



Report on Annual Earnings and Hours Survey

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

2025 Edition

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All Issues

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1. Key Figures

- In May – June 2025, there were 2 855 800 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, 1 462 100 (51%) were male, and 1 393 600 (49%) were female.
- The median monthly wage of employees was \$21,200, increased by 3.5% over a year earlier.
- The median hourly wage of employees was \$85.7, increased by 3.4% over a year earlier.
- The median weekly working hours of employees was 43.2, slightly decreased by 0.5% over a year earlier.

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

Year	2024				2025			
	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 th	10,700	+3.1	49.3	+3.5	11,000	+2.8	51.1	+3.5
25 th	14,800	+3.6	59.2	+3.7	15,300	+3.4	61.3	+3.7
50 th	20,500	+3.6	82.9	+3.5	21,200	+3.5	85.7	+3.4
75 th	32,000	+2.8	131.5	+3.0	33,000	+3.3	135.9	+3.3
90 th	50,000	+3.1	209.3	+2.5	51,300	+2.7	214.2	+2.3

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

Year	2024				2025			
	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	23,400	+4.0	93.3	+4.1	24,200	+3.4	96.8	+3.8
Female	18,100	+3.6	73.2	+3.5	18,700	+3.4	75.8	+3.6

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

Year	2024				2025			
	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	14,700	+5.0	62.8	+4.1	15,200	+3.6	64.7	+3.1
25 - 34	22,000	+3.7	86.7	+5.1	22,900	+4.0	90.0	+3.8
35 - 44	23,800	+1.2	97.2	+3.4	25,000	+5.1	100.0	+2.9
45 - 54	20,800	+4.0	83.9	+2.3	21,500	+3.6	86.4	+3.0
≥55	16,500	+3.1	66.7	+2.6	17,000	+3.0	69.2	+3.8

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

Year	2024				2025			
	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	14,400	+2.7	56.8	+3.6	15,000	+4.3	58.3	+2.7
Lower secondary	15,900	+5.0	60.5	+2.8	16,500	+3.8	63.4	+4.8
Upper secondary	18,300	+1.7	71.7	+2.4	18,800	+2.5	73.9	+3.1
Post-secondary	31,300	+1.2	126.1	+3.0	31,500	+0.7	128.5	+1.9

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

Year	2024				2025			
	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	14,300	+3.7	58.6	+3.9	14,900	+4.0	60.6	+3.3
Services and sales workers	15,300	+3.9	58.4	+3.8	15,800	+3.6	60.2	+3.0
Craft and related trades workers, plant and machine operators and assemblers	24,000	+3.5	99.7	+3.0	25,000	+4.1	103.7	+4.1
Clerical support workers	16,800	+3.9	70.3	+3.4	17,500	+3.9	72.4	+3.1
Managers, professionals and associate professionals	31,600	+3.2	122.4	+3.1	32,700	+3.4	126.0	+3.0

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

Year	2024				2025			
	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)	19,600	+3.9	80.6	+4.2	20,200	+3.1	83.3	+3.3
Electricity and gas supply; sewerage, waste management and remediation activities	31,000	+4.0	122.2	+4.8	32,200	+4.0	126.3	+3.3
Construction	25,700	+4.3	110.7	+3.6	26,300	+2.4	113.7	+2.7
Import and export trade	20,800	+4.4	87.4	+3.9	21,400	+2.9	89.6	+2.5
Wholesale	17,200	+5.2	72.8	+4.8	17,700	+3.2	75.1	+3.2
Retail trade	14,500	+2.8	59.1	+3.5	15,000	+3.4	61.3	+3.6
Land transport	21,300	+3.5	87.5	+3.6	22,200	+4.2	90.7	+3.7
Other transportation, storage, postal and courier services (2)	20,800	+7.2	74.9	+4.9	21,600	+4.0	78.6	+4.9
Food and beverage services	15,300	+3.8	60.0	+4.2	15,800	+3.4	62.0	+3.4
Accommodation services	18,000	+5.6	64.2	+3.6	18,800	+4.4	67.3	+4.9
Information and communications	27,300	+5.0	105.6	+4.7	28,600	+4.7	109.8	+4.0
Financing and insurance	32,800	+3.7	124.6	+3.7	34,000	+3.8	129.5	+4.0
Real estate activities (3)	24,200	+3.1	98.4	+2.7	25,000	+3.2	100.0	+1.6
Estate management, security and cleaning services	14,700	+3.8	53.0	+3.9	15,500	+5.1	55.0	+3.8
Professional, scientific and technical activities	27,900	+4.5	107.6	+2.7	28,900	+3.6	111.4	+3.5
Administrative and support services activities	19,600	+4.8	79.7	+4.0	20,000	+2.0	82.1	+3.0
Travel agency, reservation service and related activities	16,200	+4.3	71.1	+4.2	17,000	+5.0	74.1	+4.2
Education and public administration (excluding the Government)	32,800	+3.2	146.2	+3.8	34,100	+3.9	151.1	+3.4
Human health activities; and beauty and body prettifying treatment	21,500	+4.0	99.1	+2.5	22,400	+4.1	102.5	+3.4
Miscellaneous activities	15,100	+2.9	57.9	+3.5	15,600	+3.3	60.0	+3.7
Other activities not classified above	18,900	+4.2	79.3	+4.3	19,700	+4.2	82.7	+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

- 1 485 900 employees (or 52% of total number of employees) were aged 35 – 54.

Chart 2.1 : Number of employees by age group, 2025

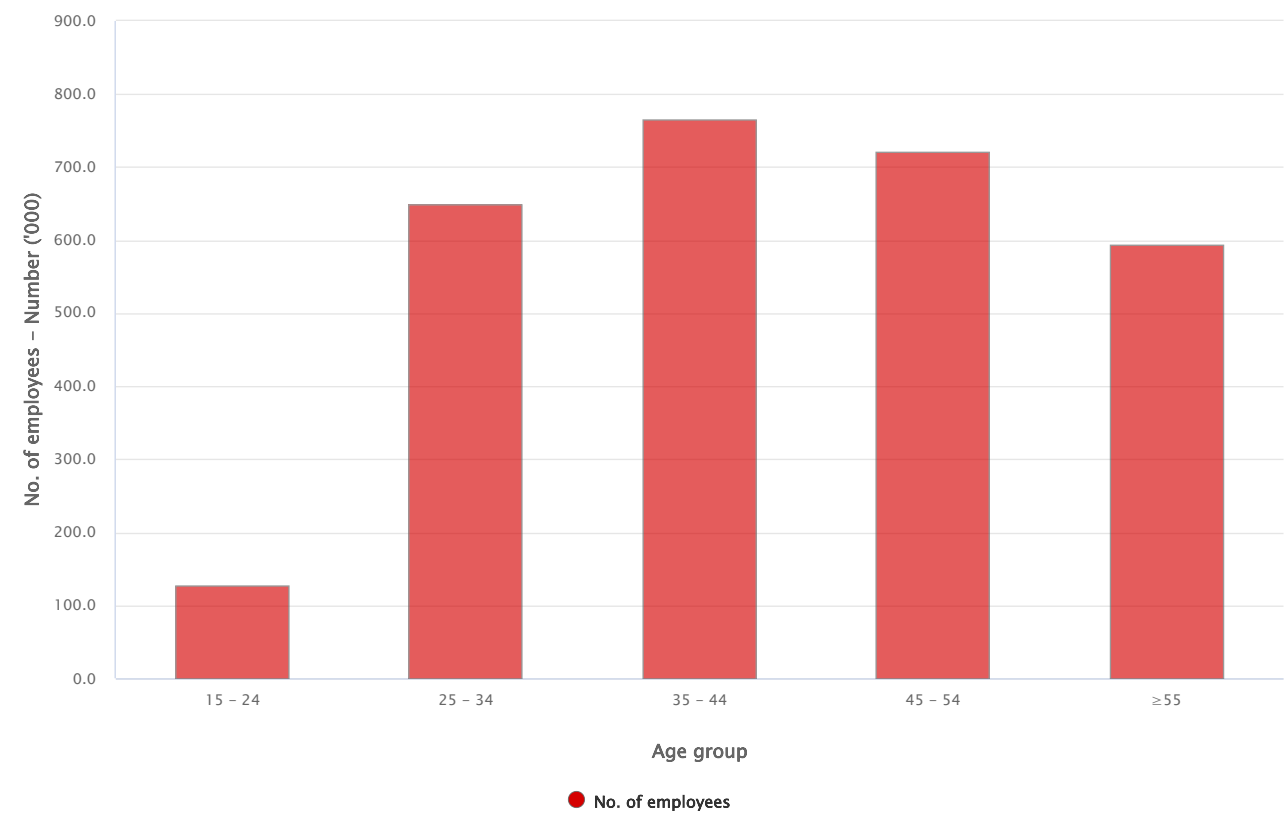


Table 2.1 : Number of employees by age group

Year	2025	
	No. of employees	
	Number ('000)	Percentage (%)
Age group		
15 - 24	127.0	4.4
25 - 34	648.6	22.7
35 - 44	765.3	26.8
45 - 54	720.6	25.2
≥55	594.2	20.8

2. Analysed by educational attainment

- 1 210 300 employees (or 42% of total number of employees) had completed post-secondary education.

Chart 2.2 : Number of employees by educational attainment, 2025

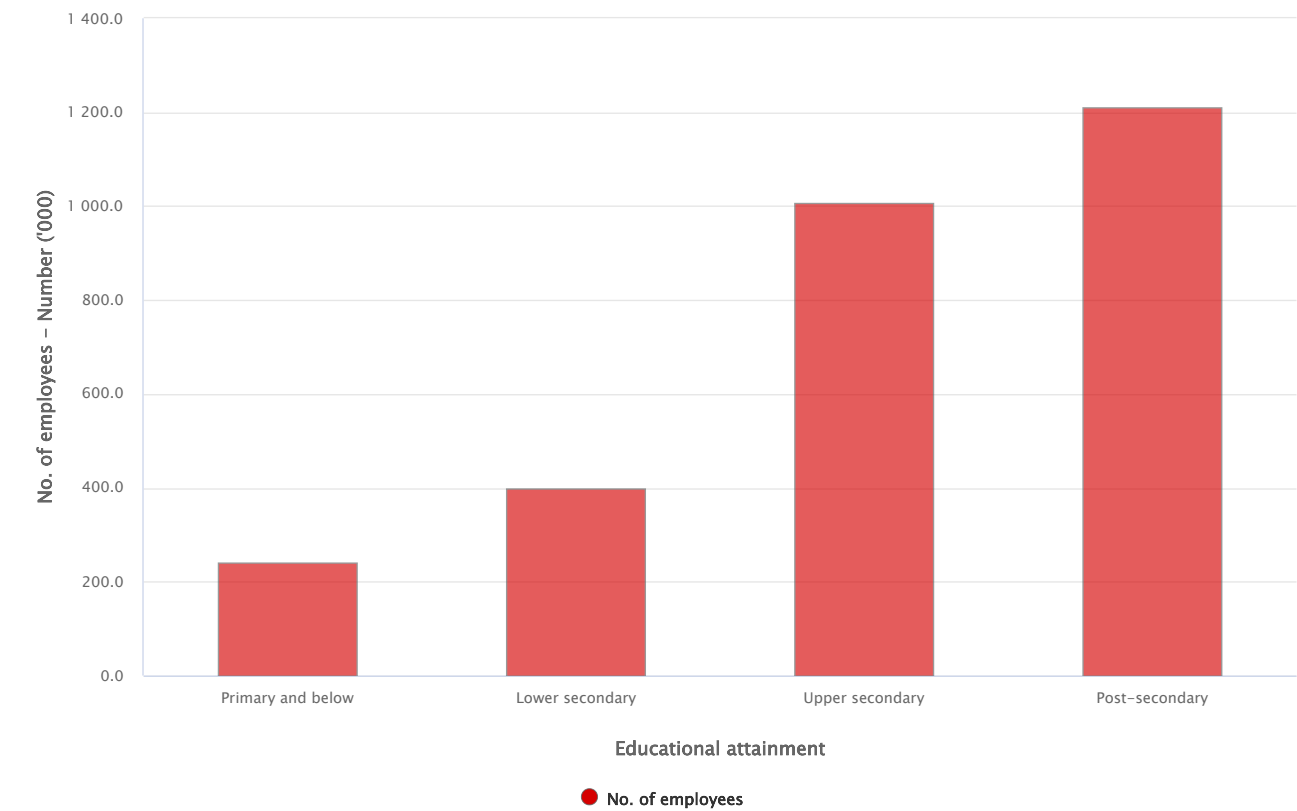


Table 2.2 : Number of employees by educational attainment

Year	2025	
	No. of employees	
	Number ('000)	Percentage (%)
Educational attainment		
Primary and below	241.5	8.5
Lower secondary	398.4	13.9
Upper secondary	1 005.6	35.2
Post-secondary	1 210.3	42.4

3. Analysed by occupational group

- 920 700 employees (or 32% of total number of employees) were engaged in the occupational groups “elementary occupations” and “services and sales workers”.

