

Job Seeker Salary Report 2019

Hirer version



- Introduction, Scope and Methodology
- Current Job Status of Respondents
- Basic Monthly Salary Change
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To provide insights on the current recruitment trends, jobsDB has compiled a salary report that consolidates the most up-to-date information about our job seeker members. The report aims to compare the salary and bonus changes between 2018 and 2019, examine the latest job-changing patterns among job seekers in Hong Kong, and to understand their sentiments and reactions to key employment topics in Hong Kong.

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1. Objective

This survey aims to:

- 1) Help job seekers review their present salaries and adjust their expected salaries / benefits during job search.
- 2) Help companies make informed hiring decisions and adjust the salaries and benefits of the current staff.

Scope and Methodology

2. Survey Coverage

The survey covered 3192 job seekers from:
Industry List

Industry	Percentage	Industry	Percentage
Government & Public Organization	3.6%	Education & Training	6.0%
Charity / Social Services / Non-Profit Organisation	3.1%	Human Resources / Recruitment	1.9%
Public Utilities	0.5%	Freight Forwarding / Delivery / Logistics	7.7%
Retail	7.7%	Mass Transportation	2.0%
Trading and Distribution	7.1%	Building / Construction	5.0%
Wholesale	1.1%	Engineering	4.4%
Manufacturing / Packaging	4.2%	Food and Beverage	4.8%
E-commerce	0.3%	Hospitality	4.1%
Accounting / Audit / Tax	1.8%	Travel & Tourism	2.2%
Banking	2.9%	Medical / Pharmaceutical	2.7%
Insurance	1.7%	Testing / Laboratory	1.1%
Financial Services (Non Bank Organization)	2.5%	Telecommunication	0.6%
Legal Services	0.8%	Information & Communications Technology	1.5%
Management Consultancy / Service	0.8%	Clothing / Garment / Textile	2.7%
Research / Survey	0.3%	Electronics / Electrical Equipment	1.4%
Property Development & Management	4.0%	Jewellery / Gems / Watches	0.8%
Security / Fire / Electronic Access Controls	1.2%	Entertainment / Recreation	0.6%
Advertising / Public Relations / Marketing Services	0.7%	Sports, Health & Beauty Care	0.6%
Media / Publishing / Printing	0.8%	Others	2.7%
Design	1.6%	Not fixed	0.6%

Remarks: The figures are rounded to the nearest 1 d.p.

Scope and Methodology

Job Function List

Analysis presented in “Job Function” perspective will be highlighted in orange slides in this report.

Job Function	Percentage	Job Function	Percentage
Accounting	9.4%	Media & Advertising	1.5%
Admin & HR	14.1%	Education	2.2%
Analytics	2.0%	Food and Beverage	1.6%
Banking / Finance	4.9%	Hospitality / Tourism	2.1%
Insurance	1.4%	Information Technology	8.7%
Building & Construction	3.2%	General Management	2.5%
Engineering	4.5%	Legal / Compliance	1.7%
Customer Services	4.1%	Manufacturing	1.6%
Sales & Business Development	6.8%	Merchandising & Purchasing	4.3%
Beauty Care / Health	0.6%	Property / Real Estate	2.7%
Medical Services	1.3%	Public / Civil / Social Services	2.0%
Design	2.8%	Sciences, Lab, R&D	1.5%
Digital Marketing, E-commerce & Social Media	1.2%	Transportation & Logistics	5.0%
Marketing & Branding	3.6%	Others	1.5%
Public Relations & Corporate Affairs	1.2%		

Remarks: The figures are rounded to the nearest 1 d.p.

3. Datum Point

The present basic monthly salaries (excluding any bonuses, but including commission) of surveyed job seekers as at 1 March 2019 were recorded, and adjustments of basic monthly salaries compared with 2018 were captured based on job seekers' declared adjustment.

4. Data Collection Method

The survey was conducted in form of an online questionnaire. Job seekers were invited to fill in the questionnaire from 19 March to 15 April 2019.

5. Data Analysis

Surveyed job seekers were required to provide data of their basic monthly salary as at 1 March 2019, recent salary adjustments, bonus, double pay, job status, job title, job function and industry of their company.

The data was analyzed to determine the "arithmetic average" for salary adjustment and bonus received. To avoid extreme values, outliers with values of more than 3 standard deviations from the mean were excluded in the analysis.

The analysis was conducted to identify differences that might exist in salary and bonus adjustments among the 28 job functions (Percentages of monthly salary adjustments in 2019 by position will only be shown if sufficient data is collected for calculation).

Weighting

To provide a representative and overall view, data is weighted according to industry distribution as per government statistics.

Basic monthly salary (HK\$):

Present monthly salary as at 1 March 2019, excluding any bonuses (both guaranteed and non-guaranteed bonuses) but including commission.

Average:

A mathematical average of a set of data values (basic monthly salary, salary adjustments, and bonus received). To avoid extreme values, outliers with values that are more than 3 standard deviations from the mean were excluded in the analysis.

