,000	25,500	24,200	37,100	36,200
	Estate management, security and cleaning services	12,400	11,700	15,100	14,700	17,800	17,700
	Real estate maintenance management	14,400	13,800	16,600	16,300	19,000	18,900
	Security services (5)	13,500	13,000	15,900	15,600	18,700	18,500
	Cleaning services	11,000	9,200	12,000	11,700	13,500	13,100
	Membership organisations (6)	14,700	13,000	16,400	15,700	25,800	24,500
	Professional, scientific and technical activities	18,000	17,000	28,300	27,900	42,000	41,000
	Administrative and support services activities	14,000	13,500	20,700	19,600	30,800	29,000
	Travel agency, reservation service and related activities	13,200	12,000	17,300	16,200	25,000	23,500
	Education and public administration (excluding the Government)	18,900	15,300	37,600	32,800	60,900	53,800
	Human health activities; and beauty and body prettifying treatment	16,800	16,300	22,300	21,500	43,500	41,900
	Miscellaneous activities	13,000	12,300	15,500	15,100	18,600	18,100
	Elderly homes	15,000	15,000	16,800	16,700	20,000	19,800
	Laundry and dry cleaning services	11,900	9,000	14,300	13,200	16,400	15,800
	Hairdressing and other personal services	11,500	10,800	15,000	14,000	17,000	16,700
	Local courier services	9,500	9,000	14,200	13,100	18,000	17,000
	Food processing and production	13,600	13,000	15,500	15,100	19,800	18,900
	Other activities not classified above	16,200	15,000	19,800	18,900	29,600	29,100
	All industry sections	15,700	14,800	21,400	20,500	33,200	32,000

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..

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		
2024	1st	41.0	28 500
	2nd	42.5	56 000
	3rd	43.9	86 000
	4th	45.2	114 800
	5th	46.1	141 500
	6th	46.6	165 100
	7th	46.9	195 900
	8th	47.7	229 600
	9th	48.3	256 400
	10th	49.3	285 600
	11th	50.0	304 100
	12th	50.3	342 600
	13th	51.3	373 100
	14th	51.9	397 700
	15th	52.4	426 300
	16th	53.0	451 100
	17th	53.6	487 600
	18th	54.2	513 200
	19th	55.0	541 700
	20th	55.6	567 700
	21st	56.1	599 800
	22nd	56.8	630 600
	23rd	57.3	652 700
	24th	58.2	689 700
	25th	59.2	718 500
	50th	82.9	1 437 000
	75th	131.5	2 155 000
	90th	209.3	2 586 400

Table 6.12 : Number of employees by hourly wage

		No. of employees
		Number
Year	Hourly wage (HK$)	
2024	HK$40	12 300
	Less than $40.5	24 000
	Less than $41	28 500
	Less than $41.5	34 600
	Less than $42	46 000
	Less than $42.5	56 000
	Less than $43	65 400
	Less than $43.5	77 500
	Less than $44	87 700
	Less than $44.5	100 000
	Less than $45	107 700
	Less than $45.5	122 500
	Less than $46	140 800
	Less than $46.5	163 000
	Less than $47	202 400
	Less than $47.5	220 500
	Less than $48	237 800

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							
			5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Sex	Age group								
2024	Male	15 - 24	44.3	48.1	49.2	50.1	52.7	62.8	80.0	141.8
		25 - 34	47.6	54.3	58.5	62.0	65.6	90.1	135.9	187.6
		35 - 44	47.8	52.7	58.4	65.7	72.2	107.5	165.3	258.1
		45 - 54	48.6	53.8	58.1	62.7	68.7	103.7	153.4	249.0
		55 and over	44.4	47.6	50.9	54.0	58.5	82.6	129.9	209.6
		All age groups	46.7	51.4	55.1	59.8	63.9	93.3	142.9	220.9
	Female	15 - 24	43.9	46.7	48.1	50.0	50.8	62.0	73.5	86.3
		25 - 34	47.3	51.9	54.9	59.7	62.4	83.2	121.1	196.3
		35 - 44	46.9	51.7	55.6	57.6	61.2	83.4	143.4	233.3
		45 - 54	46.2	48.3	50.4	53.0	55.1	72.6	115.6	212.9
		55 and over	41.7	44.0	45.7	47.1	48.4	56.9	73.5	102.5
		All age groups	45.3	47.8	50.4	53.1	55.6	73.2	114.1	193.2
	Both sexes	15 - 24	43.9	47.0	48.7	50.0	51.7	62.8	75.3	96.8
		25 - 34	47.3	53.0	56.9	60.5	64.5	86.7	129.6	193.2
		35 - 44	47.6	52.0	56.2	60.4	64.9	97.2	154.2	246.2
		45 - 54	46.7	50.0	53.1	55.6	59.1	83.9	136.9	226.3
		55 and over	42.7	45.5	47.5	49.9	52.2	66.7	101.2	162.5
		All age groups	46.1	49.3	52.4	55.6	59.2	82.9	131.5	209.3