Chart 2.3 : Number of employees by occupational group, 2025

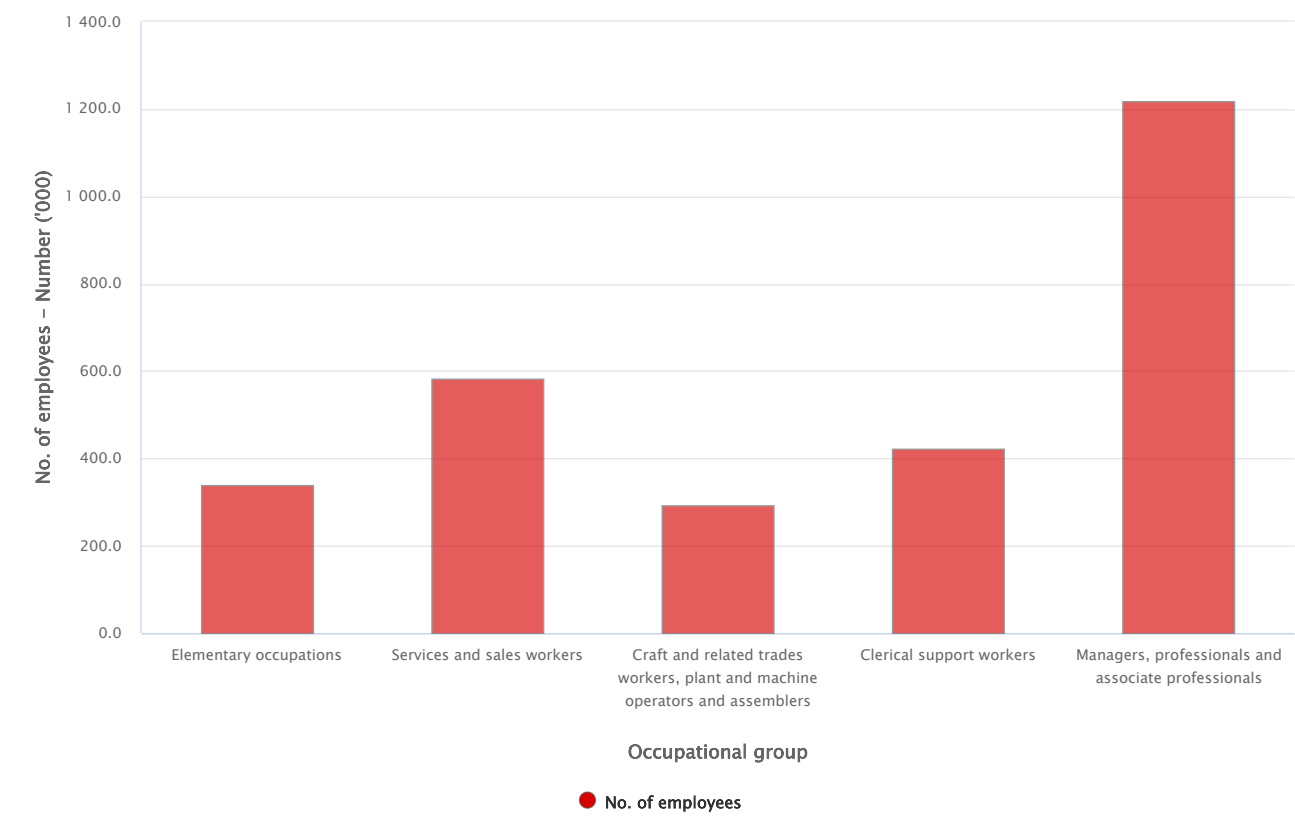


Table 2.3 : Number of employees by occupational group

Year	2025	
	No. of employees	
	Number ('000)	Percentage (%)
Occupational group		
Elementary occupations	338.4	11.8
Services and sales workers	582.4	20.4
Craft and related trades workers, plant and machine operators and assemblers	294.1	10.3
Clerical support workers	422.5	14.8
Managers, professionals and associate professionals	1 218.4	42.7

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 education and public administration (excluding the Government) (altogether 1 301 100 employees or 46% of total number of employees).

Chart 2.4 : Number of employees by industry section, 2025

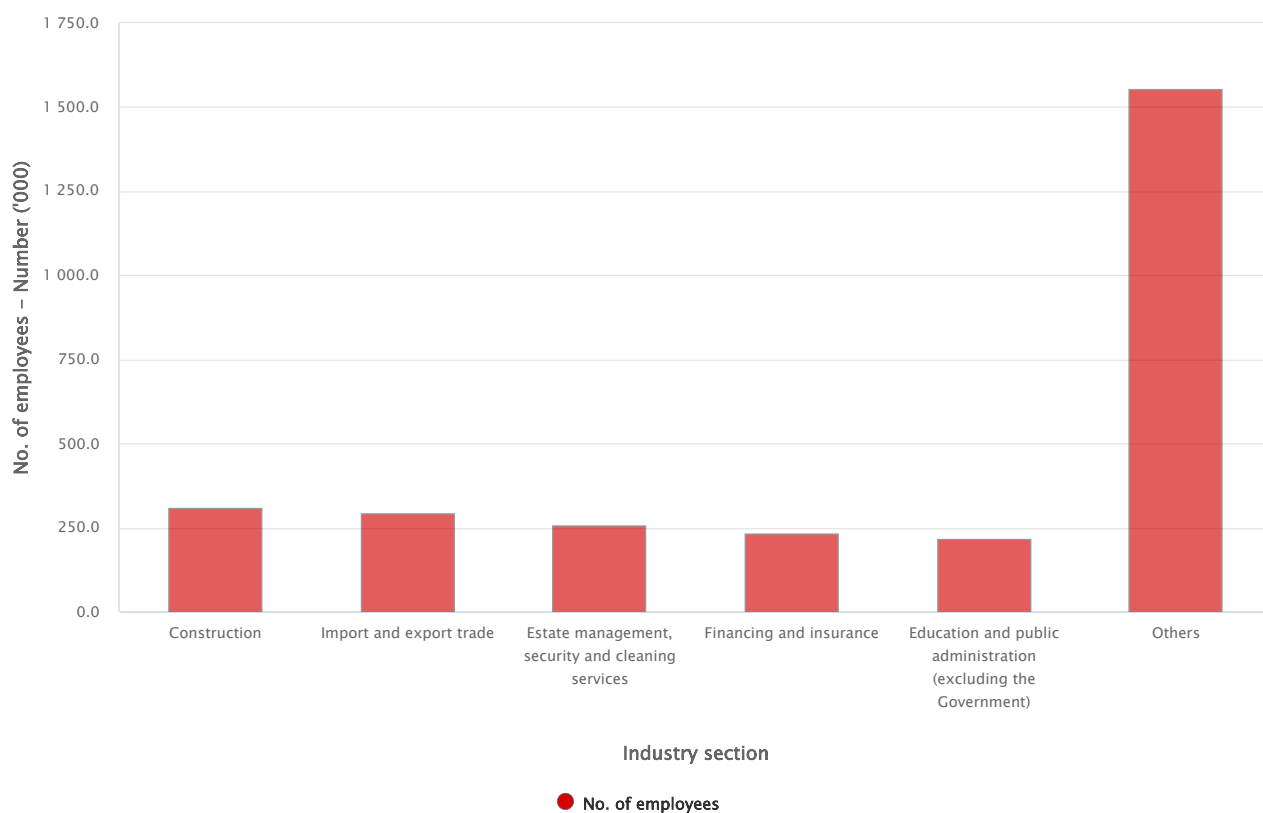


Table 2.4 : Number of employees by industry section

Year	2025	
	No. of employees	
	Number ('000)	Percentage (%)
Industry section		
Construction	307.3	10.8
Import and export trade	291.6	10.2
Estate management, security and cleaning services	256.2	9.0
Financing and insurance	230.5	8.1
Education and public administration (excluding the Government)	215.4	7.5
Others	1 554.7	54.4

5. Analysed by employment nature

- 2 641 200 employees (or 92% of total number of employees) were employed on a full-time basis.

6. Analysed by employment mode

- 2 552 500 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 \$21,200 and \$22,200 respectively (3.5% and 3.7% higher than those of May – June 2024 respectively).

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

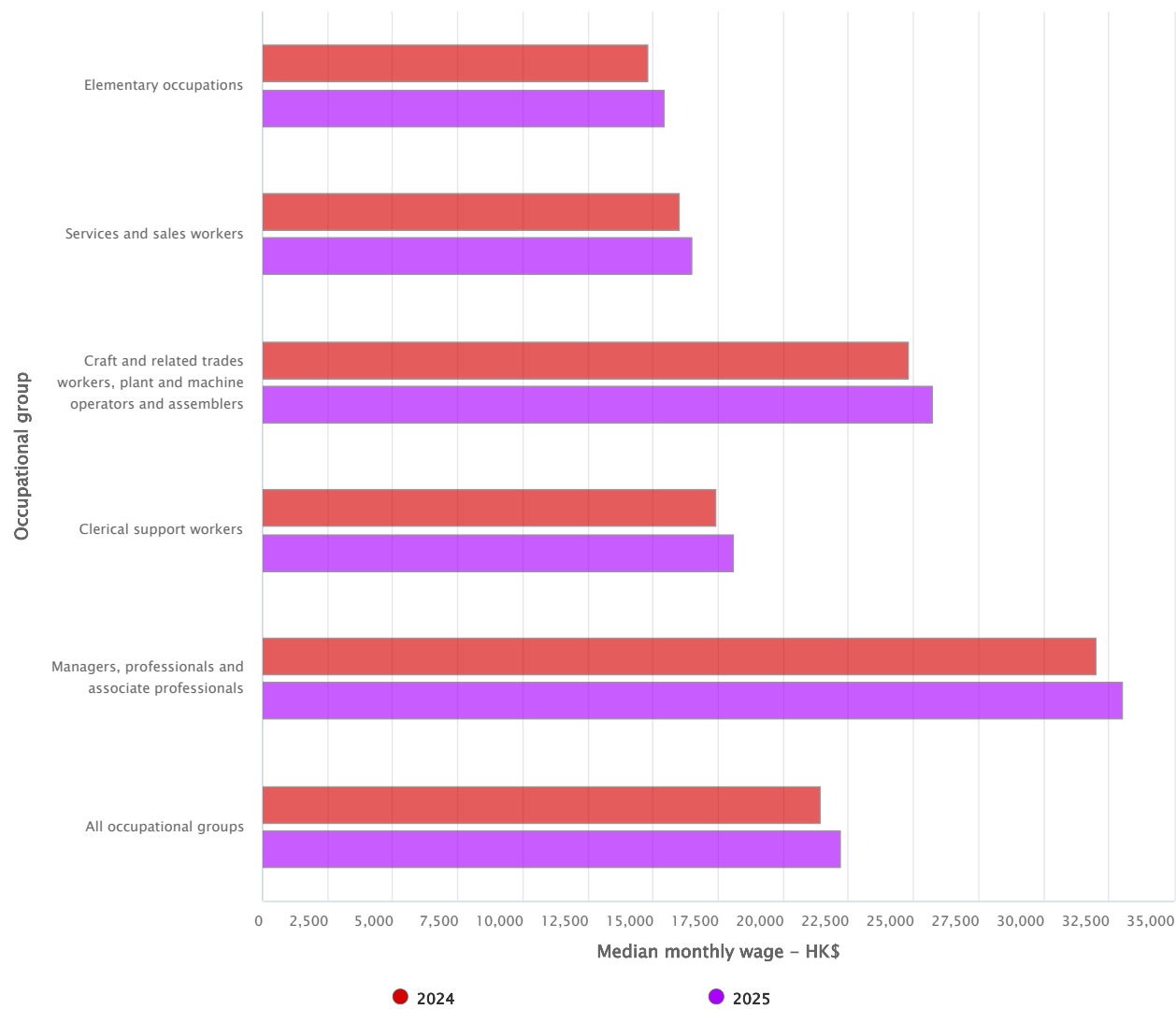


Table 3.1 : Median monthly wage of full-time employees by occupational group

Year	2024	2025
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK\$	HK\$
Occupational group		
Elementary occupations	14,800	15,400
Services and sales workers	16,000	16,500
Craft and related trades workers, plant and machine operators and assemblers	24,800	25,700
Clerical support workers	17,400	18,100
Managers, professionals and associate professionals	32,000	33,000
All occupational groups	21,400	22,200

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

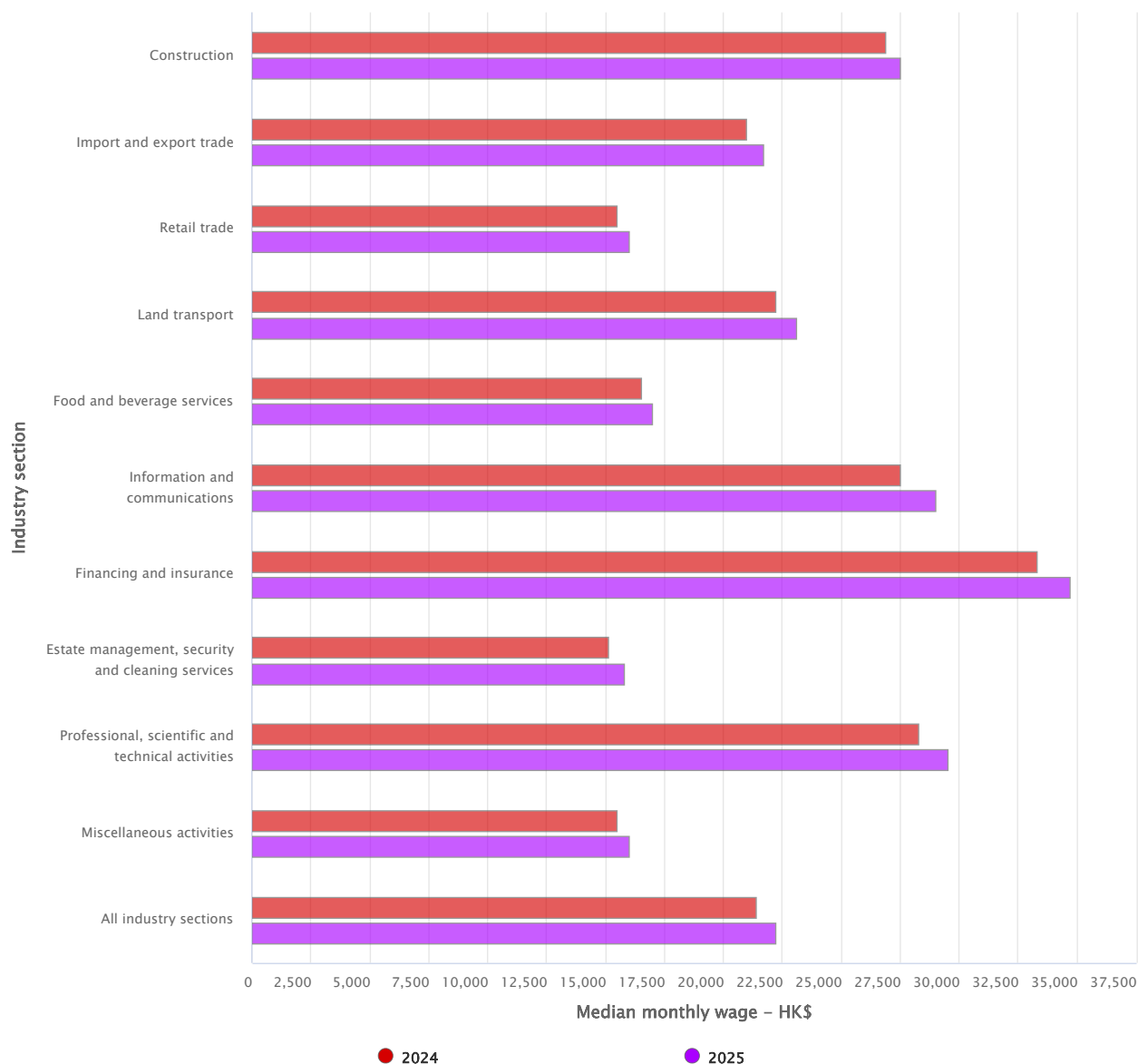


Table 3.2 : Median monthly wage of full-time employees by selected industry section

Year	2024	2025
Employment nature	Full-time employees	Full-time employees
	Median monthly wage	Median monthly wage
	HK\$	HK\$
Industry section		
Construction	26,900	27,500
Import and export trade	21,000	21,700
Retail trade	15,500	16,000
Land transport	22,200	23,100
Food and beverage services	16,500	17,000
Information and communications	27,500	29,000
Financing and insurance	33,300	34,700
Estate management, security and cleaning services	15,100	15,800
Professional, scientific and technical activities	28,300	29,500
Miscellaneous activities	15,500	16,000
All industry sections	21,400	22,200

4. Distribution of Hourly Wage

- The median hourly wage of all employees was \$85.7. The lower quartile and upper quartile hourly wage were \$61.3 and \$135.9 respectively. The corresponding figures of full-time employees were \$86.4, \$61.6 and \$137.1 respectively.