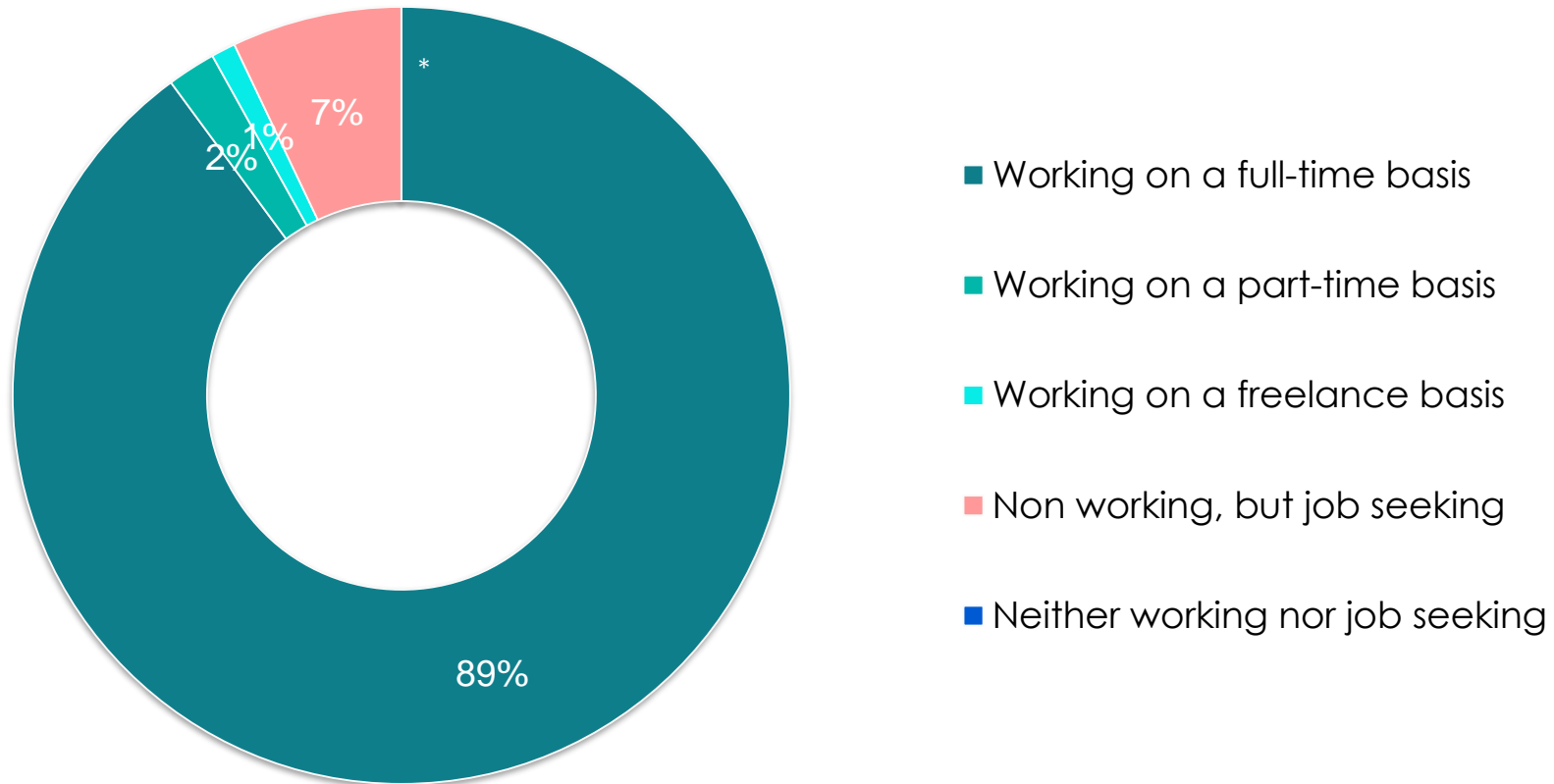
Current Job Status of Respondents



Current Job Status of Respondents

Current job status of respondents

92% of the respondents are currently employed while 7% are unemployed but actively looking for a job.



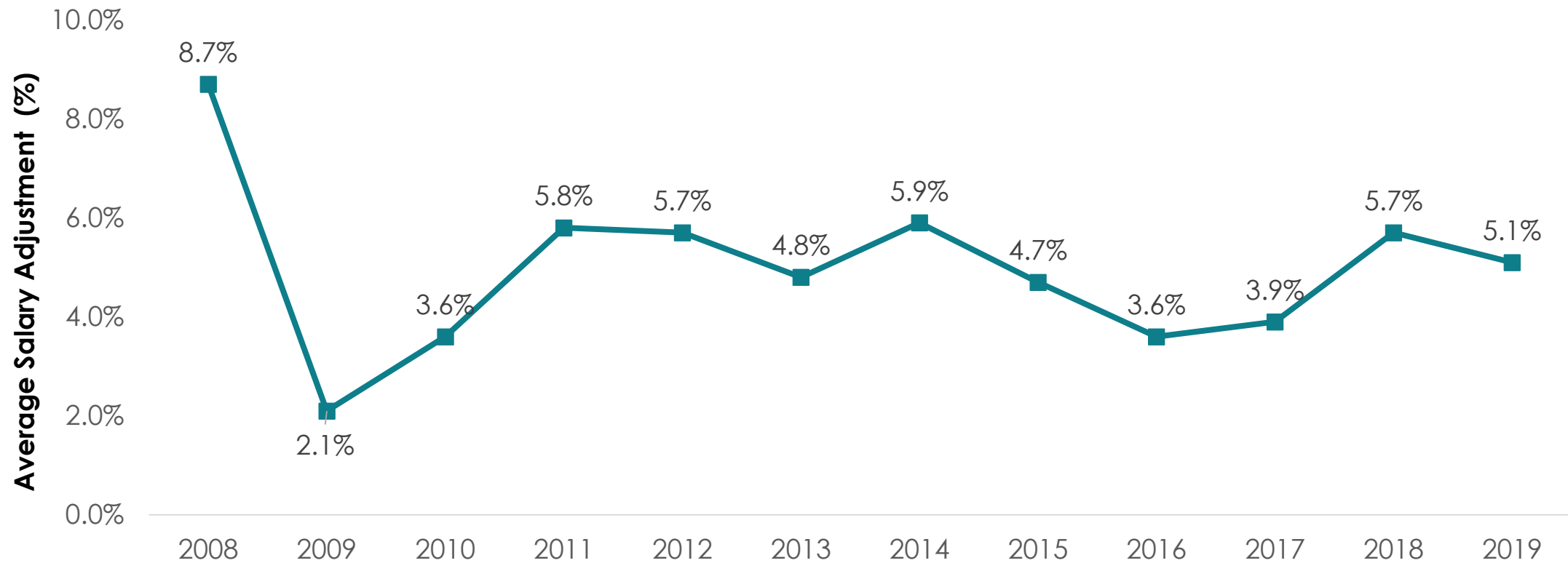
Base : All respondents (n=3192)