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

			Hourly wage							
			5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Sex	Educational attainment								
2024	Male	Primary and below	41.7	45.5	46.3	47.5	50.7	66.9	106.5	160.0
		Lower secondary	44.9	46.8	49.7	51.9	54.0	73.3	105.6	140.0
		Upper secondary	46.9	50.5	53.5	56.8	60.0	80.6	109.7	147.6
		Post-secondary	55.6	63.3	70.9	79.0	86.1	133.3	204.1	314.1
		All educational attainment	46.7	51.4	55.1	59.8	63.9	93.3	142.9	220.9
	Female	Primary and below	40.9	42.5	44.3	45.5	46.5	51.7	60.0	70.0
		Lower secondary	42.0	44.0	46.3	48.3	50.0	56.3	64.5	73.3
		Upper secondary	46.1	47.3	50.0	51.9	53.8	65.9	84.2	109.2
		Post-secondary	55.0	61.4	68.8	74.8	80.0	120.3	189.2	278.4
		All educational attainment	45.3	47.8	50.4	53.1	55.6	73.2	114.1	193.2
	Both sexes	Primary and below	41.2	43.4	45.3	46.4	47.1	56.8	75.0	115.6
		Lower secondary	42.9	45.6	47.8	50.0	51.6	60.5	83.3	120.0
		Upper secondary	46.1	48.6	51.3	53.7	56.3	71.7	95.8	125.8
		Post-secondary	55.3	62.6	69.7	76.4	83.3	126.1	197.9	293.2
		All educational attainment	46.1	49.3	52.4	55.6	59.2	82.9	131.5	209.3

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

			Hourly wage							
			5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Sex	Occupational group								
2024	Male	Elementary occupations	44.0	46.6	50.0	52.7	54.6	70.5	100.0	131.9
		Service and sales workers	42.7	45.5	46.7	47.8	49.1	58.4	77.3	100.0
		Craft and related workers, plant and machine operators and assemblers	51.2	59.3	63.0	67.7	74.8	100.0	135.4	172.2
		Clerical support workers	47.6	50.6	52.4	55.6	58.4	70.6	87.5	111.1
		Managers, professionals and associate professionals	55.8	64.4	71.7	78.9	86.0	128.0	200.0	307.2
		All occupational groups	46.7	51.4	55.1	59.8	63.9	93.3	142.9	220.9
	Female	Elementary occupations	42.0	44.1	45.7	46.5	48.1	54.8	65.0	79.5
		Service and sales workers	42.7	45.5	46.7	47.8	49.9	57.7	70.8	91.0
		Craft and related workers, plant and machine operators and assemblers	43.2	49.1	52.9	55.0	58.3	68.5	85.3	111.1
		Clerical support workers	47.6	50.2	52.7	55.6	57.0	70.0	86.7	109.6
		Managers, professionals and associate professionals	53.8	60.6	67.4	74.1	79.2	120.1	192.9	278.4
		All occupational groups	45.3	47.8	50.4	53.1	55.6	73.2	114.1	193.2
	Both sexes	Elementary occupations	42.9	45.2	46.4	48.4	50.4	58.6	77.3	106.3
		Service and sales workers	42.7	45.5	46.7	47.8	49.5	58.4	72.8	95.8
		Craft and related workers, plant and machine operators and assemblers	50.8	57.9	62.8	66.7	72.3	99.7	133.4	170.4
		Clerical support workers	47.6	50.2	52.6	55.6	57.3	70.3	87.3	110.2
		Managers, professionals and associate professionals	55.3	62.4	69.4	76.3	82.1	122.4	196.5	291.5
		All occupational groups	46.1	49.3	52.4	55.6	59.2	82.9	131.5	209.3

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 (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
2024	Manufacturing (1)	Elementary occupations, service and sales workers	8.2	0.3	[*7]	45.0	45.0	47.1	51.6	55.0	61.0	83.8
		Others	45.5	1.6	49.6	56.5	61.4	66.0	68.5	88.0	132.9	183.4
		All occupational groups	53.7	1.9	45.0	51.2	55.0	59.3	62.7	80.6	118.7	174.8
	Electricity and gas supply; sewerage, waste management and remediation activities	Elementary occupations, service and sales workers	3.6	0.1	[*7]	[*7]	49.3	53.8	55.5	67.0	96.8	[*7]
		Others	15.3	0.5	55.6	69.9	84.0	92.6	104.2	132.6	192.7	454.5
		All occupational groups	18.9	0.7	51.9	58.5	64.5	74.1	84.0	122.2	188.2	264.6
	Construction	Elementary occupations, service and sales workers	70.8	2.5	49.8	54.8	58.5	65.3	75.5	100.0	118.6	144.4
		Others	244.6	8.5	59.4	67.7	80.6	85.2	89.6	115.7	150.0	197.1
		All occupational groups	315.4	11.0	54.2	62.5	74.3	84.1	88.5	110.7	142.9	185.2
	Import and export trade	Elementary occupations, service and sales workers	19.4	0.7	41.3	41.7	43.1	44.9	45.9	58.9	70.0	89.3
		Others	281.7	9.8	50.2	56.3	60.2	64.1	66.7	90.1	129.9	212.9
		All occupational groups	301.1	10.5	49.9	53.1	57.6	62.4	65.2	87.4	126.5	206.3
	Wholesale	Elementary occupations, service and sales workers	5.7	0.2	[*7]	50.0	50.0	52.6	55.0	62.7	75.9	100.0
		Others	21.3	0.7	47.6	50.9	55.0	57.5	60.1	75.0	100.0	141.7
		All occupational groups	27.0	0.9	46.6	50.0	53.1	56.6	59.1	72.8	94.0	131.0
	Retail trade	Elementary occupations, service and sales workers	160.4	5.6	43.8	45.7	46.8	47.8	48.8	56.0	68.5	85.3
		Others	54.2	1.9	42.0	47.1	52.2	55.3	56.7	69.5	97.0	143.9
		All occupational groups	214.6	7.5	43.3	45.9	47.0	48.1	50.0	59.1	74.1	102.8
	Supermarkets and convenience stores	Elementary occupations, service and sales workers	30.5	1.1	44.9	45.5	46.6	47.0	47.0	50.5	55.0	65.0
		Others	10.5	0.4	49.7	50.0	53.2	55.6	56.7	61.2	71.3	88.7
		All occupational groups	41.0	1.4	45.0	46.2	46.6	47.0	47.3	53.0	61.2	74.1