Chart 4.1 : Distribution of hourly wage - all employees, 2025

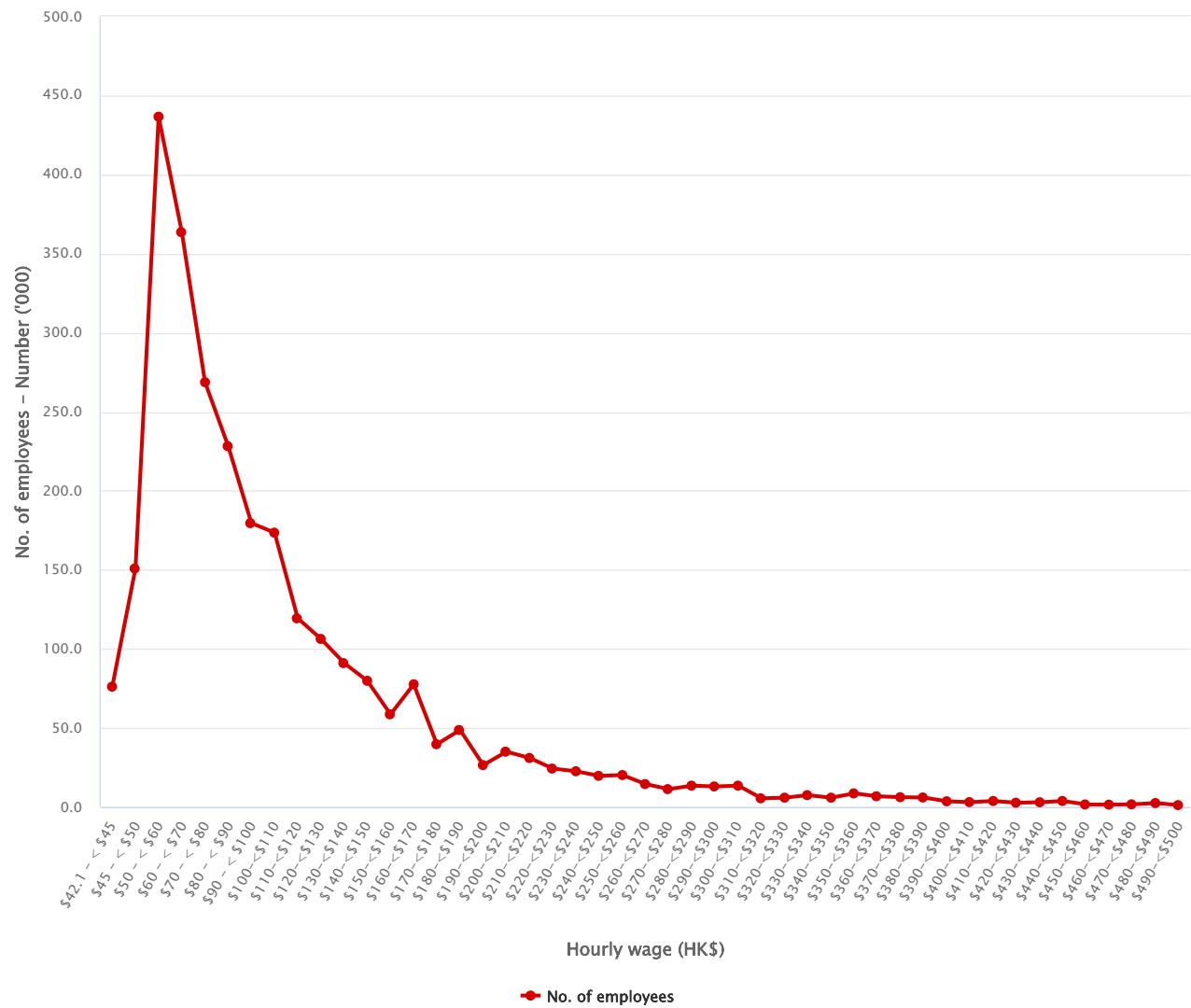


Chart 4.2 : Distribution of hourly wage of employees by sex, 2025

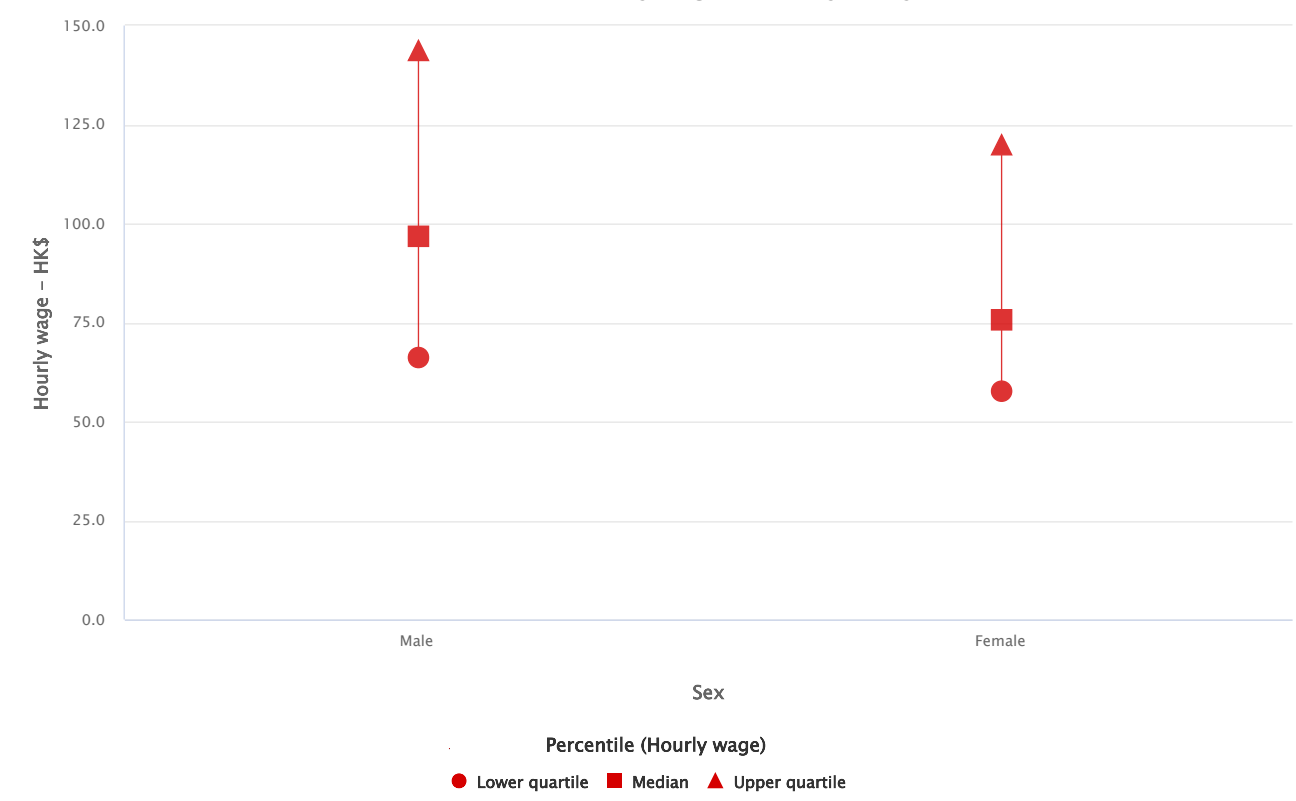


Table 4.2 : Distribution of hourly wage of employees by sex

Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	66.0	96.8	143.8
Female	57.7	75.8	120.0
Both sexes	61.3	85.7	135.9

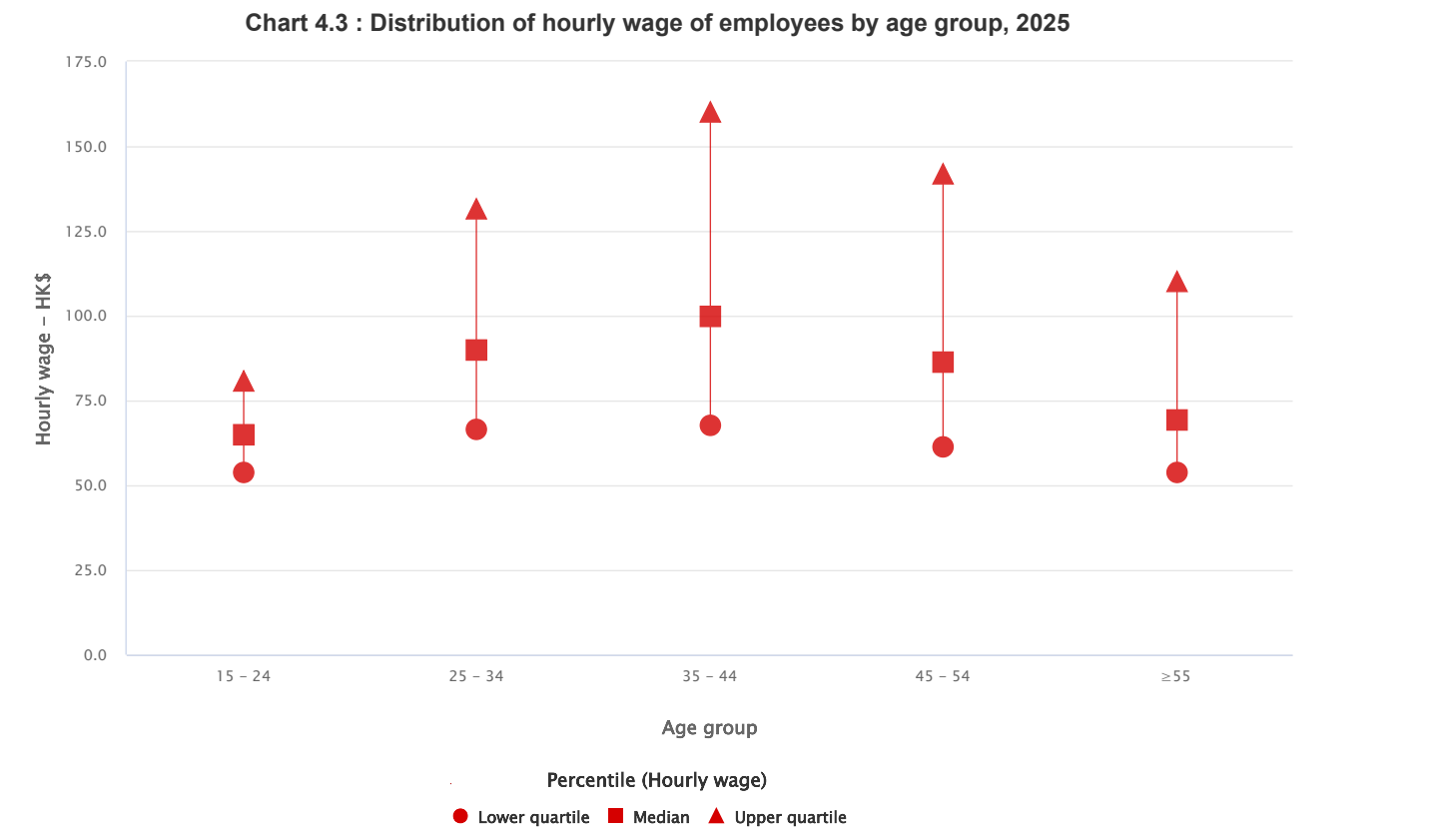


Table 4.3 : Distribution of hourly wage of employees by age group			
Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Age group			
15 - 24	53.8	64.7	80.6
25 - 34	66.6	90.0	131.5
35 - 44	67.8	100.0	160.3
45 - 54	61.5	86.4	142.0
≥55	53.7	69.2	110.0
All age groups	61.3	85.7	135.9