Basic Monthly Salary Change in 2019



Basic Monthly Salary Change in 2019

Overall average of monthly salary adjustments over the years (%)

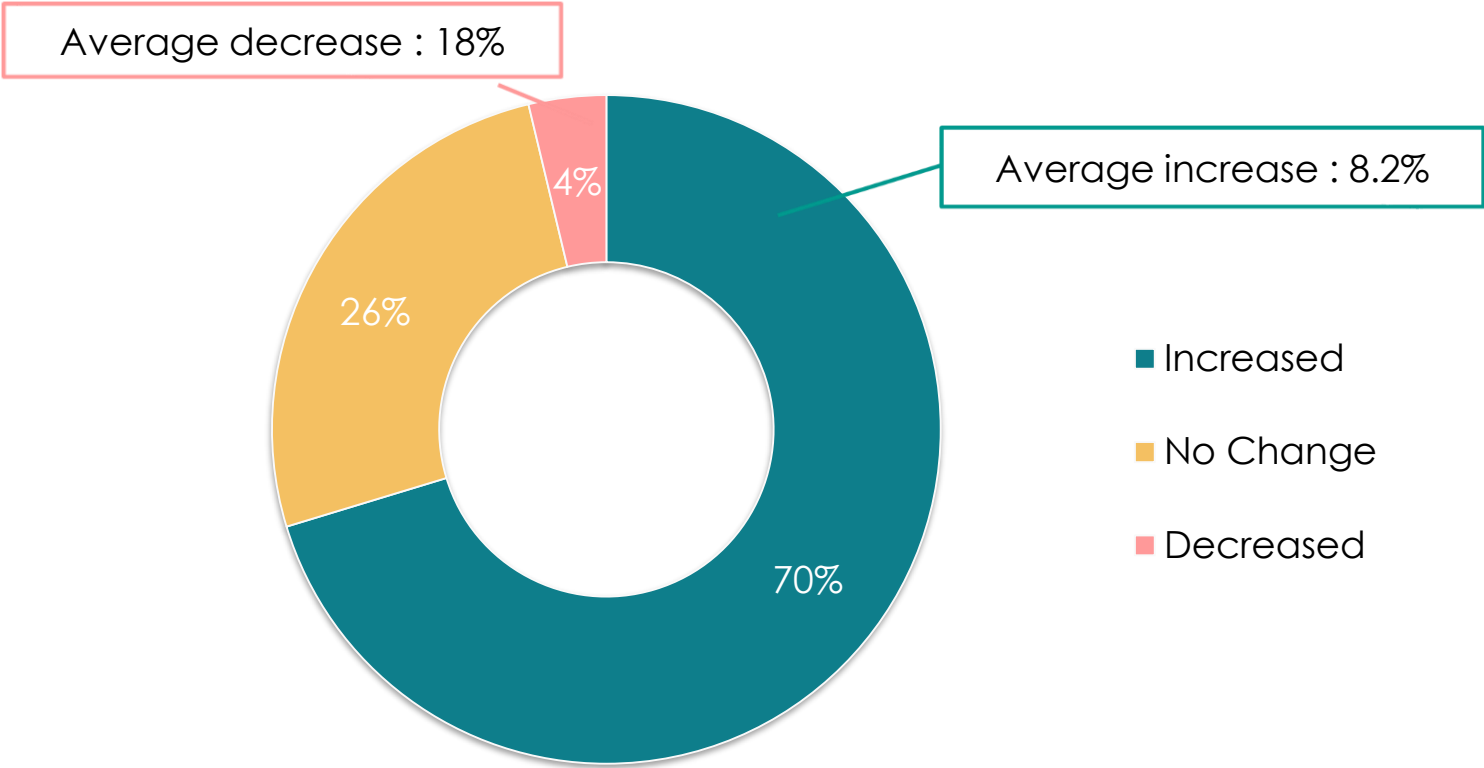


Base : All respondents working on a full-time basis (n=2853)
Questions: Q5b1, 5b2

Basic Monthly Salary Change in 2019

Changes on basic monthly salaries in 2019

Among respondents who are currently working on a full-time basis, 70% received a pay raise in 2019, compared with 71% last year. 4% experienced a pay cut, an increase from 3% last year.