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
	Other retail stores	Elementary occupations, service and sales workers	129.8	4.5	43.0	45.7	47.2	48.1	50.0	58.7	70.0	91.1
		Others	43.8	1.5	42.0	46.1	51.6	55.3	56.7	75.0	109.7	156.9
		All occupational groups	173.6	6.0	43.0	45.7	47.6	49.5	51.7	61.5	79.2	112.8
	Land transport	Elementary occupations, service and sales workers	32.2	1.1	47.4	52.1	54.1	57.3	58.2	72.1	100.0	121.9
		Others	92.1	3.2	50.5	56.8	60.9	63.0	66.7	90.2	110.5	159.0
		All occupational groups	124.3	4.3	50.5	53.8	58.2	61.1	64.5	87.5	106.5	142.8
	Other transportation, storage, postal and courier services (2)	Elementary occupations, service and sales workers	30.3	1.1	46.5	48.2	51.0	52.2	53.7	62.7	79.4	108.0
		Others	74.5	2.6	44.7	50.0	54.6	59.0	62.8	82.4	111.1	168.2
		All occupational groups	104.8	3.6	45.5	49.5	53.0	54.8	57.3	74.9	99.7	156.1
	Food and beverage services	Elementary occupations, service and sales workers	174.6	6.1	42.7	45.2	47.4	49.8	51.6	59.9	70.0	86.7
		Others	23.8	0.8	46.6	46.6	51.3	54.8	57.6	71.6	91.3	115.3
		All occupational groups	198.3	6.9	42.7	45.3	47.9	50.0	52.4	60.0	72.8	90.9
	Hong Kong style tea cafes	Elementary occupations, service and sales workers	19.1	0.7	42.0	44.4	48.4	51.1	53.9	60.0	71.0	86.3
		Others	1.1	[-§32]	[*7]	[*7]	[*7]	[*7]	[*7]	70.2	[*7]	[*7]
		All occupational groups	20.2	0.7	42.0	44.9	48.4	51.1	53.9	60.0	72.2	89.6
	Chinese restaurants	Elementary occupations, service and sales workers	53.1	1.8	43.3	45.5	47.9	51.6	53.5	60.0	80.0	93.1
		Others	5.8	0.2	[*7]	51.7	53.3	57.6	58.1	78.9	96.0	112.9
		All occupational groups	58.9	2.1	43.3	46.0	48.5	52.0	53.8	60.8	81.9	96.0
	Restaurants, other than Chinese	Elementary occupations, service and sales workers	50.4	1.8	45.7	49.3	53.3	55.0	56.5	61.0	74.3	89.6
		Others	7.4	0.3	[*7]	54.8	55.6	58.1	60.9	73.2	93.5	120.0
		All occupational groups	57.8	2.0	45.7	49.8	53.7	55.2	56.9	62.0	75.0	94.0

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
	Fast food cafes (3)	Elementary occupations, service and sales workers	43.3	1.5	42.7	42.7	43.3	45.2	46.7	53.0	60.4	70.0
		Others	7.5	0.3	[*7]	46.6	46.6	51.3	51.3	63.0	78.1	93.1
		All occupational groups	50.8	1.8	42.7	43.0	44.4	46.3	47.0	53.1	63.0	72.8
	Other food and beverage services	Elementary occupations, service and sales workers	8.6	0.3	[*7]	48.0	48.1	50.0	51.6	56.5	67.4	75.0
		Others	2.0	0.1	[*7]	[*7]	[*7]	[*7]	54.0	75.0	100.0	[*7]
		All occupational groups	10.7	0.4	41.6	46.8	48.1	50.0	52.6	57.7	71.3	92.8
	Accommodation services	Elementary occupations, service and sales workers	17.8	0.6	46.8	46.8	47.7	49.4	50.9	53.8	69.6	92.4
		Others	22.8	0.8	48.0	51.6	55.3	56.8	61.1	69.4	93.7	120.1
		All occupational groups	40.7	1.4	46.8	48.0	50.5	51.6	53.7	64.2	81.5	112.1
	Information and communications	Elementary occupations, service and sales workers	3.4	0.1	[*7]	[*7]	51.7	54.2	54.8	57.4	61.7	[*7]
		Others	110.0	3.8	53.3	59.3	66.7	71.2	75.0	108.3	166.7	228.9
		All occupational groups	113.4	3.9	52.8	57.6	64.5	68.9	74.1	105.6	165.6	228.1
	Financing and insurance	Elementary occupations, service and sales workers	5.0	0.2	[*7]	[*7]	50.0	51.9	54.1	57.4	74.1	[*7]
		Others	219.4	7.6	57.6	64.5	77.0	82.7	85.5	127.9	208.7	376.3
		All occupational groups	224.4	7.8	56.5	62.5	75.3	80.3	84.5	124.6	204.4	364.4
	Real estate activities (4)	Elementary occupations, service and sales workers	0.8	[-§32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Others	36.7	1.3	50.0	53.3	59.7	64.5	69.2	99.8	149.1	222.9
		All occupational groups	37.5	1.3	50.0	51.0	59.7	63.7	68.6	98.4	145.8	222.3
	Estate management, security and cleaning services	Elementary occupations, service and sales workers	191.6	6.7	41.7	43.5	45.5	45.8	46.7	51.0	59.9	70.1
		Others	61.2	2.1	46.8	47.1	50.2	51.5	52.4	67.7	88.2	140.0
		All occupational groups	252.8	8.8	42.2	44.6	45.7	46.6	46.8	53.0	65.7	85.5