3. Analysed by educational attainment

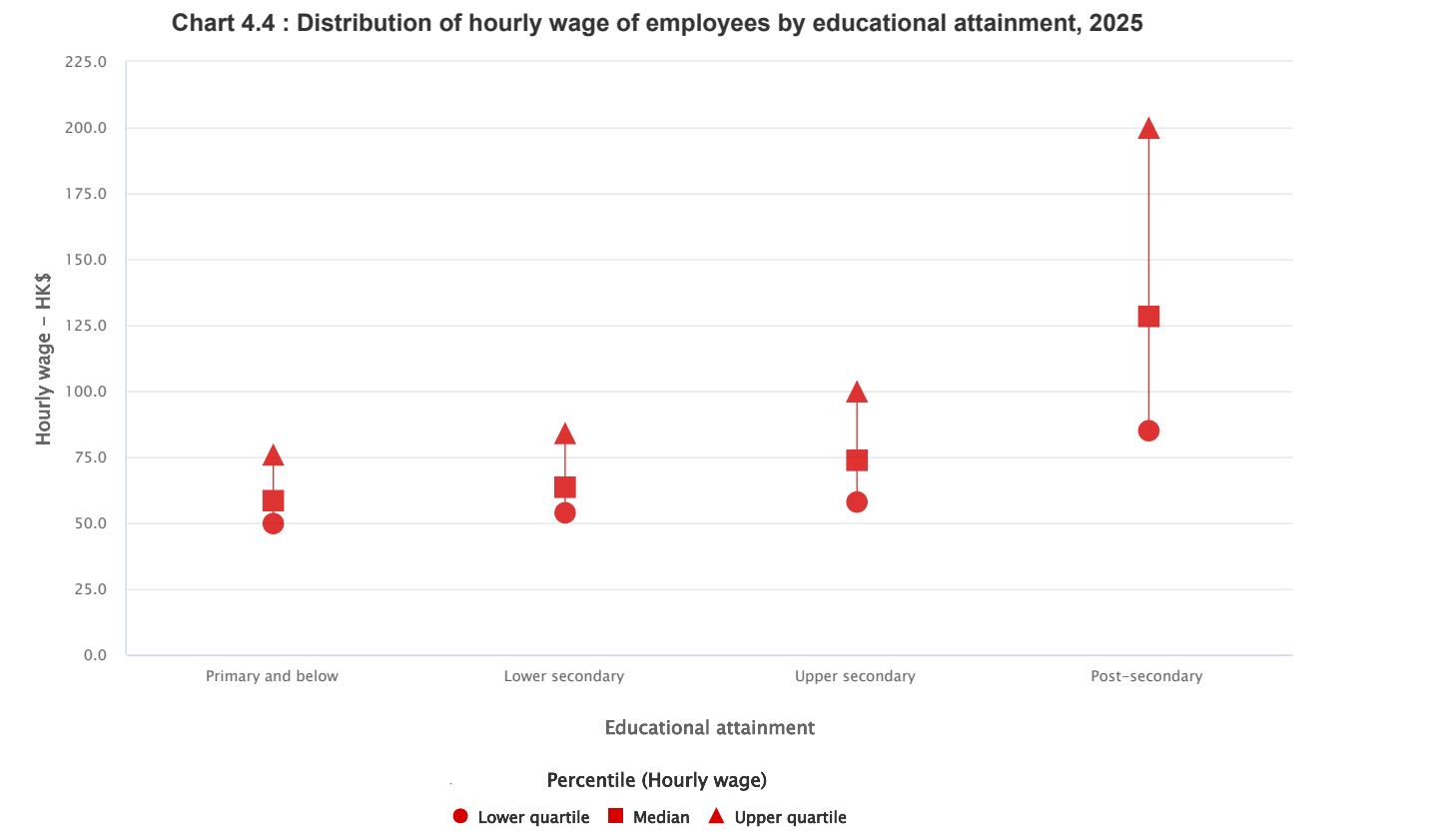


Table 4.4 : Distribution of hourly wage of employees by educational attainment

Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Educational attainment			
Primary and below	50.0	58.3	75.9
Lower secondary	53.8	63.4	83.9
Upper secondary	58.1	73.9	99.7
Post-secondary	85.1	128.5	200.0
All educational attainment	61.3	85.7	135.9

4. Analysed by occupational group



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

Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Occupational group			
Elementary occupations	52.2	60.6	79.9
Services and sales workers	51.3	60.2	74.2
Craft and related trades workers, plant and machine operators and assemblers	75.8	103.7	138.7
Clerical support workers	59.5	72.4	91.3
Managers, professionals and associate professionals	87.1	126.0	200.0
All occupational groups	61.3	85.7	135.9

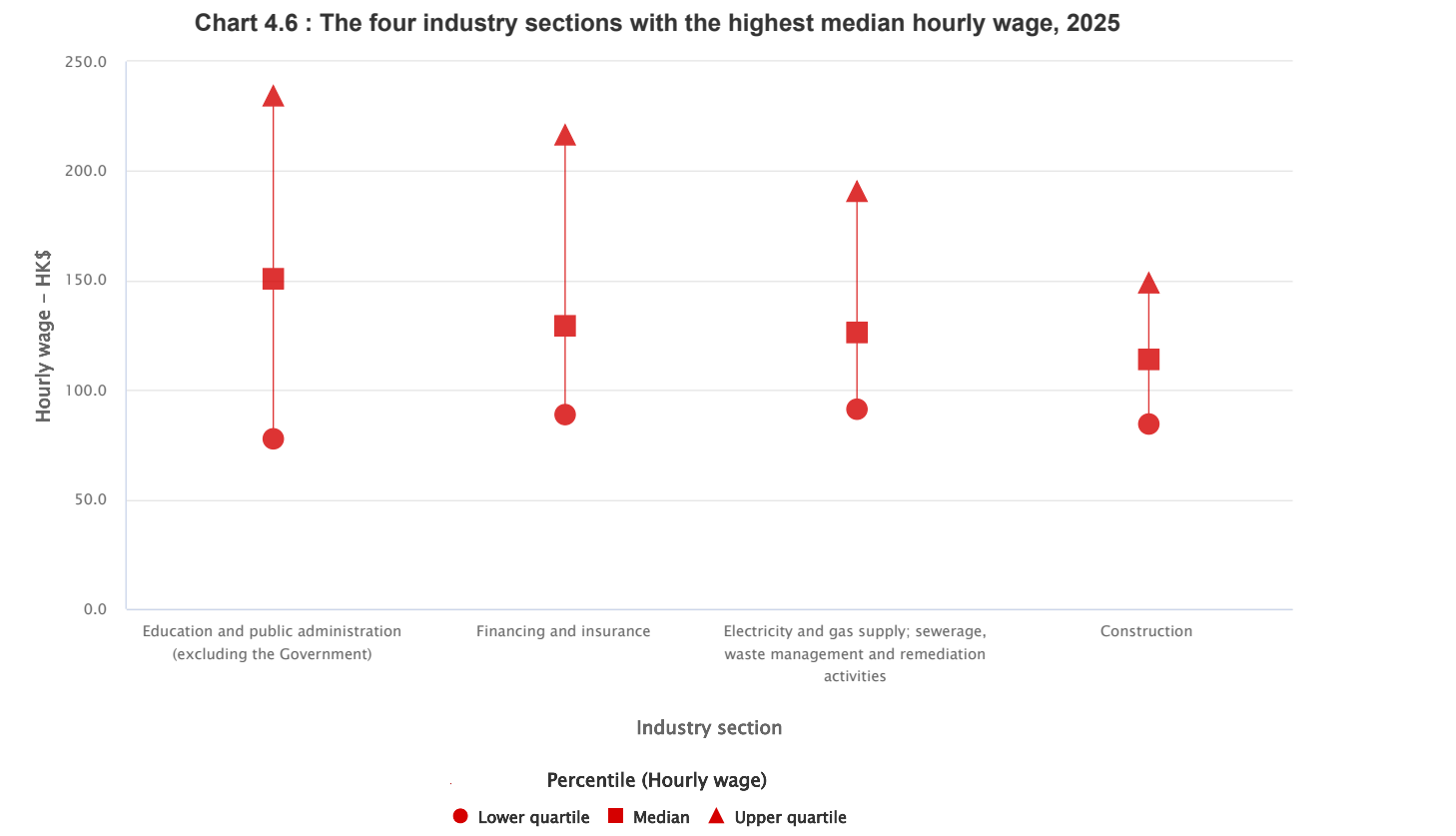


Table 4.6 : The four industry sections with the highest median hourly wage

Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Education and public administration (excluding the Government)	77.4	151.1	234.6
Financing and insurance	88.9	129.5	216.7
Electricity and gas supply; sewerage, waste management and remediation activities	91.5	126.3	190.8
Construction	84.2	113.7	149.2

Chart 4.7 : The four industry sections with the lowest median hourly wage, 2025

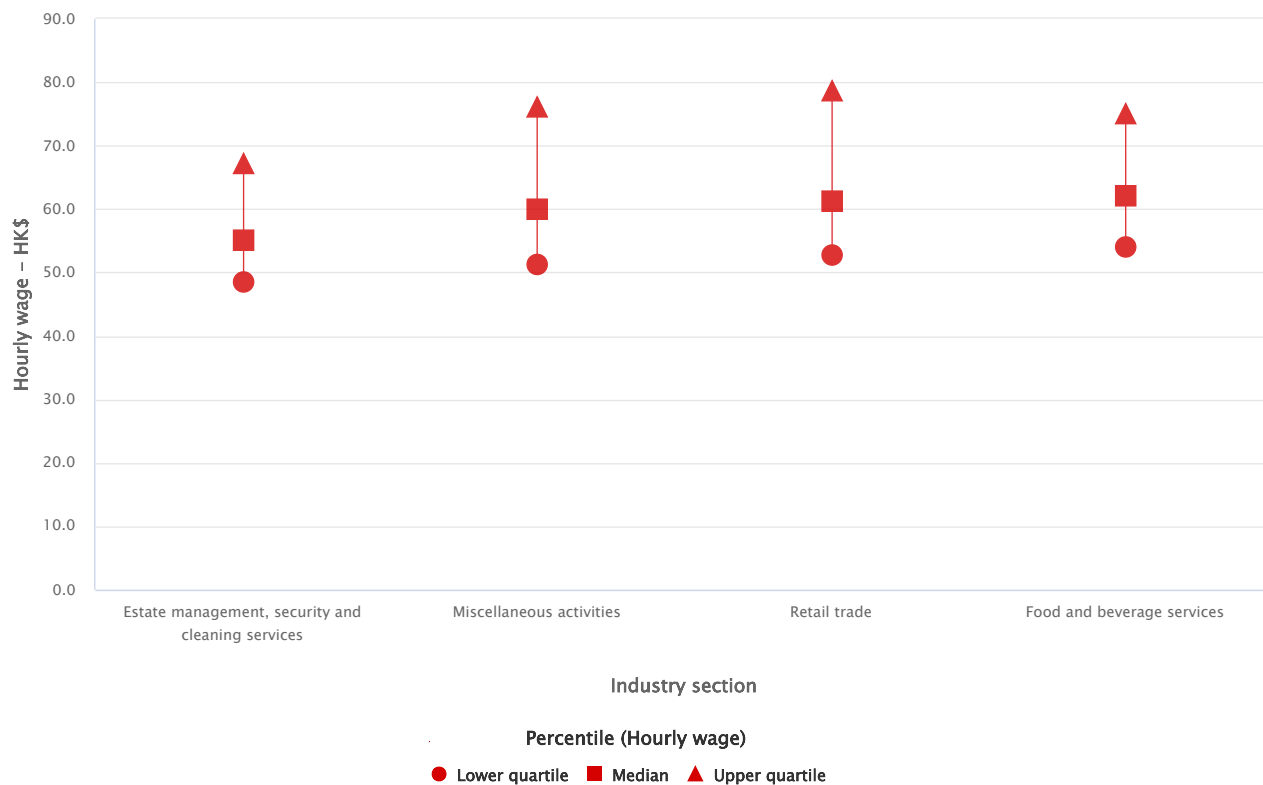


Table 4.7 : The four industry sections with the lowest median hourly wage

Year	Hourly wage		
	HK\$		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Industry section			
Estate management, security and cleaning services	48.6	55.0	67.2
Miscellaneous activities	51.3	60.0	76.2
Retail trade	52.7	61.3	78.6
Food and beverage services	54.0	62.0	75.0

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 43.3 respectively.

Chart 5.1 : Distribution of weekly working hours of employees by sex, 2025

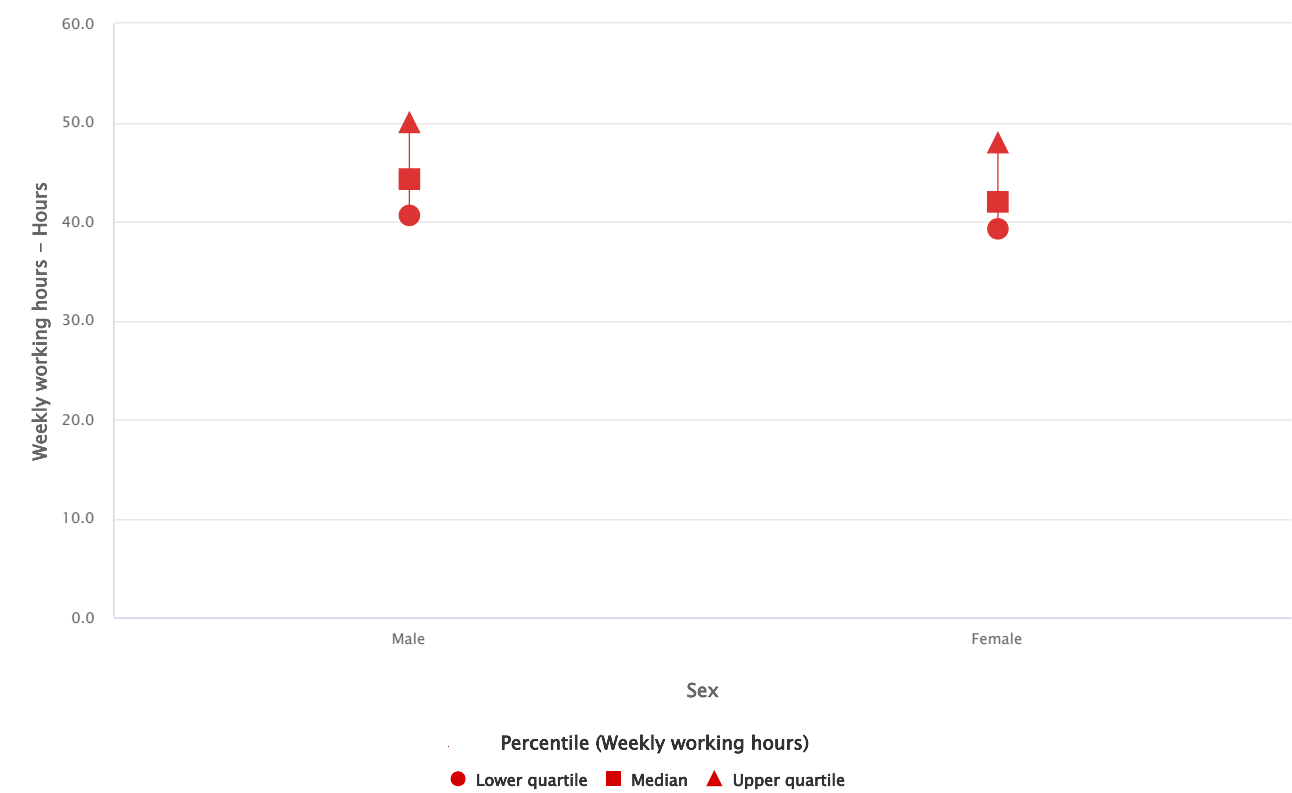


Table 5.1 : Distribution of weekly working hours of employees by sex

Year	Weekly working hours		
	Hours		
	2025		
Percentile	Lower quartile	Median	Upper quartile
Sex			
Male	40.6	44.3	50.0
Female	39.3	42.0	48.0
Both sexes	40.6	43.2	48.2