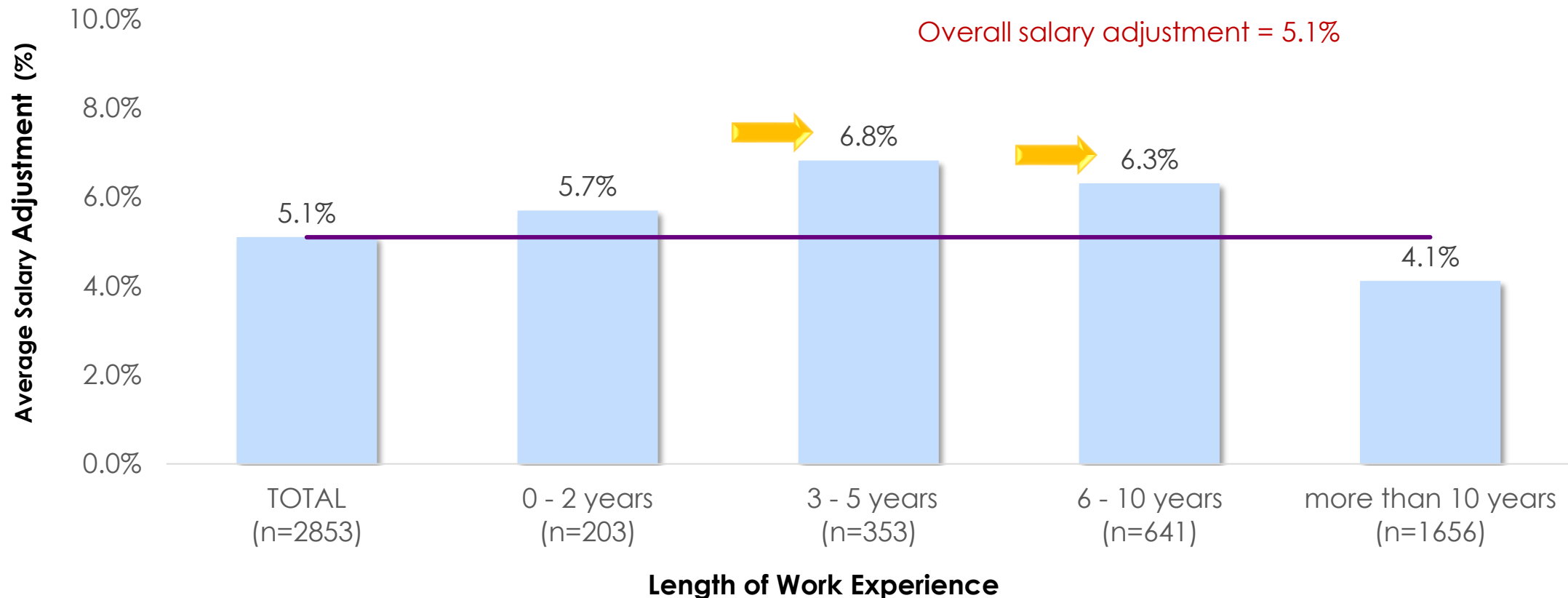


Base : All respondents working on a full-time basis (n=2853)

Basic Monthly Salary Change in 2019 - by Work Experience

Percentages of monthly salary adjustments in 2019 – by work experience

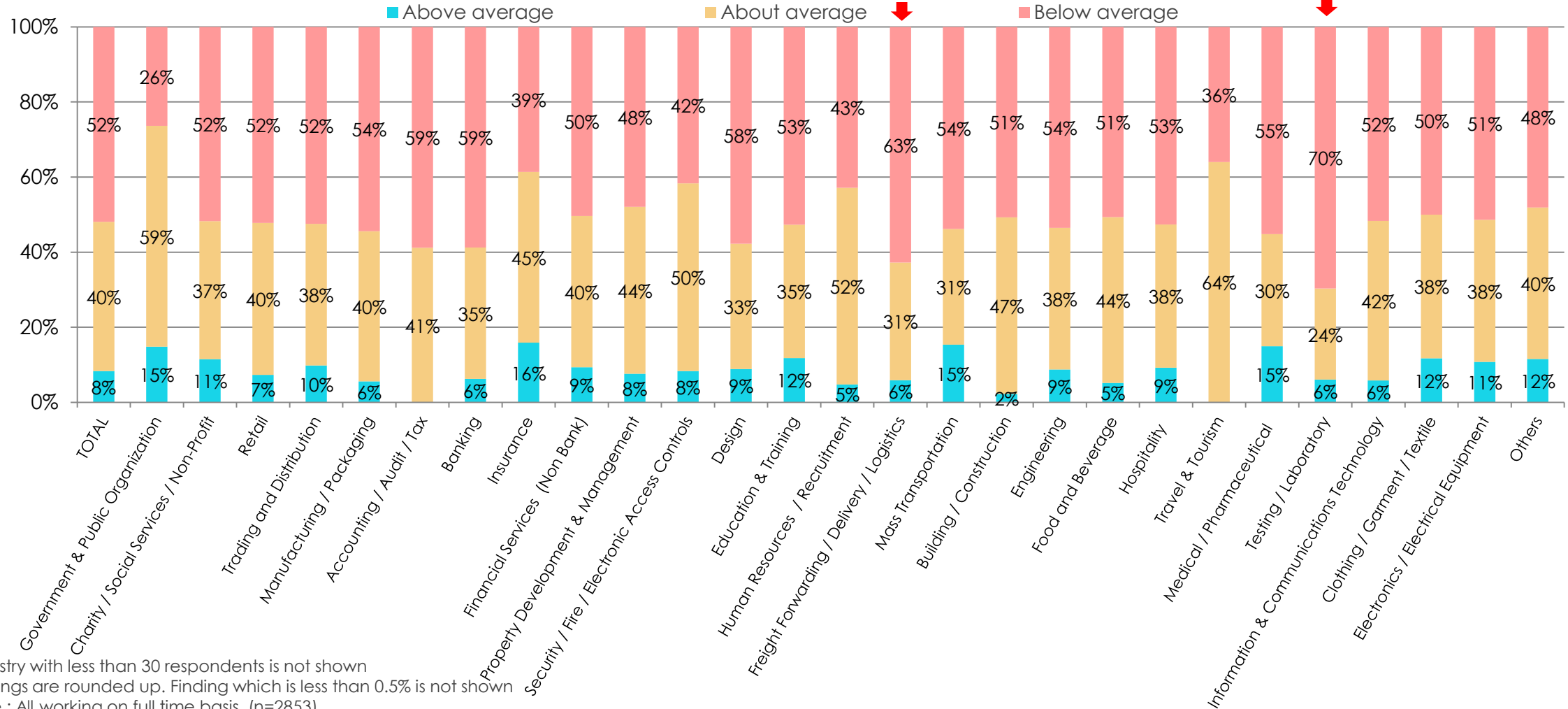
In terms of work experience, the highest average salary adjustment (average of 6.8%) was recorded among respondents with 3 to 5-year work experience. Respondents with more than 10 years of work experience have received the lowest pay rise in terms of percentage.



Basic Monthly Salary Change in 2019 - by Industry

Perception on salary compared to market standard – by industry

Respondents from Testing / Laboratory (70%) and Freight Forwarding / Delivery / Logistics (63%) are more prone to the perception that their salary is below market average.