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
	Real estate maintenance management	Elementary occupations, service and sales workers	72.2	2.5	41.7	43.3	46.3	46.7	46.7	50.0	56.5	69.7
		Others	47.7	1.7	46.8	46.9	48.0	51.5	51.9	66.0	84.9	143.2
		All occupational groups	119.9	4.2	42.5	46.4	46.7	46.8	46.9	53.3	69.0	95.6
	Security services (5)	Elementary occupations, service and sales workers	40.9	1.4	41.7	45.0	45.5	45.7	46.1	51.8	62.4	74.1
		Others	3.0	0.1	[*7]	[*7]	[*7]	58.1	61.9	69.6	82.8	[*7]
		All occupational groups	43.9	1.5	41.7	45.0	45.6	45.8	46.5	52.2	63.9	75.0
	Cleaning services	Elementary occupations, service and sales workers	70.2	2.4	41.7	43.5	44.4	45.5	45.7	51.1	59.9	69.9
		Others	4.3	0.1	[*7]	[*7]	50.0	50.9	53.0	63.2	79.0	[*7]
		All occupational groups	74.5	2.6	41.8	43.5	45.0	45.5	46.1	51.9	60.0	70.0
	Membership organisations (6)	Elementary occupations, service and sales workers	8.2	0.3	[*7]	40.0	41.6	43.5	44.9	56.7	81.2	105.6
		Others	6.2	0.2	[*7]	53.5	56.9	59.3	62.3	87.7	124.5	146.3
		All occupational groups	14.4	0.5	40.0	43.5	45.8	50.0	51.7	64.1	96.8	126.1
	Professional, scientific and technical activities	Elementary occupations, service and sales workers	6.4	0.2	[*7]	45.9	46.6	49.5	50.0	55.9	73.4	100.0
		Others	197.1	6.9	53.7	58.5	62.5	68.1	72.3	110.9	170.7	262.4
		All occupational groups	203.5	7.1	52.1	56.5	60.7	66.7	71.4	107.6	169.2	261.6
	Administrative and support services activities	Elementary occupations, service and sales workers	4.3	0.1	[*7]	[*7]	49.9	50.9	52.5	58.5	71.7	[*7]
		Others	18.3	0.6	47.1	51.0	52.4	57.9	61.5	87.0	137.8	234.2
		All occupational groups	22.6	0.8	46.1	50.2	52.0	55.2	57.7	79.7	121.0	207.9
	Travel agency, reservation service and related activities	Elementary occupations, service and sales workers	3.6	0.1	[*7]	[*7]	51.0	53.8	55.0	71.1	100.0	[*7]
		Others	8.2	0.3	[*7]	47.3	48.1	50.0	53.2	71.7	108.9	121.0
		All occupational groups	11.9	0.4	43.3	47.3	49.1	50.0	53.8	71.1	100.8	135.9

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
	Education and public administration (excluding the Government)	Elementary occupations, service and sales workers	30.4	1.1	44.5	47.2	49.8	51.3	52.1	57.6	77.4	138.1
		Others	180.6	6.3	54.3	60.7	70.0	79.2	91.1	156.1	233.3	318.5
		All occupational groups	211.0	7.3	50.2	55.0	59.4	65.5	73.6	146.2	225.0	304.4
	Human health activities; and beauty and body prettifying treatment	Elementary occupations, service and sales workers	59.0	2.1	45.3	46.3	48.6	52.7	55.9	73.4	86.1	142.9
		Others	108.9	3.8	56.6	63.6	68.1	74.8	84.4	137.1	211.5	323.0
		All occupational groups	167.9	5.8	46.6	53.6	59.3	64.5	68.6	99.1	175.9	268.1
	Miscellaneous activities	Elementary occupations, service and sales workers	65.7	2.3	41.2	42.5	45.2	46.9	48.7	55.0	62.5	80.6
		Others	35.7	1.2	43.0	48.1	50.2	53.1	55.6	67.4	90.7	135.4
		All occupational groups	101.4	3.5	41.7	43.5	46.7	48.7	50.0	57.9	72.7	100.0
	Elderly homes	Elementary occupations, service and sales workers	17.5	0.6	41.1	43.5	45.2	46.7	46.9	53.8	66.4	86.9
		Others	9.9	0.3	[*7]	49.7	52.3	56.7	59.7	73.7	98.2	143.3
		All occupational groups	27.4	1.0	42.4	44.4	46.7	47.2	48.7	60.0	79.2	102.9
	Laundry and dry cleaning services	Elementary occupations, service and sales workers	3.6	0.1	[*7]	[*7]	46.3	47.3	49.9	54.0	65.0	[*7]
		Others	0.5	[-§32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		All occupational groups	4.1	0.1	[*7]	[*7]	46.3	48.9	50.0	55.1	66.5	[*7]
	Hairdressing and other personal services	Elementary occupations, service and sales workers	30.6	1.1	41.2	41.9	42.8	48.0	50.0	55.6	61.6	80.6
		Others	9.8	0.3	[*7]	41.7	48.0	51.9	55.6	62.8	88.5	101.9
		All occupational groups	40.4	1.4	41.0	41.9	45.2	48.1	50.0	57.3	66.2	92.6
	Local courier services	Elementary occupations, service and sales workers	3.3	0.1	[*7]	[*7]	44.6	45.0	45.9	53.3	58.2	[*7]
		Others	1.8	0.1	[*7]	[*7]	[*7]	[*7]	[*7]	72.1	[*7]	[*7]
		All occupational groups	5.2	0.2	[*7]	44.6	45.8	46.3	47.3	56.3	67.5	95.1