6. Detailed Statistics

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

		No. of employees											
		Number ('000)						Percentage (%)					
		Full-time employees			All employees			Full-time employees			All employees		
Employment nature		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Sex	Age group												
Year	Age group												
2025	15 - 24	51.2	47.7	98.9	63.7	63.4	127.0	1.9	1.8	3.7	2.2	2.2	4.4
	25 - 34	315.8	314.1	629.9	328.9	319.7	648.6	12.0	11.9	23.8	11.5	11.2	22.7
	35 - 44	392.6	333.3	725.9	405.7	359.7	765.3	14.9	12.6	27.5	14.2	12.6	26.8
	45 - 54	315.2	356.8	672.1	327.6	393.0	720.6	11.9	13.5	25.4	11.5	13.8	25.2
	≥55	307.3	207.2	514.5	336.4	257.9	594.2	11.6	7.8	19.5	11.8	9.0	20.8
	All age groups	1 382.1	1 259.1	2 641.2	1 462.1	1 393.6	2 855.8	52.3	47.7	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 (%)					
		Full-time employees			All employees			Full-time employees			All employees		
Employment nature		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Sex	Educational attainment												
Year	Educational attainment												
2025	Primary and below	112.7	105.0	217.7	117.3	124.2	241.5	4.3	4.0	8.2	4.1	4.3	8.5
	Lower secondary	198.3	162.1	360.4	212.0	186.4	398.4	7.5	6.1	13.6	7.4	6.5	13.9
	Upper secondary	473.5	470.9	944.4	498.9	506.7	1 005.6	17.9	17.8	35.8	17.5	17.7	35.2
	Post-secondary	597.6	521.1	1 118.7	633.9	576.3	1 210.3	22.6	19.7	42.4	22.2	20.2	42.4
	All educational attainment	1 382.1	1 259.1	2 641.2	1 462.1	1 393.6	2 855.8	52.3	47.7	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 (%)					
		Full-time employees			All employees			Full-time employees			All employees		
Employment nature		Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
Sex	Occupational group												
Year	Occupational group												
2025	Elementary occupations	143.3	145.5	288.8	158.7	179.7	338.4	5.4	5.5	10.9	5.6	6.3	11.8
	Services and sales workers	211.9	298.2	510.1	232.8	349.6	582.4	8.0	11.3	19.3	8.2	12.2	20.4
	Craft and related trades workers, plant and machine operators and assemblers	265.5	10.2	275.7	282.2	11.9	294.1	10.1	0.4	10.4	9.9	0.4	10.3
	Clerical support workers	96.8	294.2	391.0	102.4	320.1	422.5	3.7	11.1	14.8	3.6	11.2	14.8
	Managers, professionals and associate professionals	664.6	511.0	1 175.6	686.1	532.3	1 218.4	25.2	19.3	44.5	24.0	18.6	42.7
	All occupational groups	1 382.1	1 259.1	2 641.2	1 462.1	1 393.6	2 855.8	52.3	47.7	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						
2025	Manufacturing (1)	54.0	2.0	3.2	1.5	57.2	2.0
	Electricity and gas supply; sewerage, waste management and remediation activities	18.8	0.7	1.0	0.5	19.8	0.7
	Construction	292.8	11.1	14.5	6.8	307.3	10.8
	Import and export trade	280.3	10.6	11.3	5.3	291.6	10.2
	Wholesale	23.6	0.9	2.8	1.3	26.4	0.9
	Retail trade	173.0	6.5	32.3	15.0	205.2	7.2
	Supermarkets and convenience stores	31.6	1.2	7.4	3.4	39.0	1.4
	Other retail stores	141.4	5.4	24.9	11.6	166.3	5.8
	Land transport	117.1	4.4	9.4	4.4	126.5	4.4
	Other transportation, storage, postal and courier services (2)	103.1	3.9	4.0	1.9	107.1	3.7
	Food and beverage services	155.6	5.9	37.8	17.6	193.3	6.8
	Hong Kong style tea cafes	17.8	0.7	1.0	0.5	18.8	0.7
	Chinese restaurants	54.2	2.1	3.3	1.6	57.5	2.0
	Restaurants, other than Chinese	47.4	1.8	9.9	4.6	57.3	2.0
	Fast food cafes (3)	28.5	1.1	21.3	9.9	49.7	1.7
	Other food and beverage services	7.7	0.3	2.3	1.1	10.0	0.3
	Accommodation services	39.0	1.5	1.3	0.6	40.3	1.4
	Information and communications	107.4	4.1	2.0	1.0	109.5	3.8
	Financing and insurance	226.9	8.6	3.6	1.7	230.5	8.1
	Real estate activities (4)	34.9	1.3	1.6	0.8	36.5	1.3
	Estate management, security and cleaning services	233.5	8.8	22.7	10.6	256.2	9.0
	Real estate maintenance management	122.0	4.6	2.7	1.2	124.7	4.4
	Security services (5)	42.3	1.6	2.2	1.0	44.5	1.6
	Cleaning services	56.5	2.1	15.8	7.4	72.2	2.5
	Membership organisations (6)	12.7	0.5	2.1	1.0	14.8	0.5
	Professional, scientific and technical activities	190.9	7.2	11.3	5.2	202.1	7.1
	Administrative and support services activities	20.1	0.8	1.7	0.8	21.8	0.8
	Travel agency, reservation service and related activities	11.5	0.4	0.8	0.4	12.4	0.4
	Education and public administration (excluding the Government)	191.7	7.3	23.7	11.0	215.4	7.5
	Human health activities; and beauty and body prettifying treatment	162.5	6.2	11.8	5.5	174.3	6.1
	Miscellaneous activities	94.1	3.6	8.0	3.7	102.1	3.6
	Elderly homes	28.4	1.1	1.2	0.6	29.6	1.0
	Laundry and dry cleaning services	3.4	0.1	1.1	0.5	4.5	0.2
	Hairdressing and other personal services	36.1	1.4	2.7	1.3	38.7	1.4
	Local courier services	4.6	0.2	1.0	0.5	5.6	0.2
	Food processing and production	21.6	0.8	2.0	1.0	23.6	0.8
	Other activities not classified above	110.4	4.2	9.7	4.5	120.2	4.2
	All industry sections	2 641.2	100.0	214.5	100.0	2 855.8	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..

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								
2025	Manufacturing (1)	54.4	1.4	1.5	57.2	95.1	2.4	2.5	100.0
	Electricity and gas supply; sewerage, waste management and remediation activities	18.6	[*7]	[*7]	19.8	94.3	[*7]	[*7]	100.0
	Construction	243.4	33.6	30.4	307.3	79.2	10.9	9.9	100.0
	Import and export trade	286.6	[*7]	[*7]	291.6	98.3	[*7]	[*7]	100.0
	Wholesale	25.3	[*7]	[*7]	26.4	95.8	[*7]	[*7]	100.0
	Retail trade	187.6	11.3	6.4	205.2	91.4	5.5	3.1	100.0
	Supermarkets and convenience stores	33.0	4.8	1.2	39.0	84.6	12.3	3.1	100.0
	Other retail stores	154.6	6.5	5.2	166.3	93.0	3.9	3.1	100.0
	Land transport	112.8	9.6	4.1	126.5	89.2	7.6	3.3	100.0
	Other transportation, storage, postal and courier services (2)	103.7	[*7]	[*7]	107.1	96.8	[*7]	[*7]	100.0
	Food and beverage services	182.2	5.5	5.6	193.3	94.2	2.9	2.9	100.0
	Hong Kong style tea cafes	17.7	[*7]	[*7]	18.8	94.1	[*7]	[*7]	100.0
	Chinese restaurants	54.3	2.5	0.7	57.5	94.4	4.4	1.3	100.0
	Restaurants, other than Chinese	53.9	1.5	1.9	57.3	94.1	2.7	3.2	100.0
	Fast food cafes (3)	46.7	0.9	2.1	49.7	93.8	1.9	4.3	100.0
	Other food and beverage services	9.6	[*7]	[*7]	10.0	96.7	[*7]	[*7]	100.0
	Accommodation services	39.9	[*7]	[*7]	40.3	99.0	[*7]	[*7]	100.0
	Information and communications	105.2	[*7]	[*7]	109.5	96.1	[*7]	[*7]	100.0
	Financing and insurance	228.3	[*7]	[*7]	230.5	99.0	[*7]	[*7]	100.0
	Real estate activities (4)	36.1	[*7]	[*7]	36.5	98.8	[*7]	[*7]	100.0
	Estate management, security and cleaning services	227.5	25.8	2.9	256.2	88.8	10.1	1.1	100.0
	Real estate maintenance management	112.3	[*7]	[*7]	124.7	90.1	[*7]	[*7]	100.0
	Security services (5)	41.7	1.5	1.3	44.5	93.7	3.4	2.8	100.0
	Cleaning services	62.0	9.1	1.1	72.2	85.8	12.6	1.5	100.0
	Membership organisations (6)	11.5	[*7]	[*7]	14.8	77.3	[*7]	[*7]	100.0
	Professional, scientific and technical activities	197.3	[*7]	[*7]	202.1	97.6	[*7]	[*7]	100.0
	Administrative and support services activities	19.8	[*7]	[*7]	21.8	90.8	[*7]	[*7]	100.0
	Travel agency, reservation service and related activities	12.0	[*7]	[*7]	12.4	97.2	[*7]	[*7]	100.0
	Education and public administration (excluding the Government)	139.3	68.3	7.8	215.4	64.7	31.7	3.6	100.0
	Human health activities; and beauty and body prettifying treatment	153.9	17.8	2.6	174.3	88.3	10.2	1.5	100.0
	Miscellaneous activities	89.7	10.9	1.4	102.1	87.9	10.7	1.4	100.0
	Elderly homes	21.5	[*7]	[*7]	29.6	72.7	[*7]	[*7]	100.0
	Laundry and dry cleaning services	4.3	[*7]	[*7]	4.5	95.3	[*7]	[*7]	100.0
	Hairdressing and other personal services	36.0	1.8	0.9	38.7	92.9	4.7	2.4	100.0
	Local courier services	5.4	[*7]	[*7]	5.6	96.5	[*7]	[*7]	100.0
	Food processing and production	22.5	[*7]	[*7]	23.6	95.3	[*7]	[*7]	100.0
	Other activities not classified above	88.9	28.9	2.3	120.2	74.0	24.1	1.9	100.0
	All industry sections	2 552.5	236.5	66.8	2 855.8	89.4	8.3	2.3	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 th percentile (HK\$)		50 th percentile (HK\$)		75 th percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Sex						
2025	Male	17,700	17,000	24,900	24,200	36,500	35,000
	Female	15,200	14,200	19,700	18,700	30,600	29,000
	Both sexes	16,200	15,300	22,200	21,200	34,200	33,000

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

		Monthly wage					
		25 th percentile (HK\$)		50 th percentile (HK\$)		75 th percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Age group						
2025	15 - 24	14,200	11,600	16,700	15,200	19,500	18,900
	25 - 34	17,400	17,000	23,000	22,900	33,200	33,200
	35 - 44	18,000	17,000	26,000	25,000	40,400	40,000
	45 - 54	16,300	15,600	22,500	21,500	35,200	34,600
	≥55	14,000	12,600	18,400	17,000	27,000	26,000
	All age groups	16,200	15,300	22,200	21,200	34,200	33,000

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

		Monthly wage					
		25 th percentile (HK\$)		50 th percentile (HK\$)		75 th percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Educational attainment						
2025	Primary and below	12,300	11,300	15,500	15,000	20,000	19,800
	Lower secondary	14,300	13,100	17,000	16,500	22,100	21,500
	Upper secondary	15,400	15,000	19,400	18,800	25,500	25,000
	Post-secondary	22,400	20,200	33,400	31,500	49,200	47,000
	All educational attainment	16,200	15,300	22,200	21,200	34,200	33,000

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

		Monthly wage					
		25 th percentile (HK\$)		50 th percentile (HK\$)		75 th percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Occupational group						
2025	Elementary occupations	13,000	11,400	15,400	14,900	20,500	19,300
	Services and sales workers	14,200	12,800	16,500	15,800	20,200	19,800
	Craft and related trades workers, plant and machine operators and assemblers	19,900	18,600	25,700	25,000	32,700	32,200
	Clerical support workers	15,300	14,800	18,100	17,500	23,000	22,700
	Managers, professionals and associate professionals	22,400	21,500	33,000	32,700	47,500	47,000
	All occupational groups	16,200	15,300	22,200	21,200	34,200	33,000

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

		Monthly wage					
		25 th percentile (HK\$)		50 th percentile (HK\$)		75 th percentile (HK\$)	
Employment nature		Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Year	Industry section						
2025	Manufacturing (1)	17,400	17,100	21,000	20,200	33,000	32,200
	Electricity and gas supply; sewerage, waste management and remediation activities	23,900	22,500	33,900	32,200	50,100	50,100
	Construction	21,900	21,000	27,500	26,300	35,000	34,400
	Import and export trade	16,600	16,000	21,700	21,400	30,000	30,000
	Wholesale	15,600	14,700	18,600	17,700	24,800	24,300
	Retail trade	13,100	12,000	16,000	15,000	20,200	20,000
	Supermarkets and convenience stores	12,200	8,800	14,300	13,200	17,300	16,000
	Other retail stores	13,700	12,800	16,400	15,600	21,000	20,000
	Land transport	17,600	16,800	23,100	22,200	29,900	29,600
	Other transportation, storage, postal and courier services (2)	16,200	15,800	22,200	21,600	27,200	27,100
	Food and beverage services	14,500	11,300	17,000	15,800	21,800	20,200
	Hong Kong style tea cafes	14,200	13,800	16,000	15,700	20,200	20,200
	Chinese restaurants	15,400	14,600	18,400	17,800	24,400	24,000
	Restaurants, other than Chinese	15,200	14,000	17,500	16,700	21,800	21,200
	Fast food cafes (3)	12,600	5,300	14,500	11,600	19,000	15,600
	Other food and beverage services	13,900	9,400	16,100	14,800	19,800	18,900
	Accommodation services	16,300	15,700	18,900	18,800	23,700	23,400
	Information and communications	19,500	19,000	29,000	28,600	40,700	40,000
	Financing and insurance	23,000	22,400	34,700	34,000	55,300	54,700
	Real estate activities (4)	18,100	16,500	26,000	25,000	39,200	37,000
	Estate management, security and cleaning services	13,000	12,200	15,800	15,500	19,000	18,600
	Real estate maintenance management	14,500	14,400	17,000	16,800	19,900	19,700
	Security services (5)	14,300	13,600	16,500	16,200	19,500	19,200
	Cleaning services	11,000	9,700	12,500	12,200	14,600	14,000
	Membership organisations (6)	14,900	13,000	17,000	16,200	24,700	22,700
	Professional, scientific and technical activities	19,000	17,800	29,500	28,900	43,000	41,800
	Administrative and support services activities	15,000	13,800	21,500	20,000	31,700	30,000
	Travel agency, reservation service and related activities	13,400	12,000	18,000	17,000	25,000	23,000
	Education and public administration (excluding the Government)	20,100	16,200	38,800	34,100	61,900	56,500
	Human health activities; and beauty and body prettifying treatment	17,500	17,000	23,200	22,400	43,600	43,600
	Miscellaneous activities	13,500	12,500	16,000	15,600	20,200	19,500
	Elderly homes	15,000	15,000	17,400	17,200	20,800	20,600
	Laundry and dry cleaning services	12,000	9,600	15,000	13,600	17,300	15,900
	Hairdressing and other personal services	12,000	11,000	15,000	15,000	18,000	17,800
	Local courier services	10,000	9,300	15,000	14,000	19,000	18,000
	Food processing and production	14,300	13,600	16,200	15,800	20,300	19,500
	Other activities not classified above	16,900	15,700	20,600	19,700	31,100	30,300
	All industry sections	16,200	15,300	22,200	21,200	34,200	33,000