Industry with less than 30 respondents is not shown

Findings are rounded up. Finding which is less than 0.5% is not shown

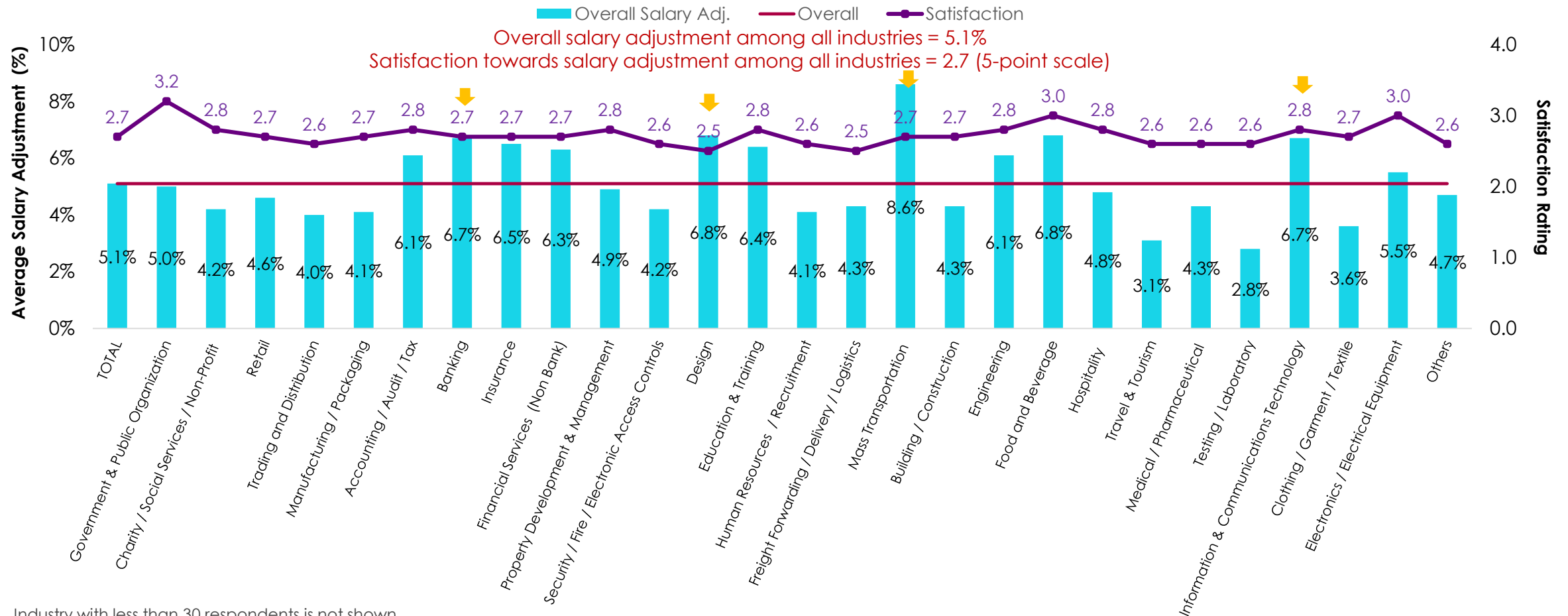
Base : All working on full time basis (n=2853)

Question: Q6a

Basic Monthly Salary Change in 2019 - by Industry

Percentage of monthly salary adjustment and satisfaction rating in 2019

Mass Transportation (average adjustment of 8.6%), Design (average adjustment of 6.8%), Banking (average adjustment of 6.7%) and IT (average adjustment of 6.7%) are reported to have the highest increase in salary.



Industry with less than 30 respondents is not shown
Base : All working on full time basis (n=2853)
Question: Q5b1, 5b2

Basic Monthly Salary Change in 2019 - by Industry

Reasons to accept a 'below average' salary – by industry

	Total	Charity / Social Services / Non-Profit	Retail	Trading and Distribution	Manufacturing / Packaging	Accounting / Audit / Tax	Banking	Financial Services (Non Bank)	Property Development & Management	Education & Training	Freight Forwarding / Delivery / Logistics	Building / Construction	Engineering	Food and Beverage	Hospitality	Medical / Pharmaceutical	Clothing / Garment / Textile
Base	1480	43	117	105	62	31	52	39	56	83	140	75	68	65	67	46	37
Enjoy good relationships with current co-workers	29%	47%	26%	31%	28%	23%	22%	29%	28%	37%	38%	25%	33%	33%	25%	21%	26%
Simply reluctant to go through the job seeking process	29%	18%	22%	34%	21%	40%	43%	20%	26%	33%	41%	19%	31%	28%	18%	21%	38%
Satisfied with current workload / working hours	25%	20%	25%	35%	31%	10%	22%	30%	17%	33%	20%	29%	21%	15%	15%	25%	15%
Do not want to be seen as a job hopper on the resume	21%	20%	19%	20%	16%	20%	29%	26%	30%	18%	13%	24%	18%	33%	15%	33%	24%
Interested in current job, probably hard to find a similar one	18%	24%	22%	13%	10%	13%	15%	14%	20%	24%	14%	15%	23%	13%	18%	33%	24%
Unsure about ability to get a job with higher pay	17%	9%	15%	16%	16%	17%	14%	11%	14%	20%	11%	22%	21%	13%	10%	21%	9%
Strong sense of belonging to the current company	15%	24%	13%	8%	4%	10%	17%	16%	16%	14%	22%	13%	15%	21%	10%	10%	15%
Will stay with company as it faces financial difficulties	4%	4%	6%	6%	15%	0%	1%	3%	3%	0%	2%	7%	5%	8%	3%	0%	3%
Others	25%	31%	20%	19%	22%	33%	28%	33%	23%	24%	23%	26%	28%	10%	45%	27%	29%

Industries with less than 30 respondents are not shown

Base : All respondents working on a full-time basis and having accepted a 'below average' salary (n=1480)