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section	Occupational group										
	Food processing and production	Elementary occupations, service and sales workers	10.7	0.4	43.3	46.0	49.5	49.6	49.9	55.0	64.5	76.2
		Others	13.7	0.5	43.9	48.7	50.5	52.5	53.9	66.7	85.6	136.5
		All occupational groups	24.4	0.8	43.3	48.1	49.6	50.5	51.4	59.1	75.3	105.0
	Other activities not classified above	Elementary occupations, service and sales workers	42.8	1.5	42.8	46.6	48.3	50.4	53.3	65.0	81.0	97.4
		Others	85.9	3.0	51.6	56.1	61.1	64.3	67.0	85.2	132.8	207.0
		All occupational groups	128.7	4.5	47.0	50.7	54.6	58.3	61.8	79.3	118.1	166.7
	All industry sections	Elementary occupations, service and sales workers	936.0	32.6	42.7	45.3	46.7	48.0	50.0	58.4	75.0	100.8
		Others	1 938.2	67.4	50.9	56.4	61.1	66.1	71.3	101.5	156.4	242.4
		All occupational groups	2 874.2	100.0	46.1	49.3	52.4	55.6	59.2	82.9	131.5	209.3

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 (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section										
2024	Manufacturing (1)	27.2	2.2	45.0	50.0	54.8	57.3	63.3	77.3	112.9	177.8
	Electricity and gas supply; sewerage, waste management and remediation activities	4.6	0.4	[*7]	[*7]	53.8	64.5	70.0	106.7	118.3	[*7]
	Construction	155.0	12.5	52.2	61.8	68.1	83.3	86.0	110.0	144.4	177.8
	Import and export trade	231.8	18.6	48.4	51.7	56.3	59.7	63.1	86.0	125.8	212.9
	Wholesale	21.7	1.7	45.7	50.0	50.9	54.9	57.8	72.5	94.0	136.3
	Retail trade	95.7	7.7	41.7	43.9	45.5	46.8	48.1	59.6	71.4	105.0
	Supermarkets and convenience stores	9.2	0.7	[*7]	44.9	45.3	45.5	46.1	55.0	65.1	76.6
	Other retail stores	86.5	7.0	41.3	43.0	46.1	47.2	48.1	59.7	74.4	110.6
	Land transport	52.7	4.2	47.6	53.3	56.8	59.1	60.4	80.0	100.0	117.2
	Other transportation, storage, postal and courier services (2)	32.6	2.6	44.2	48.4	52.2	55.2	56.9	73.6	96.8	140.7
	Food and beverage services	93.4	7.5	43.0	45.7	48.4	50.9	53.7	60.5	75.6	96.7
	Hong Kong style tea cafes	16.0	1.3	41.7	44.9	48.0	51.0	55.0	60.0	71.0	89.6
	Chinese restaurants	23.7	1.9	44.0	46.9	50.0	53.6	55.0	62.6	80.0	95.2
	Restaurants, other than Chinese	32.2	2.6	44.9	46.3	50.9	54.3	55.6	62.0	80.0	103.7
	Fast food cafes (3)	14.8	1.2	40.7	42.6	45.2	46.6	48.0	57.1	70.0	93.0
	Other food and beverage services	6.6	0.5	[*7]	48.0	50.0	50.2	53.3	57.3	71.9	115.9
	Accommodation services	8.9	0.7	[*7]	46.3	48.4	50.0	51.2	68.9	84.3	120.9
	Information and communications	45.9	3.7	51.9	55.6	59.3	64.1	69.5	92.6	149.1	211.1
	Financing and insurance	60.6	4.9	54.9	57.4	61.1	62.5	66.7	110.9	178.9	333.3
	Real estate activities (4)	16.2	1.3	50.0	50.0	53.8	62.5	66.7	106.5	161.3	219.6
	Estate management, security and cleaning services	39.2	3.2	40.0	42.6	44.4	46.3	47.3	56.6	80.0	113.3
	Real estate maintenance management	10.3	0.8	43.2	44.4	46.8	47.0	49.0	58.6	84.2	120.9
	Security services (5)	9.8	0.8	[*7]	45.5	46.6	48.3	48.6	55.8	69.6	85.7
	Cleaning services	9.5	0.8	[*7]	40.0	41.0	43.0	44.4	52.4	71.4	82.5
	Membership organisations (6)	9.7	0.8	[*7]	40.3	43.5	44.9	47.2	64.1	100.0	126.1
	Professional, scientific and technical activities	98.2	7.9	51.0	55.6	59.6	65.7	69.3	100.0	157.1	217.7
	Administrative and support services activities	12.6	1.0	46.7	50.2	51.0	53.1	55.6	75.3	126.3	221.2
	Travel agency, reservation service and related activities	8.2	0.7	[*7]	44.4	48.1	50.0	50.0	63.3	107.5	121.0
	Education and public administration (excluding the Government)	60.6	4.9	47.3	54.6	56.7	61.4	69.4	100.0	166.6	266.3
	Human health activities; and beauty and body prettifying treatment	62.2	5.0	46.3	48.1	55.0	60.7	65.0	85.4	139.9	209.3

Size of business undertakings		Business undertakings with number of persons engaged less than 50									
		No. of employees		Hourly wage							
		Number ('000)	Percentage (%)	5th percentile (HK$)	10th percentile (HK$)	15th percentile (HK$)	20th percentile (HK$)	25th percentile (HK$)	50th percentile (HK$)	75th percentile (HK$)	90th percentile (HK$)
Year	Industry section										
	Miscellaneous activities	55.9	4.5	41.0	41.9	43.6	46.8	48.9	56.6	67.3	100.0
	Elderly homes	13.9	1.1	41.2	43.3	44.4	45.9	46.9	53.7	67.4	88.0
	Laundry and dry cleaning services	2.6	0.2	[*7]	[*7]	[*7]	50.0	50.0	55.0	65.0	[*7]
	Hairdressing and other personal services	30.3	2.4	41.0	41.7	42.2	48.0	50.0	56.8	64.5	100.0
	Local courier services	3.1	0.3	[*7]	[*7]	[*7]	47.3	50.6	58.0	70.0	[*7]
	Food processing and production	6.0	0.5	[*7]	43.0	43.9	48.7	50.0	60.0	74.1	111.1
	Other activities not classified above	60.1	4.8	44.4	48.3	50.2	52.5	57.1	79.2	120.2	166.4
	All industry sections	1 243.4	100.0	44.9	49.5	52.4	55.6	59.3	80.6	120.8	180.0