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		
2025	1st	42.9	26 900
	2nd	44.1	56 900
	3rd	45.5	83 900
	4th	46.4	113 900
	5th	47.2	140 400
	6th	48.2	169 800
	7th	48.6	196 500
	8th	50.0	226 800
	9th	50.2	255 000
	10th	51.1	285 600
	11th	51.9	312 500
	12th	52.4	338 800
	13th	53.3	370 500
	14th	53.8	392 700
	15th	54.2	419 900
	16th	54.9	455 700
	17th	55.6	484 900
	18th	55.7	513 600
	19th	56.6	540 900
	20th	57.3	564 900
	21st	58.0	596 000
	22nd	58.7	627 400
	23rd	59.6	656 100
	24th	60.5	684 800
	25th	61.3	707 300
	50th	85.7	1 427 900
	75th	135.9	2 141 300
	90th	214.2	2 570 200

Table 6.12 : Number of employees by hourly wage

		No. of employees
		Number
Year	Hourly wage (HK\$)	
2025	\$42.1	15 600
	Less than \$42.5	23 700
	Less than \$43	29 200
	Less than \$43.5	40 400
	Less than \$44	52 400
	Less than \$44.5	68 800
	Less than \$45	76 100
	Less than \$45.5	83 900
	Less than \$46	100 300
	Less than \$46.5	116 400
	Less than \$47	133 600
	Less than \$47.5	144 500
	Less than \$48	160 500
	Less than \$48.5	192 000
	Less than \$49	205 200
	Less than \$49.5	215 100
	Less than \$50	226 800

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							
			5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Sex	Age group								
2025	Male	15 - 24	46.3	48.4	50.7	53.3	55.6	65.0	83.6	104.7
		25 - 34	50.0	54.2	57.9	64.4	68.3	93.2	136.7	181.5
		35 - 44	49.5	54.1	61.4	66.8	73.8	108.9	166.7	241.9
		45 - 54	51.1	55.3	59.3	64.1	70.1	105.0	157.6	261.6
		≥55	46.3	50.0	53.3	56.2	59.8	84.2	132.5	187.5
		All age groups	48.4	53.0	56.7	61.9	66.0	96.8	143.8	218.1
	Female	15 - 24	44.0	49.4	50.4	51.1	52.7	64.1	76.8	100.0
		25 - 34	51.6	55.2	58.5	61.8	65.5	86.7	126.2	202.5
		35 - 44	50.0	55.0	57.9	61.5	64.5	87.6	150.5	233.0
		45 - 54	46.1	50.0	53.0	54.6	57.6	75.0	121.3	245.9
		≥55	43.5	45.8	47.8	48.4	50.0	57.1	77.8	140.6
		All age groups	46.3	50.0	52.7	55.0	57.7	75.8	120.0	207.0
	Both sexes	15 - 24	45.6	48.4	50.4	52.0	53.8	64.7	80.6	102.2
		25 - 34	50.7	54.7	58.4	63.0	66.6	90.0	131.5	193.5
		35 - 44	49.5	54.7	59.3	63.0	67.8	100.0	160.3	237.5
		45 - 54	47.6	51.9	54.7	57.8	61.5	86.4	142.0	250.8
		≥55	44.4	47.7	49.4	51.3	53.7	69.2	110.0	166.7
		All age groups	47.2	51.1	54.2	57.3	61.3	85.7	135.9	214.2

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

			Hourly wage							
			5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Sex	Educational attainment								
2025	Male	Primary and below	43.5	46.3	48.7	50.0	53.3	68.8	109.1	133.3
		Lower secondary	46.0	48.5	52.0	54.8	56.3	74.1	108.4	145.0
		Upper secondary	48.1	52.0	54.8	58.1	61.9	82.8	110.0	144.4
		Post-secondary	54.5	64.4	72.6	81.3	88.5	135.4	204.6	305.0
		All educational attainment	48.4	53.0	56.7	61.9	66.0	96.8	143.8	218.1
	Female	Primary and below	42.4	44.4	45.3	46.3	47.9	54.3	62.5	73.1
		Lower secondary	44.4	46.7	48.4	49.8	51.4	58.0	68.1	81.1
		Upper secondary	46.6	50.2	52.0	53.9	55.6	68.2	89.6	118.3
		Post-secondary	55.6	63.0	69.7	76.3	82.9	124.8	193.5	295.5
		All educational attainment	46.3	50.0	52.7	55.0	57.7	75.8	120.0	207.0
	Both sexes	Primary and below	42.9	44.5	46.3	48.1	50.0	58.3	75.9	118.8
		Lower secondary	45.5	48.0	49.5	51.9	53.8	63.4	83.9	118.3
		Upper secondary	47.6	50.8	53.5	55.3	58.1	73.9	99.7	136.2
		Post-secondary	55.4	63.3	71.2	78.6	85.1	128.5	200.0	301.8
		All educational attainment	47.2	51.1	54.2	57.3	61.3	85.7	135.9	214.2

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

			Hourly wage							
			5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Sex	Occupational group								
2025	Male	Elementary occupations	45.6	48.4	50.8	54.1	55.6	71.2	100.0	138.9
		Services and sales workers	44.1	46.7	48.0	49.7	50.8	60.9	76.9	98.4
		Craft and related trades workers, plant and machine operators and assemblers	55.6	62.9	67.7	71.7	77.4	104.7	140.0	166.7
		Clerical support workers	50.2	53.3	54.6	56.9	60.0	71.3	90.9	107.5
		Managers, professionals and associate professionals	55.6	65.9	74.1	81.9	88.5	125.2	194.2	296.7
		All occupational groups	48.4	53.0	56.7	61.9	66.0	96.8	143.8	218.1
	Female	Elementary occupations	44.4	46.0	47.9	48.7	50.4	57.1	67.2	85.1
		Services and sales workers	44.1	46.6	48.4	50.0	51.7	60.0	73.4	91.3
		Craft and related trades workers, plant and machine operators and assemblers	45.0	51.4	52.0	56.9	62.0	84.9	110.5	162.5
		Clerical support workers	48.1	51.9	54.2	56.6	59.3	72.9	91.7	131.5
		Managers, professionals and associate professionals	56.3	64.5	71.1	78.2	86.0	126.2	202.6	305.6
		All occupational groups	46.3	50.0	52.7	55.0	57.7	75.8	120.0	207.0
	Both sexes	Elementary occupations	44.4	46.7	48.4	50.4	52.2	60.6	79.9	115.2
		Services and sales workers	44.1	46.7	48.4	50.0	51.3	60.2	74.2	93.5
		Craft and related trades workers, plant and machine operators and assemblers	54.8	62.0	66.7	71.3	75.8	103.7	138.7	166.7
		Clerical support workers	48.4	52.4	54.2	56.6	59.5	72.4	91.3	119.0
		Managers, professionals and associate professionals	55.9	64.8	73.1	80.6	87.1	126.0	200.0	300.0
		All occupational groups	47.2	51.1	54.2	57.3	61.3	85.7	135.9	214.2

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 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section	Occupational group										
2025	Manufacturing (1)	Elementary occupations, services and sales workers	4.3	0.2	[*7]	[*7]	51.1	51.1	51.6	56.2	78.5	[*7]
		Others	52.9	1.9	50.2	55.5	62.2	64.5	68.2	88.0	134.4	207.5
		All occupational groups	57.2	2.0	50.0	52.7	58.9	63.8	66.0	83.3	126.1	207.5
	Electricity and gas supply; sewerage, waste management and remediation activities	Elementary occupations, services and sales workers	4.1	0.1	[*7]	[*7]	53.3	54.5	57.4	67.1	100.0	[*7]
		Others	15.7	0.6	70.0	72.1	91.5	93.8	101.7	153.7	190.8	255.0
		All occupational groups	19.8	0.7	53.3	60.5	70.0	72.9	91.5	126.3	190.8	241.2
	Construction	Elementary occupations, services and sales workers	73.1	2.6	50.0	55.0	56.1	58.2	71.3	100.0	138.9	157.9
		Others	234.2	8.2	58.7	73.8	78.6	84.2	92.6	121.9	160.9	200.5
		All occupational groups	307.3	10.8	55.0	62.5	74.1	78.4	84.2	113.7	149.2	186.1
	Import and export trade	Elementary occupations, services and sales workers	16.2	0.6	44.5	46.0	47.0	49.3	53.7	58.5	71.9	89.6
		Others	275.4	9.6	50.0	55.0	59.5	63.3	67.1	90.2	131.5	200.5
		All occupational groups	291.6	10.2	48.9	54.1	57.2	62.2	65.0	89.6	124.5	195.8
	Wholesale	Elementary occupations, services and sales workers	6.7	0.2	[*7]	45.8	46.6	48.4	50.9	61.6	75.0	93.2
		Others	19.7	0.7	49.2	57.4	60.5	63.0	64.8	83.3	109.1	169.3
		All occupational groups	26.4	0.9	46.5	50.0	55.6	59.1	61.6	75.1	98.2	139.1
	Retail trade	Elementary occupations, services and sales workers	164.1	5.7	45.0	46.7	47.9	50.0	51.5	57.3	71.4	86.1
		Others	41.2	1.4	51.4	55.3	57.8	58.1	60.9	82.2	108.8	161.3
		All occupational groups	205.2	7.2	45.5	47.0	49.2	50.7	52.7	61.3	78.6	104.2
	Supermarkets and convenience stores	Elementary occupations, services and sales workers	31.0	1.1	45.5	46.6	46.7	46.7	47.0	52.8	55.0	67.3
		Others	8.0	0.3	[*7]	55.6	57.8	57.8	57.9	67.3	71.7	95.3
		All occupational groups	39.0	1.4	45.5	46.6	46.7	47.0	48.1	53.7	61.0	78.5

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section	Occupational group										
	Other retail stores	Elementary occupations, services and sales workers	133.1	4.7	44.8	47.7	49.3	50.7	52.4	61.5	74.0	88.0
		Others	33.2	1.2	50.6	54.3	58.1	60.0	65.4	86.0	120.0	171.4
		All occupational groups	166.3	5.8	45.5	48.0	50.0	51.9	53.7	63.3	81.5	108.9
	Land transport	Elementary occupations, services and sales workers	29.1	1.0	44.7	51.4	52.4	54.2	58.6	76.0	100.0	125.0
		Others	97.5	3.4	54.7	57.0	63.3	67.4	69.4	93.2	120.7	154.1
		All occupational groups	126.5	4.4	52.4	55.3	59.1	63.9	67.4	90.7	112.8	145.4
	Other transportation, storage, postal and courier services (2)	Elementary occupations, services and sales workers	32.3	1.1	45.2	47.8	49.5	51.1	54.0	61.4	75.5	93.2
		Others	74.8	2.6	52.9	57.1	60.9	65.0	70.1	90.9	120.1	187.6
		All occupational groups	107.1	3.7	48.6	52.9	55.6	58.2	60.8	78.6	107.0	163.0
	Food and beverage services	Elementary occupations, services and sales workers	174.7	6.1	44.4	46.9	49.7	51.9	53.3	61.7	71.7	88.1
		Others	18.7	0.7	50.2	56.9	60.9	62.1	64.5	82.3	114.8	154.8
		All occupational groups	193.3	6.8	44.4	47.3	50.0	52.0	54.0	62.0	75.0	95.0
	Hong Kong style tea cafes	Elementary occupations, services and sales workers	18.0	0.6	43.5	46.3	48.8	53.0	55.6	61.7	75.0	88.9
		Others	0.8	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		All occupational groups	18.8	0.7	44.0	46.7	49.4	53.2	55.6	62.0	75.6	90.5
	Chinese restaurants	Elementary occupations, services and sales workers	52.8	1.8	45.2	47.0	51.3	53.3	55.7	62.5	82.2	96.8
		Others	4.8	0.2	[*7]	[*7]	60.0	62.9	64.5	86.7	117.3	[*7]
		All occupational groups	57.5	2.0	45.2	48.3	51.7	53.7	56.7	63.2	85.2	100.0
	Restaurants, other than Chinese	Elementary occupations, services and sales workers	50.3	1.8	45.7	50.0	52.0	55.0	57.1	63.0	73.6	87.1
		Others	7.0	0.2	[*7]	60.9	62.0	63.1	67.3	89.9	116.1	177.4
		All occupational groups	57.3	2.0	46.1	50.5	53.8	55.6	57.8	63.9	77.3	97.2
	Fast food cafes (3)	Elementary occupations, services and sales workers	45.3	1.6	43.5	44.7	47.6	48.2	50.0	54.6	63.0	72.1
		Others	4.5	0.2	[*7]	[*7]	52.3	60.6	62.9	71.0	100.0	[*7]
		All occupational groups	49.7	1.7	43.5	45.0	48.1	49.2	50.0	55.1	64.5	77.2