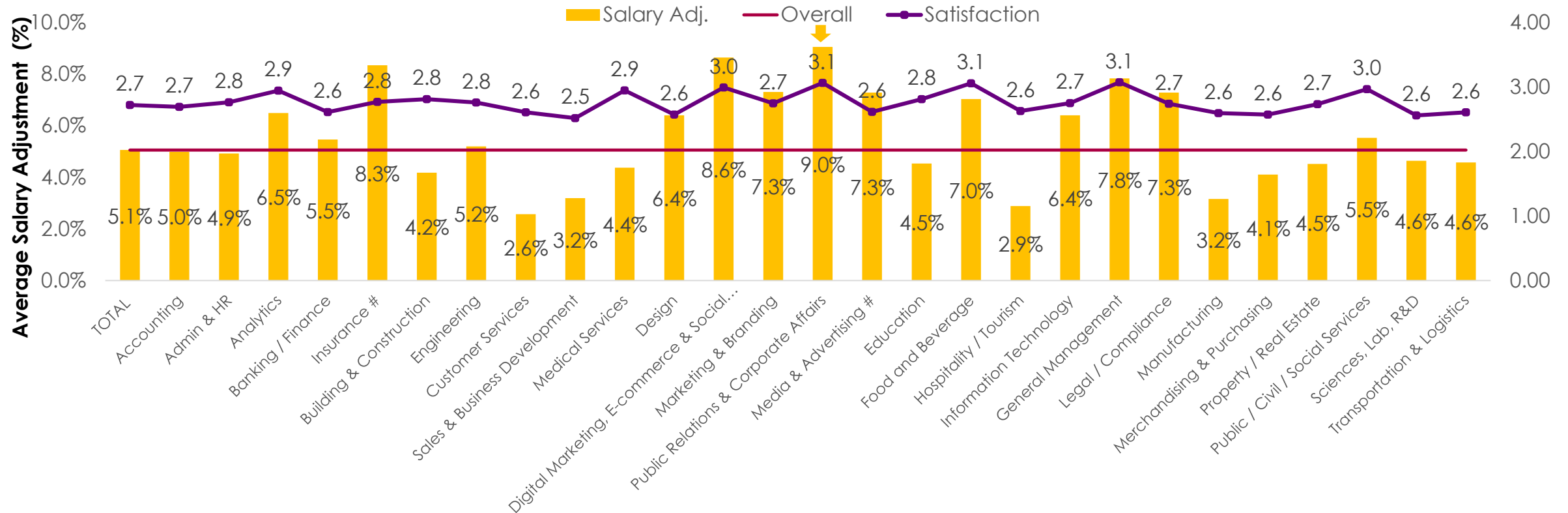
Question: Q6c

Basic Monthly Salary Change in 2019

- by job function

Percentage of monthly salary adjustments and satisfaction rating in 2019 – by job function

The average salary adjustment in 2019 was 5.1%, a slight decline from 5.7% in 2018. Public Relations & Corporate Affairs (9.0%) is reported to have the highest increase in salary. The average satisfaction rating is 2.7 in 2019.



Remarks : small base

Job functions with less than 20 respondents are not shown

Base : All respondents working on a full-time basis (n=2853)