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

				Weekly working hours		
				25th percentile (Hours)	50th percentile (Hours)	75th percentile (Hours)
Year	Sex	Employment nature	Age group			
2024	Male	Full-time employees	15 - 24	40.6	43.6	49.9
			25 - 34	40.6	44.3	49.5
			35 - 44	40.6	45.2	50.1
			45 - 54	40.6	45.3	50.3
			55 and over	40.6	48.0	54.0
			All age groups	40.6	45.7	51.0
		All employees	15 - 24	38.1	40.7	48.0
			25 - 34	40.6	44.3	48.8
			35 - 44	40.6	44.7	49.9
			45 - 54	40.6	44.8	49.9
			55 and over	40.6	45.7	54.0
			All age groups	40.6	44.3	50.8
	Female	Full-time employees	15 - 24	40.6	43.0	48.0
			25 - 34	40.6	41.5	47.2
			35 - 44	40.4	42.0	48.0
			45 - 54	40.6	44.3	48.2
			55 and over	40.6	45.7	54.0
			All age groups	40.6	43.2	48.0
		All employees	15 - 24	32.2	40.6	47.5
			25 - 34	40.6	41.3	47.1
			35 - 44	38.8	40.6	46.2
			45 - 54	39.6	43.2	48.0
			55 and over	35.5	43.2	49.4
			All age groups	39.2	42.0	48.0
	Both sexes	Full-time employees	15 - 24	40.6	43.2	49.4
			25 - 34	40.6	42.7	48.0
			35 - 44	40.6	44.0	48.0
			45 - 54	40.6	44.3	49.6
			55 and over	40.6	46.6	54.0
			All age groups	40.6	44.3	49.4
		All employees	15 - 24	36.8	40.6	48.0
			25 - 34	40.6	42.0	48.0
			35 - 44	40.6	42.6	48.0
			45 - 54	40.6	44.3	48.9
			55 and over	39.2	44.3	52.4
			All age groups	40.2	43.4	48.2

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

		Weekly working hours								
		25th percentile (Hours)			50th percentile (Hours)			75th 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									
2024	Primary and below	45.7	44.3	44.3	49.0	48.0	48.0	60.0	54.0	54.7
	Lower secondary	43.2	42.1	42.5	48.0	48.0	48.0	54.0	54.0	54.0
	Upper secondary	40.6	40.6	40.6	47.2	44.3	44.8	52.9	48.0	49.9
	Post-secondary	40.6	39.3	39.7	40.6	40.6	40.6	46.2	45.0	45.7
	All educational attainment	40.6	40.6	40.6	45.7	43.2	44.3	51.0	48.0	49.4

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

		Weekly working hours								
		25th percentile (Hours)			50th percentile (Hours)			75th 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									
2024	Elementary occupations	44.3	42.0	42.0	48.0	48.0	48.0	54.0	53.5	54.0
	Service and sales workers	46.2	45.0	45.7	54.0	48.0	51.0	60.7	55.4	60.0
	Craft and related workers, plant and machine operators and assemblers	44.3	45.3	44.3	48.0	48.0	48.0	54.0	55.4	54.0
	Clerical support workers	40.6	39.3	39.8	41.3	41.0	41.3	45.7	44.3	44.7
	Managers, professionals and associate professionals	40.2	39.6	39.6	40.6	40.6	40.6	45.7	44.7	45.7
	All occupational groups	40.6	40.6	40.6	45.7	43.2	44.3	51.0	48.0	49.4

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

Employment nature		Full-time employees		
		Weekly working hours		
		25th percentile (Hours)	50th percentile (Hours)	75th percentile (Hours)
Year	Industry section			
2024	Manufacturing (1)	41.9	45.7	49.0
	Electricity and gas supply; sewerage, waste management and remediation activities	39.3	40.6	49.4
	Construction	42.3	48.0	53.1
	Import and export trade	38.8	40.6	43.2
	Wholesale	40.6	44.3	48.0
	Retail trade	43.4	48.0	54.0
	Supermarkets and convenience stores	45.0	51.9	54.0
	Other retail stores	42.9	48.0	54.0
	Land transport	43.2	48.0	54.9
	Other transportation, storage, postal and courier services (2)	40.6	44.3	50.3
	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	58.3
	Fast food cafes (3)	45.9	52.9	56.1
	Other food and beverage services	45.7	51.0	54.0
	Accommodation services	43.2	48.0	50.8
	Information and communications	40.6	40.6	44.3
	Financing and insurance	39.3	40.6	42.5
	Real estate activities (4)	40.6	43.2	48.0
	Estate management, security and cleaning services	45.7	49.4	63.7
	Real estate maintenance management	45.7	54.0	66.0
	Security services (5)	48.0	59.2	69.2
	Cleaning services	43.2	48.0	51.0
	Membership organisations (6)	40.6	44.3	48.0
	Professional, scientific and technical activities	39.3	40.6	43.2
	Administrative and support services activities	40.6	41.9	46.1
	Travel agency, reservation service and related activities	40.6	41.5	48.0
	Education and public administration (excluding the Government)	39.6	41.5	45.7
	Human health activities; and beauty and body prettifying treatment	39.6	44.3	48.0
	Miscellaneous activities	45.0	48.0	54.0
	Elderly homes	45.7	54.0	60.0
	Laundry and dry cleaning services	42.0	48.0	54.0
	Hairdressing and other personal services	45.0	48.0	54.0
	Local courier services	40.6	44.3	48.0
	Food processing and production	45.7	48.3	54.0
	Other activities not classified above	40.6	44.3	48.0
	All industry sections	40.6	44.3	49.4

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..