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section	Occupational group										
	Other food and beverage services	Elementary occupations, services and sales workers	8.3	0.3	[*7]	45.2	50.0	52.2	53.7	58.0	68.0	80.0
		Others	1.6	0.1	[*7]	[*7]	[*7]	[*7]	[*7]	92.3	[*7]	[*7]
		All occupational groups	10.0	0.3	[*7]	49.2	52.0	53.2	54.8	59.7	74.5	92.8
	Accommodation services	Elementary occupations, services and sales workers	19.8	0.7	48.7	50.1	50.5	51.5	53.8	60.2	70.1	81.5
		Others	20.5	0.7	54.8	56.8	59.3	63.0	63.5	79.8	107.4	137.5
		All occupational groups	40.3	1.4	50.1	51.5	53.8	54.8	57.2	67.3	86.0	114.5
	Information and communications	Elementary occupations, services and sales workers	3.5	0.1	[*7]	[*7]	53.2	54.5	56.2	59.6	74.2	[*7]
		Others	106.0	3.7	55.6	62.7	66.7	73.3	80.0	111.1	170.4	218.8
		All occupational groups	109.5	3.8	54.2	61.3	64.8	70.8	77.4	109.8	170.0	218.8
	Financing and insurance	Elementary occupations, services and sales workers	3.0	0.1	[*7]	[*7]	[*7]	51.9	53.7	58.1	68.4	[*7]
		Others	227.6	8.0	57.9	70.0	77.5	82.1	89.4	135.3	219.2	367.6
		All occupational groups	230.5	8.1	56.9	67.0	76.7	81.9	88.9	129.5	216.7	365.5
	Real estate activities (4)	Elementary occupations, services and sales workers	0.6	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Others	35.9	1.3	48.9	51.0	62.5	66.7	72.6	101.6	148.1	225.8
		All occupational groups	36.5	1.3	48.9	51.0	61.1	66.5	70.8	100.0	148.1	225.8
	Estate management, security and cleaning services	Elementary occupations, services and sales workers	189.9	6.6	42.4	44.4	46.3	47.7	48.4	52.0	61.8	70.3
		Others	66.4	2.3	46.7	48.9	52.1	54.2	57.6	73.1	99.8	148.0
		All occupational groups	256.2	9.0	43.7	45.7	47.2	48.4	48.6	55.0	67.2	94.9
	Real estate maintenance management	Elementary occupations, services and sales workers	74.6	2.6	42.1	44.5	46.3	47.8	48.4	51.7	61.5	68.5
		Others	50.0	1.8	46.7	48.6	51.3	53.8	56.4	73.1	99.3	152.1
		All occupational groups	124.7	4.4	43.6	46.6	47.8	48.4	49.7	55.2	73.1	99.8
	Security services (5)	Elementary occupations, services and sales workers	40.4	1.4	43.6	46.0	47.6	48.4	48.4	53.5	62.5	75.0
		Others	4.1	0.1	[*7]	[*7]	48.5	52.1	53.8	77.8	89.6	[*7]
		All occupational groups	44.5	1.6	43.6	46.7	47.8	48.4	48.5	53.8	66.6	77.1

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section	Occupational group										
	Cleaning services	Elementary occupations, services and sales workers	69.0	2.4	43.2	44.4	45.6	47.2	48.0	52.9	61.8	70.0
		Others	3.2	0.1	[*7]	[*7]	[*7]	50.0	52.1	64.5	87.9	[*7]
		All occupational groups	72.2	2.5	43.5	44.4	45.6	47.3	48.0	54.3	61.8	70.3
	Membership organisations (6)	Elementary occupations, services and sales workers	5.8	0.2	[*7]	44.0	44.0	45.8	46.0	54.8	62.7	78.1
		Others	9.0	0.3	[*7]	55.2	57.4	60.6	60.6	83.3	118.4	138.1
		All occupational groups	14.8	0.5	44.0	46.0	50.0	54.2	55.0	64.7	93.9	123.1
	Professional, scientific and technical activities	Elementary occupations, services and sales workers	4.3	0.2	[*7]	[*7]	44.4	48.9	52.0	62.7	80.5	[*7]
		Others	197.8	6.9	54.2	60.0	64.5	71.1	75.8	112.9	173.8	267.0
		All occupational groups	202.1	7.1	54.2	59.3	63.0	69.3	74.6	111.4	169.4	265.9
	Administrative and support services activities	Elementary occupations, services and sales workers	3.7	0.1	[*7]	[*7]	48.1	51.1	52.5	62.5	85.7	[*7]
		Others	18.1	0.6	50.2	51.8	53.3	58.8	61.3	85.2	125.4	215.1
		All occupational groups	21.8	0.8	47.1	51.4	53.3	55.9	58.8	82.1	121.9	206.5
	Travel agency, reservation service and related activities	Elementary occupations, services and sales workers	3.6	0.1	[*7]	[*7]	47.6	53.2	53.2	70.6	80.4	[*7]
		Others	8.8	0.3	[*7]	43.5	45.8	50.5	55.6	80.6	107.5	158.7
		All occupational groups	12.4	0.4	43.0	45.5	46.1	50.5	53.2	74.1	103.7	143.4
	Education and public administration (excluding the Government)	Elementary occupations, services and sales workers	31.1	1.1	45.8	48.8	51.3	53.8	55.2	63.6	82.7	107.2
		Others	184.3	6.5	57.1	65.7	73.1	85.0	97.5	164.7	257.5	339.6
		All occupational groups	215.4	7.5	52.0	58.5	65.1	69.2	77.4	151.1	234.6	311.2
	Human health activities; and beauty and body prettifying treatment	Elementary occupations, services and sales workers	53.8	1.9	48.5	53.8	57.8	58.3	61.3	80.0	98.4	183.0
		Others	120.5	4.2	55.9	61.7	67.8	73.5	80.0	116.7	194.0	305.6
		All occupational groups	174.3	6.1	53.8	58.3	61.7	66.7	70.8	102.5	183.0	258.1
	Miscellaneous activities	Elementary occupations, services and sales workers	62.5	2.2	43.0	44.0	46.0	47.5	49.5	55.6	64.8	81.4
		Others	39.6	1.4	45.9	49.9	52.3	55.3	57.0	72.4	100.7	171.8
		All occupational groups	102.1	3.6	43.0	45.0	47.4	50.0	51.3	60.0	76.2	105.9

			No. of employees		Hourly wage							
			Number ('000)	Percentage (%)	5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section	Occupational group										
	Elderly homes	Elementary occupations, services and sales workers	17.7	0.6	43.1	44.0	45.0	46.8	48.9	55.1	67.1	80.5
		Others	11.9	0.4	46.9	50.0	53.8	57.6	60.6	81.8	107.1	195.9
		All occupational groups	29.6	1.0	43.5	45.0	47.2	49.9	51.3	61.5	82.5	111.1
	Laundry and dry cleaning services	Elementary occupations, services and sales workers	3.2	0.1	[*7]	[*7]	[*7]	48.0	48.7	54.7	60.0	[*7]
		Others	1.3	[-\$32]	[*7]	[*7]	[*7]	[*7]	[*7]	69.8	[*7]	[*7]
		All occupational groups	4.5	0.2	[*7]	[*7]	48.0	49.2	50.5	56.5	67.0	[*7]
	Hairdressing and other personal services	Elementary occupations, services and sales workers	28.1	1.0	42.9	43.0	45.2	46.4	50.0	55.6	63.4	85.2
		Others	10.7	0.4	44.8	46.1	48.4	53.8	58.8	66.7	100.7	237.0
		All occupational groups	38.7	1.4	42.9	44.4	46.3	47.8	50.0	58.3	71.0	100.7
	Local courier services	Elementary occupations, services and sales workers	3.6	0.1	[*7]	[*7]	44.0	45.0	47.5	54.5	62.5	[*7]
		Others	2.0	0.1	[*7]	[*7]	[*7]	[*7]	[*7]	76.5	[*7]	[*7]
		All occupational groups	5.6	0.2	[*7]	44.0	46.6	48.5	48.5	58.0	70.4	100.0
	Food processing and production	Elementary occupations, services and sales workers	9.8	0.3	[*7]	47.0	48.1	49.9	51.0	56.5	68.4	75.0
		Others	13.8	0.5	46.6	52.0	52.3	52.4	55.3	70.7	96.3	138.9
		All occupational groups	23.6	0.8	46.3	48.9	51.0	52.0	52.7	60.8	76.9	107.5
	Other activities not classified above	Elementary occupations, services and sales workers	40.7	1.4	45.6	50.0	51.6	55.2	56.9	66.5	80.4	95.2
		Others	79.5	2.8	52.6	60.7	66.2	68.9	71.9	100.3	132.5	220.5
		All occupational groups	120.2	4.2	49.2	54.0	57.7	61.1	65.1	82.7	123.1	160.0
	All industry sections	Elementary occupations, services and sales workers	920.7	32.2	44.4	46.7	48.4	50.0	51.6	60.2	76.4	100.0
		Others	1 935.0	67.8	53.2	58.5	64.3	68.8	74.1	105.3	162.3	250.8
		All occupational groups	2 855.8	100.0	47.2	51.1	54.2	57.3	61.3	85.7	135.9	214.2

- 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 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section										
2025	Manufacturing (1)	28.4	2.3	49.1	51.1	52.7	55.5	62.8	79.3	126.1	170.6
	Electricity and gas supply; sewerage, waste management and remediation activities	5.6	0.5	[*7]	53.3	56.5	64.8	72.6	111.1	132.6	153.7
	Construction	149.4	12.3	55.6	71.3	76.2	82.1	84.7	119.0	158.0	183.3
	Import and export trade	208.5	17.1	47.6	53.5	55.6	59.5	63.3	84.3	128.5	196.4
	Wholesale	20.5	1.7	45.8	48.5	52.8	56.1	59.5	72.3	93.3	119.0
	Retail trade	90.2	7.4	44.4	45.8	48.1	50.0	52.1	60.9	80.0	106.1
	Supermarkets and convenience stores	7.9	0.7	[*7]	44.4	44.4	46.6	46.6	55.6	65.0	79.9
	Other retail stores	82.2	6.8	44.8	46.6	48.3	50.2	52.5	61.9	81.7	106.5
	Land transport	52.4	4.3	48.4	53.8	55.6	59.9	64.3	81.5	104.2	126.3
	Other transportation, storage, postal and courier services (2)	32.8	2.7	50.0	52.9	55.6	57.2	58.2	77.8	104.2	139.3
	Food and beverage services	94.3	7.7	44.4	46.8	50.0	52.0	54.8	63.0	80.0	100.3
	Hong Kong style tea cafes	14.4	1.2	43.5	46.2	47.2	51.9	55.6	65.0	79.5	98.8
	Chinese restaurants	27.9	2.3	45.2	48.4	52.0	54.8	56.7	63.0	84.2	101.9
	Restaurants, other than Chinese	32.4	2.7	45.5	47.7	51.1	54.5	56.5	65.2	82.3	111.1
	Fast food cafes (3)	13.5	1.1	42.9	43.5	45.8	48.0	49.9	58.1	71.4	100.0
	Other food and beverage services	6.1	0.5	[*7]	50.0	52.0	53.3	55.0	60.6	75.0	100.0
	Accommodation services	7.0	0.6	[*7]	53.8	55.5	58.0	60.0	70.0	93.0	114.8
	Information and communications	45.9	3.8	52.4	58.3	62.6	66.7	71.3	104.8	142.6	200.0
	Financing and insurance	67.9	5.6	51.7	56.9	62.7	71.7	75.8	121.2	211.4	297.0
	Real estate activities (4)	16.4	1.3	43.9	48.9	51.0	62.5	64.9	97.1	137.0	263.4
	Estate management, security and cleaning services	36.9	3.0	44.0	46.4	47.6	48.6	50.0	58.3	86.0	118.4
	Real estate maintenance management	11.2	0.9	46.4	47.8	48.6	48.6	50.0	59.8	92.9	124.0
	Security services (5)	8.9	0.7	[*7]	46.7	47.6	48.4	49.2	54.2	79.2	104.2
	Cleaning services	7.8	0.6	[*7]	45.7	47.0	47.6	48.1	55.6	72.0	100.0
	Membership organisations (6)	9.0	0.7	[*7]	44.8	46.2	49.4	52.4	60.6	89.3	118.4
	Professional, scientific and technical activities	104.5	8.6	53.8	56.9	61.7	64.5	71.7	104.8	151.9	222.2
	Administrative and support services activities	13.6	1.1	48.1	53.3	53.3	56.8	58.8	83.6	123.7	197.8
	Travel agency, reservation service and related activities	9.1	0.7	[*7]	43.5	45.5	50.5	50.5	71.3	86.0	143.4
	Education and public administration (excluding the Government)	56.4	4.6	53.4	60.3	65.1	66.7	70.0	108.0	164.7	229.0
	Human health activities; and beauty and body prettifying treatment	70.7	5.8	47.6	55.0	59.9	61.7	66.7	88.6	163.5	211.2
	Miscellaneous activities	56.1	4.6	43.0	44.0	45.8	48.0	50.0	57.7	72.9	100.4
	Elderly homes	13.5	1.1	43.1	43.9	45.7	48.4	49.4	55.6	68.2	100.0

Size of business undertakings		Business undertakings with number of persons engaged less than 50									
		No. of employees		Hourly wage							
		Number ('000)	Percentage (%)	5 th percentile (HK\$)	10 th percentile (HK\$)	15 th percentile (HK\$)	20 th percentile (HK\$)	25 th percentile (HK\$)	50 th percentile (HK\$)	75 th percentile (HK\$)	90 th percentile (HK\$)
Year	Industry section										
	Laundry and dry cleaning services	2.6	0.2	[*7]	[*7]	[*7]	50.0	53.0	60.3	73.7	[*7]
	Hairdressing and other personal services	27.7	2.3	42.9	43.0	44.8	46.3	48.4	57.7	69.2	95.0
	Local courier services	3.8	0.3	[*7]	[*7]	45.0	48.2	53.0	58.0	70.4	[*7]
	Food processing and production	8.5	0.7	[*7]	46.3	50.0	52.0	52.0	58.2	86.1	121.0
	Other activities not classified above	51.9	4.3	45.8	50.0	51.9	55.6	59.7	79.4	112.9	146.7
	All industry sections	1 218.3	100.0	46.3	50.8	54.2	57.3	60.9	83.3	125.0	187.5