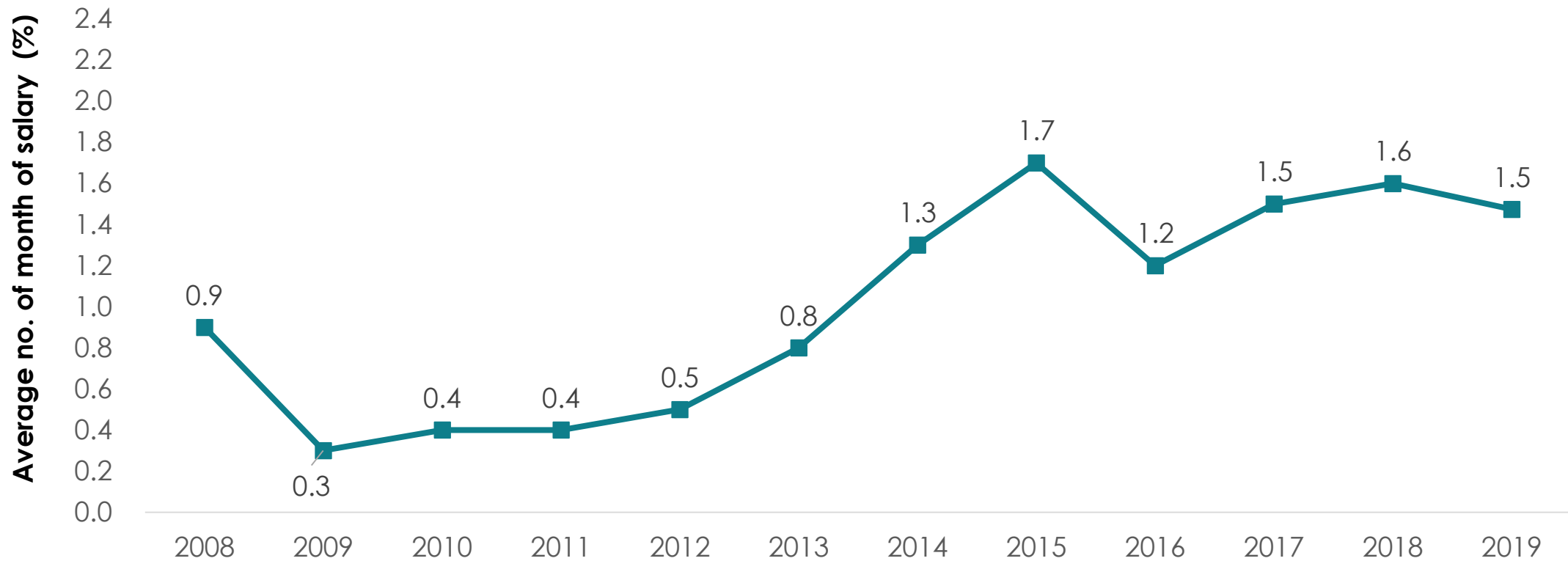
Questions: Q5b1, 5b2

Bonus and Double Pay



Bonus and Double Pay

Overall average size of bonus received over the years

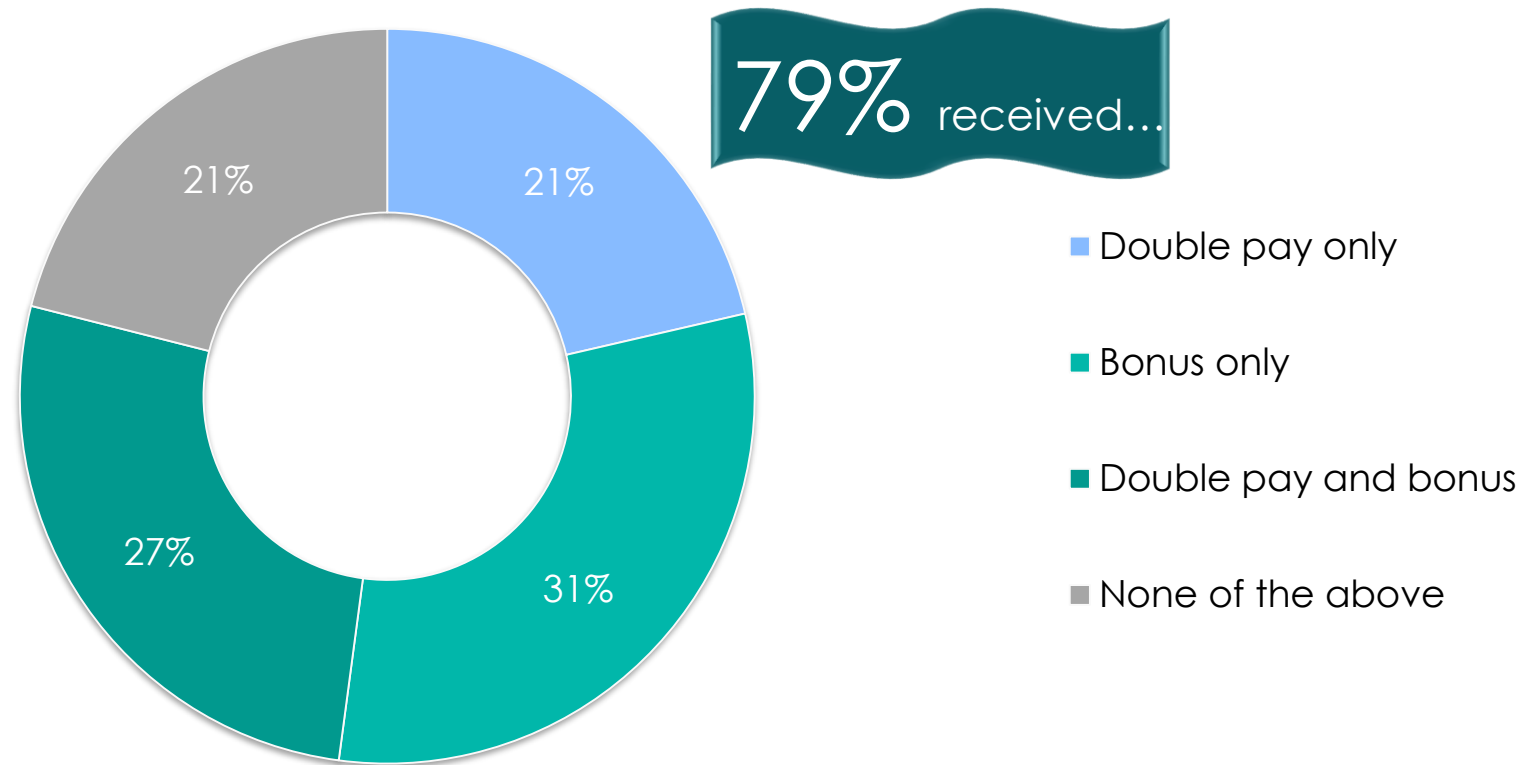


Base in 2019 : All respondents working on a full-time basis and having received bonus (n=1604)
Question: Q7b

Bonus and Double Pay

Bonus & double pay

27% of the respondents currently working on a full-time basis received both double pay and bonus, while one fifth received neither.