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)	2024	Manufacturing (1)	4.3	15.6	10.1	10.9	3.6	2.4	2.7	1.0	[*7]	[*7]
			Electricity and gas supply; sewerage, waste management and remediation activities	8.3	1.3	1.9	2.2	2.8	0.8	[*7]	[*7]	[*7]	[*7]
			Construction	33.4	48.6	50.7	93.2	46.6	12.1	10.7	5.6	0.6	2.7
			Import and export trade	85.8	136.0	41.5	14.8	6.5	0.7	2.5	[*7]	[*7]	[*7]
			Wholesale	4.7	7.6	4.5	4.8	1.7	[*7]	[*7]	[*7]	[*7]	[*7]
			Retail trade	17.0	28.6	30.9	44.5	34.5	4.7	13.2	2.5	[*7]	[*7]
			Supermarkets and convenience stores	4.3	2.3	3.1	6.0	11.8	[*7]	3.4	[*7]	[*7]	[*7]
			Other retail stores	12.6	26.3	27.9	38.5	22.6	[*7]	9.8	[*7]	[*7]	[*7]
			Land transport	7.8	22.1	18.4	27.0	13.3	7.6	8.5	3.6	2.5	3.4
			Other transportation, storage, postal and courier services (2)	18.7	26.9	21.3	13.4	7.6	2.7	8.1	1.6	0.8	1.9
			Food and beverage services	8.7	14.6	9.9	27.3	39.3	11.4	29.8	10.1	2.6	4.5
			Hong Kong style tea cafes	1.3	1.8	1.1	3.7	4.5	[*7]	4.1	0.8	[*7]	0.5
			Chinese restaurants	1.7	3.9	1.8	6.0	14.4	3.2	16.3	4.8	1.2	1.8
			Restaurants, other than Chinese	3.1	5.0	2.9	9.7	11.7	5.2	6.0	3.8	[*7]	[*7]
			Fast food cafes (3)	1.9	2.8	3.4	5.5	6.9	2.4	2.4	[*7]	1.1	[*7]
			Other food and beverage services	0.7	1.0	0.8	2.4	1.8	[*7]	1.0	[*7]	[*7]	[*7]
			Accommodation services	[*7]	12.7	5.7	17.4	1.2	[*7]	1.5	[*7]	[*7]	[*7]
			Information and communications	26.7	56.0	12.1	11.0	3.6	1.0	[*7]	[*7]	[*7]	[*7]
			Financing and insurance	74.5	103.2	32.7	3.0	4.2	[*7]	0.6	[*7]	[*7]	[*7]
			Real estate activities (4)	5.6	12.5	8.2	8.1	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Estate management, security and cleaning services	12.3	27.3	30.9	58.8	29.4	2.3	12.2	24.2	3.2	30.0
			Real estate maintenance management	3.6	11.8	20.6	19.7	16.5	1.0	8.9	12.7	2.7	19.4
			Security services (5)	0.8	2.7	4.6	8.4	[*7]	[*7]	1.5	8.7	[*7]	9.8
			Cleaning services	5.0	10.3	3.1	28.0	9.2	0.7	1.3	[*7]	[*7]	[*7]
			Membership organisations (6)	3.0	2.5	2.7	2.8	[*7]	[*7]	0.5	[*7]	[*7]	[*7]
			Professional, scientific and technical activities	55.3	100.4	21.2	8.3	3.9	1.1	2.0	[*7]	[*7]	1.3
			Administrative and support services activities	4.7	7.3	4.5	3.2	1.0	[*7]	[*7]	[*7]	[*7]	[*7]
			Travel agency, reservation service and related activities	[*7]	4.4	2.1	2.1	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Education and public administration (excluding the Government)	59.1	52.0	43.9	23.9	6.9	1.1	[*7]	0.7	[*7]	[*7]
			Human health activities; and beauty and body prettifying treatment	40.4	33.1	37.2	31.7	11.7	0.8	[*7]	[*7]	[*7]	1.5
			Miscellaneous activities	7.2	11.6	13.2	24.0	15.9	3.3	10.9	3.4	1.5	2.4
			Elderly homes	1.1	2.5	3.8	3.7	4.4	0.7	5.4	2.7	0.6	2.0
			Laundry and dry cleaning services	[*7]	0.5	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Hairdressing and other personal services	3.6	4.7	4.7	12.0	5.1	1.8	4.7	[*7]	[*7]	[*7]
			Local courier services	[*7]	1.3	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Food processing and production	1.9	2.6	3.0	6.8	5.5	0.7	0.6	[*7]	[*7]	[*7]
			Other activities not classified above	28.5	26.1	29.3	22.4	6.3	2.9	1.9	[*7]	[*7]	1.5