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

Year	Sex	Employment nature	Age group	Weekly working hours		
				25 th percentile (Hours)	50 th percentile (Hours)	75 th percentile (Hours)
2025	Male	Full-time employees	15 - 24	40.6	44.3	49.0
			25 - 34	40.6	44.3	48.7
			35 - 44	40.6	44.3	49.9
			45 - 54	40.6	45.2	51.0
			≥55	40.8	48.0	54.0
			All age groups	40.6	45.0	50.9
		All employees	15 - 24	36.0	40.8	48.0
			25 - 34	40.6	43.2	48.5
			35 - 44	40.6	44.3	48.9
			45 - 54	40.6	44.3	50.4
			≥55	40.6	47.8	54.0
			All age groups	40.6	44.3	50.0
	Female	Full-time employees	15 - 24	40.6	44.3	48.0
			25 - 34	40.6	42.2	47.5
			35 - 44	40.5	41.3	47.5
			45 - 54	40.6	44.3	50.8
			≥55	40.6	46.6	54.0
			All age groups	40.6	43.3	48.0
		All employees	15 - 24	35.5	40.6	48.0
			25 - 34	40.6	42.0	47.5
			35 - 44	39.2	40.6	46.2
			45 - 54	39.9	43.8	49.0
			≥55	35.5	42.5	49.4
			All age groups	39.3	42.0	48.0
	Both sexes	Full-time employees	15 - 24	40.6	44.3	48.7
			25 - 34	40.6	43.0	48.0
			35 - 44	40.6	42.9	48.0
			45 - 54	40.6	44.8	50.8
			≥55	40.6	48.0	54.0
			All age groups	40.6	44.3	49.4
		All employees	15 - 24	36.0	40.6	48.0
			25 - 34	40.6	42.5	48.0
			35 - 44	40.4	42.0	48.0
			45 - 54	40.6	44.3	49.9
			≥55	39.6	45.2	51.7
			All age groups	40.6	43.2	48.2

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

		Weekly working hours								
		25 th percentile (Hours)			50 th percentile (Hours)			75 th 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									
2025	Primary and below	42.5	44.3	43.4	48.0	48.0	48.0	54.0	54.0	54.0
	Lower secondary	42.0	43.3	43.2	48.0	48.0	48.0	54.0	54.0	54.0
	Upper secondary	40.8	40.6	40.6	48.0	44.3	45.7	53.1	48.0	50.9
	Post-secondary	40.6	39.6	40.6	40.6	40.6	40.6	45.7	44.7	45.7
	All educational attainment	40.6	40.6	40.6	45.0	43.3	44.3	50.9	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								
		25 th percentile (Hours)			50 th percentile (Hours)			75 th 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									
2025	Elementary occupations	43.5	42.0	42.7	48.0	48.0	48.0	54.0	52.4	54.0
	Services and sales workers	46.4	45.0	45.7	52.2	49.2	51.0	60.0	55.6	57.0
	Craft and related trades workers, plant and machine operators and assemblers	42.0	40.9	42.0	48.0	48.0	48.0	54.0	52.5	54.0
	Clerical support workers	40.6	40.6	40.6	41.5	40.6	41.3	47.0	45.7	45.7
	Managers, professionals and associate professionals	40.6	39.3	40.2	40.6	40.6	40.6	45.7	45.2	45.7
	All occupational groups	40.6	40.6	40.6	45.0	43.3	44.3	50.9	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		
		25 th percentile (Hours)	50 th percentile (Hours)	75 th percentile (Hours)
Year	Industry section			
2025	Manufacturing (1)	40.6	46.2	48.0
	Electricity and gas supply; sewerage, waste management and remediation activities	39.3	40.6	48.0
	Construction	42.0	48.0	53.4
	Import and export trade	38.3	40.6	43.4
	Wholesale	40.6	44.3	48.0
	Retail trade	43.2	48.0	54.0
	Supermarkets and convenience stores	42.0	51.9	54.0
	Other retail stores	44.3	48.0	52.3
	Land transport	41.8	48.0	54.8
	Other transportation, storage, postal and courier services (2)	40.6	44.3	50.2
	Food and beverage services	48.0	54.0	60.0
	Hong Kong style tea cafes	47.1	54.0	58.7
	Chinese restaurants	51.9	55.9	60.0
	Restaurants, other than Chinese	48.0	54.0	57.0
	Fast food cafes (3)	46.6	52.7	54.7
	Other food and beverage services	45.7	50.8	54.2
	Accommodation services	43.6	48.0	50.8
	Information and communications	40.6	40.6	44.3
	Financing and insurance	39.3	40.6	44.3
	Real estate activities (4)	40.6	43.2	45.7
	Estate management, security and cleaning services	45.7	49.4	60.0
	Real estate maintenance management	45.7	54.0	66.0
	Security services (5)	48.0	59.1	66.5
	Cleaning services	44.3	48.0	53.5
	Membership organisations (6)	42.0	44.3	48.0
	Professional, scientific and technical activities	39.2	40.6	42.5
	Administrative and support services activities	40.6	41.9	45.7
	Travel agency, reservation service and related activities	40.6	41.8	48.0
	Education and public administration (excluding the Government)	39.4	41.4	45.7
	Human health activities; and beauty and body prettifying treatment	39.2	44.3	48.0
	Miscellaneous activities	44.3	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	41.5	48.0	48.5
	Local courier services	40.6	44.3	49.9
	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	49.4

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)	2025	Manufacturing (1)	4.3	14.8	9.0	17.7	3.8	0.6	2.9	0.6	[*7]	[*7]
			Electricity and gas supply; sewerage, waste management and remediation activities	8.3	1.9	2.2	5.1	0.5	[*7]	[*7]	[*7]	[*7]	[*7]
			Construction	33.6	54.5	48.3	80.5	47.4	8.6	8.2	7.8	1.4	2.6
			Import and export trade	79.1	135.5	33.2	24.1	4.5	0.8	1.5	[*7]	1.1	[*7]
			Wholesale	5.4	6.3	3.8	5.5	1.6	[*7]	0.6	[*7]	[*7]	[*7]
			Retail trade	20.1	24.0	26.9	50.9	32.3	4.5	4.0	4.7	2.1	3.4
			Supermarkets and convenience stores	5.8	3.1	1.1	5.9	13.4	[*7]	[*7]	[*7]	[*7]	1.2
			Other retail stores	14.3	20.9	25.8	45.0	19.0	[*7]	[*7]	[*7]	[*7]	2.2
			Land transport	14.4	28.0	7.1	25.2	15.3	6.2	11.0	4.8	0.5	4.6
			Other transportation, storage, postal and courier services (2)	13.0	35.4	18.3	14.9	9.2	3.4	5.5	[*7]	[*7]	1.7
			Food and beverage services	9.4	13.7	8.7	29.9	40.4	10.7	30.8	8.0	0.8	3.2
			Hong Kong style tea cafes	1.6	1.3	1.6	3.5	3.9	1.6	3.8	[*7]	[*7]	[*7]
			Chinese restaurants	2.2	3.5	1.2	7.1	13.3	4.1	16.2	5.3	[*7]	[*7]
			Restaurants, other than Chinese	2.4	5.4	1.9	11.5	13.4	3.1	7.0	1.3	0.6	0.9
			Fast food cafes (3)	2.2	2.9	2.7	6.2	7.8	1.3	[*7]	[*7]	[*7]	1.1
			Other food and beverage services	1.0	0.6	1.3	1.6	1.9	0.6	[*7]	[*7]	[*7]	[*7]
			Accommodation services	1.2	9.1	9.2	15.1	3.5	[*7]	[*7]	[*7]	[*7]	[*7]
			Information and communications	18.4	59.0	19.2	7.9	1.9	[*7]	0.8	[*7]	[*7]	[*7]
			Financing and insurance	60.8	107.7	42.8	10.2	4.0	[*7]	1.1	[*7]	[*7]	[*7]
			Real estate activities (4)	6.5	12.6	8.6	2.6	4.6	[*7]	[*7]	[*7]	[*7]	[*7]
			Estate management, security and cleaning services	9.1	35.6	20.1	62.2	36.4	4.7	11.4	24.4	1.1	28.3
			Real estate maintenance management	1.7	19.0	12.0	26.3	21.0	1.9	6.8	15.6	0.6	17.0
			Security services (5)	0.8	5.0	2.4	7.5	5.3	[*7]	2.9	7.2	[*7]	10.0
			Cleaning services	4.9	7.9	3.0	26.4	8.5	1.7	[*7]	[*7]	[*7]	[*7]
			Membership organisations (6)	1.8	3.7	2.6	2.0	1.5	[*7]	[*7]	[*7]	[*7]	[*7]
			Professional, scientific and technical activities	53.5	101.4	18.7	11.9	3.1	[*7]	[*7]	1.3	0.9	[*7]
			Administrative and support services activities	3.9	7.4	5.0	2.1	1.0	[*7]	[*7]	[*7]	[*7]	[*7]
			Travel agency, reservation service and related activities	1.8	4.9	1.5	0.8	1.7	0.9	[*7]	[*7]	[*7]	[*7]
			Education and public administration (excluding the Government)	59.9	65.6	29.0	22.7	8.3	0.9	[*7]	3.8	[*7]	1.4
			Human health activities; and beauty and body prettifying treatment	42.6	33.9	33.3	38.3	9.0	4.3	0.6	0.5	[*7]	[*7]
			Miscellaneous activities	10.2	11.1	13.9	24.2	16.6	5.2	5.7	4.2	0.6	2.3
			Elderly homes	1.7	2.6	3.6	3.5	6.0	[*7]	4.4	3.4	[*7]	2.1
			Laundry and dry cleaning services	[*7]	0.6	[*7]	0.9	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Hairdressing and other personal services	6.0	4.8	5.3	12.3	3.0	4.3	[*7]	[*7]	[*7]	[*7]
			Local courier services	[*7]	0.7	[*7]	1.1	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
			Food processing and production	1.7	2.4	3.0	6.4	6.3	[*7]	0.5	0.6	[*7]	[*7]
			Other activities not classified above	22.3	27.4	27.0	18.5	8.3	1.8	3.4	0.9	[*7]	[*7]
			All industry sections	477.7	790.0	385.8	470.3	253.4	53.7	88.8	62.9	10.0	48.6

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 (%)	2025	Manufacturing (1)	7.9	27.4	16.7	32.8	7.0	1.1	5.3	1.1	[*7]	[*7]
		Electricity and gas supply; sewerage, waste management and remediation activities	44.1	10.1	11.9	27.0	2.9	[*7]	[*7]	[*7]	[*7]	[*7]
		Construction	11.5	18.6	16.5	27.5	16.2	2.9	2.8	2.7	0.5	0.9
		Import and export trade	28.2	48.3	11.9	8.6	1.6	0.3	0.5	[*7]	0.4	[*7]
		Wholesale	23.0	26.8	16.3	23.3	6.8	[*7]	2.5	[*7]	[*7]	[*7]
		Retail trade	11.6	13.9	15.6	29.4	18.7	2.6	2.3	2.7	1.2	1.9
		Supermarkets and convenience stores	18.3	9.9	3.5	18.6	42.4	[*7]	[*7]	[*7]	[*7]	3.8
		Other retail stores	10.1	14.8	18.3	31.8	13.4	[*7]	[*7]	[*7]	[*7]	1.5
		Land transport	12.3	23.9	6.1	21.5	13.0	5.3	9.4	4.1	0.5	4.0
		Other transportation, storage, postal and courier services (2)	12.7	34.4	17.8	14.4	8.9	3.3	5.3	[*7]	[*7]	1.7
		Food and beverage services	6.0	8.8	5.6	19.2	25.9	6.9	19.8	5.1	0.5	2.1
		Hong Kong style tea cafes	9.2	7.5	8.8	19.7	22.0	9.1	21.1	[*7]	[*7]	[*7]
		Chinese restaurants	4.1	6.4	2.2	13.1	24.6	7.6	29.9	9.7	[*7]	[*7]
		Restaurants, other than Chinese	5.0	11.3	4.0	24.3	28.3	6.5	14.7	2.8	1.2	1.9
		Fast food cafes (3)	7.7	10.2	9.5	21.6	27.2	4.6	[*7]	[*7]	[*7]	4.0
		Other food and beverage services	12.5	8.3	17.1	20.3	24.9	7.8	[*7]	[*7]	[*7]	[*7]
		Accommodation services	3.2	23.3	23.5	38.8	9.0	[*7]	[*7]	[*7]	[*7]	[*7]
		Information and communications	17.1	55.0	17.9	7.4	1.8	[*7]	0.7	[*7]	[*7]	[*7]
		Financing and insurance	26.8	47.5	18.9	4.5	1.8	[*7]	0.5	[*7]	[*7]	[*7]
		Real estate activities (4)	18.7	36.0	24.7	7.5	13.1	[*7]	[*7]	[*7]	[*7]	[*7]
		Estate management, security and cleaning services	3.9	15.3	8.6	26.7	15.6	2.0	4.9	10.4	0.5	12.1
		Real estate maintenance management	1.4	15.6	9.8	21.6	17.2	1.5	5.6	12.8	0.5	14.0
		Security services (5)	1.8	11.8	5.8	17.7	12.5	[*7]	6.9	17.1	[*7]	23.6
		Cleaning services	8.7	14.0	5.4	46.7	15.1	3.0	[*7]	[*7]	[*7]	[*7]
		Membership organisations (6)	13.9	29.3	20.6	16.0	11.9	[*7]	[*7]	[*7]	[*7]	[*7]
		Professional, scientific and technical activities	28.0	53.1	9.8	6.2	1.6	[*7]	[*7]	0.7	0.5	[*7]
		Administrative and support services activities	19.2	36.7	25.1	10.4	4.9	[*7]	[*7]	[*7]	[*7]	[*7]
		Travel agency, reservation service and related activities	15.2	42.4	12.9	6.7	14.9	7.8	[*7]	[*7]	[*7]	[*7]
		Education and public administration (excluding the Government)	31.2	34.2	15.1	11.8	4.3	0.4	[*7]	2.0	[*7]	0.7
		Human health activities; and beauty and body prettifying treatment	26.2	20.9	20.5	23.6	5.6	2.7	0.3	0.3	[*7]	[*7]
		Miscellaneous activities	10.8	11.8	14.8	25.7	17.7	5.6	6.1	4.4	0.7	2.4
		Elderly homes	6.0	9.2	12.8	12.3	21.2	[*7]	15.6	12.0	[*7]	7.3
		Laundry and dry cleaning services	[*7]	17.0	[*7]	26.8	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Hairdressing and other personal services	16.5	13.3	14.6	34.0	8.4	11.9	[*7]	[*7]	[*7]	[*7]
		Local courier services	[*7]	15.9	[*7]	24.3	[*7]	[*7]	[*7]	[*7]	[*7]	[*7]
		Food processing and production	7.9	11.2	14.0	29.6	29.2	[*7]	2.4	3.0	[*7]	[*7]
		Other activities not classified above	20.2	24.9	24.4	16.7	7.5	1.6	3.1	0.8	[*7]	[*7]
		All industry sections	18.1	29.9	14.6	17.8	9.6	2.0	3.4	2.4	0.4	1.8

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:

- 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
- 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

- 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 \(Complete Version\)](#).
- 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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