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									
			All industry sections	504.7	747.8	430.2	452.0	241.4	56.0	106.5	54.9	12.6	51.8
	Percentage share in respective industry section (%)	2024	Manufacturing (1)	8.4	30.5	19.6	21.3	7.0	4.7	5.2	1.9	[*7]	[*7]
			Electricity and gas supply; sewerage, waste management and remediation activities	45.9	7.1	10.7	12.2	15.5	4.6	[*7]	[*7]	[*7]	[*7]
			Construction	11.0	16.0	16.7	30.6	15.3	4.0	3.5	1.9	0.2	0.9
			Import and export trade	29.8	47.3	14.4	5.1	2.2	0.2	0.9	[*7]	[*7]	[*7]
			Wholesale	19.1	30.9	18.3	19.6	7.1	[*7]	[*7]	[*7]	[*7]	[*7]
			Retail trade	9.6	16.1	17.4	25.1	19.4	2.7	7.5	1.4	[*7]	[*7]
			Supermarkets and convenience stores	13.8	7.3	9.7	19.2	37.7	[*7]	10.9	[*7]	[*7]	[*7]
			Other retail stores	8.6	18.0	19.1	26.3	15.5	[*7]	6.7	[*7]	[*7]	[*7]
			Land transport	6.8	19.4	16.1	23.6	11.7	6.7	7.5	3.2	2.2	3.0
			Other transportation, storage, postal and courier services (2)	18.2	26.1	20.6	13.0	7.4	2.7	7.9	1.5	0.7	1.8
			Food and beverage services	5.5	9.3	6.3	17.2	24.8	7.2	18.8	6.4	1.6	2.9
			Hong Kong style tea cafes	7.3	9.9	5.9	19.8	24.5	[*7]	22.0	4.2	[*7]	2.9
			Chinese restaurants	3.1	7.1	3.2	10.9	26.2	5.8	29.7	8.7	2.1	3.2
			Restaurants, other than Chinese	6.3	10.3	5.9	19.8	23.8	10.6	12.2	7.7	[*7]	[*7]
			Fast food cafes (3)	6.8	10.1	12.2	19.9	24.7	8.8	8.8	[*7]	3.8	[*7]
			Other food and beverage services	9.0	12.9	9.7	30.3	23.0	[*7]	12.1	[*7]	[*7]	[*7]
			Accommodation services	[*7]	32.6	14.7	44.7	3.0	[*7]	3.9	[*7]	[*7]	[*7]
			Information and communications	24.0	50.3	10.9	9.9	3.2	0.9	[*7]	[*7]	[*7]	[*7]
			Financing and insurance	34.0	47.1	14.9	1.4	1.9	[*7]	0.3	[*7]	[*7]	[*7]
			Real estate activities (4)	15.9	35.3	23.3	23.0	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Estate management, security and cleaning services	5.3	11.8	13.4	25.5	12.8	1.0	5.3	10.5	1.4	13.0
			Real estate maintenance management	3.1	10.1	17.6	16.8	14.1	0.9	7.6	10.8	2.3	16.6
			Security services (5)	2.0	6.6	11.3	20.4	[*7]	[*7]	3.6	21.3	[*7]	23.9
			Cleaning services	8.2	17.0	5.1	46.4	15.2	1.1	2.2	[*7]	[*7]	[*7]
			Membership organisations (6)	23.4	20.0	21.0	21.8	[*7]	[*7]	4.3	[*7]	[*7]	[*7]
			Professional, scientific and technical activities	28.5	51.7	10.9	4.3	2.0	0.5	1.1	[*7]	[*7]	0.7
			Administrative and support services activities	22.7	34.8	21.4	15.4	4.8	[*7]	[*7]	[*7]	[*7]	[*7]
			Travel agency, reservation service and related activities	[*7]	40.1	19.1	19.2	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Education and public administration (excluding the Government)	31.5	27.7	23.3	12.7	3.7	0.6	[*7]	0.3	[*7]	[*7]
			Human health activities; and beauty and body prettifying treatment	25.8	21.1	23.7	20.2	7.5	0.5	[*7]	[*7]	[*7]	1.0
			Miscellaneous activities	7.7	12.4	14.1	25.7	17.0	3.6	11.7	3.6	1.6	2.5
			Elderly homes	4.0	9.2	14.2	13.6	16.4	2.4	20.1	10.2	2.3	7.5
			Laundry and dry cleaning services	[*7]	15.1	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Hairdressing and other personal services	9.7	12.7	12.9	32.7	14.0	4.8	12.8	[*7]	[*7]	[*7]
			Local courier services	[*7]	31.4	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Food processing and production	8.5	11.7	13.4	30.9	24.7	3.2	2.8	[*7]	[*7]	[*7]
			Other activities not classified above	23.8	21.9	24.5	18.8	5.3	2.4	1.6	[*7]	[*7]	1.3
			All industry sections	19.0	28.1	16.2	17.0	9.1	2.1	4.0	2.1	0.5	1.9

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										

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

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**
- **Table 220-23005: Number of employees by employment mode and industry section**
- **Table 220-23011: Monthly wage level and distribution by employment nature and sex**
- **Table 220-23012: Monthly wage level and distribution by employment nature and age group**
- **Table 220-23013: Monthly wage level and distribution by employment nature and educational attainment**
- **Table 220-23014: Monthly wage level and distribution by employment nature and occupational group**
- **Table 220-23015: Monthly wage level and distribution by employment nature and industry section**
- **Table 220-23021: Number of employees by percentile of hourly wage**
- **Table 220-23022: Hourly wage level and distribution by sex and age group**
- **Table 220-23023: Hourly wage level and distribution by sex and educational attainment**
- **Table 220-23024: Hourly wage level and distribution by sex and occupational group**
- **Table 220-23025: Hourly wage level and distribution by industry section and occupational group: All business undertakings**
- **Table 220-23026: Hourly wage level and distribution by industry section: Business undertakings with number of persons engaged less than 50**
- **Table 220-23027: Number of employees by employment nature, hourly wage and industry section**
- **Table 220-23031: Level and distribution of weekly working hours by employment nature, sex and age group**
- **Table 220-23032: Level and distribution of weekly working hours by employment nature, sex and educational attainment**
- **Table 220-23033: Level and distribution of weekly working hours by employment nature, sex and occupational group**
- **Table 220-23034: Level and distribution of weekly working hours by employment nature and industry section**
- **Table 220-23035: Number of employees by employment nature, industry section and weekly working hours**

8. Explanatory Notes

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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