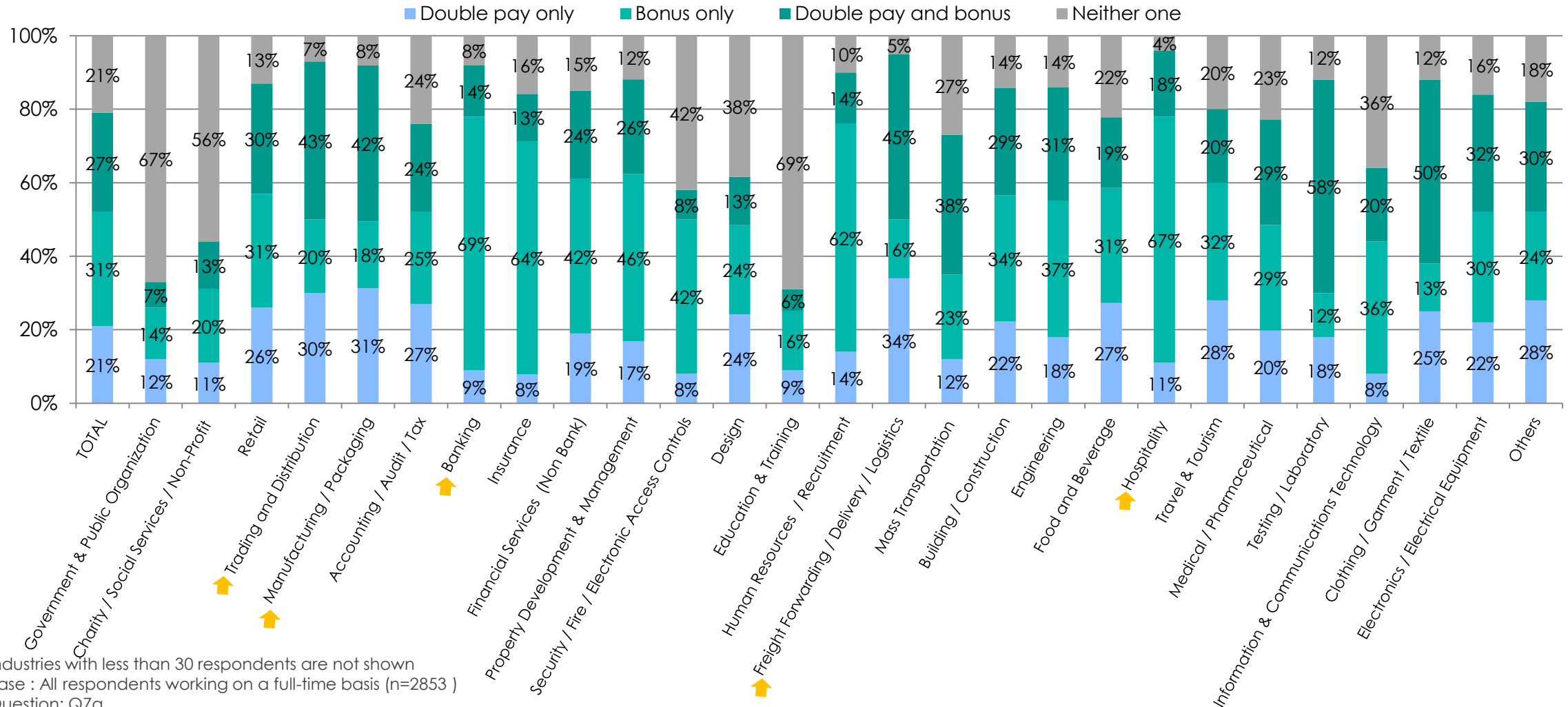


Base : All respondents working on a full-time basis (n=2853)

Bonus and Double Pay - by Industry

Bonus & double pay

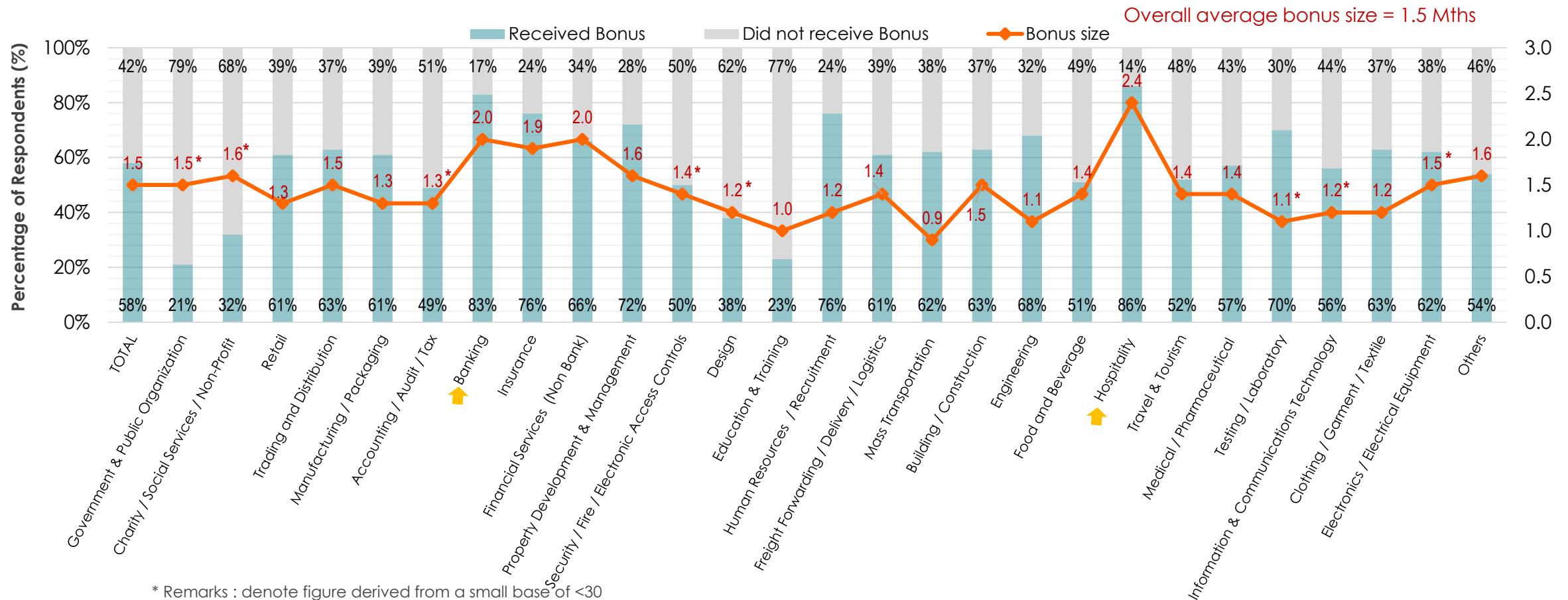
Respondents of Hospitality (96%), Freight Forwarding / Delivery / Logistics (95%), Manufacturing and Packaging (92%), Banking (92%) and Trading and Distribution (93%) are better remunerated with bonus and double pay.



Bonus and Double Pay - by Industry

Bonus received - by industry

Respondents from Hospitality reported a higher incidence of receiving bonus (86%), as well as a greater bonus size in terms of number of months (2.4 months). Similarly, the industry of Banking recorded a higher incidence of bonus payment (83%), with an average bonus of 2 months.

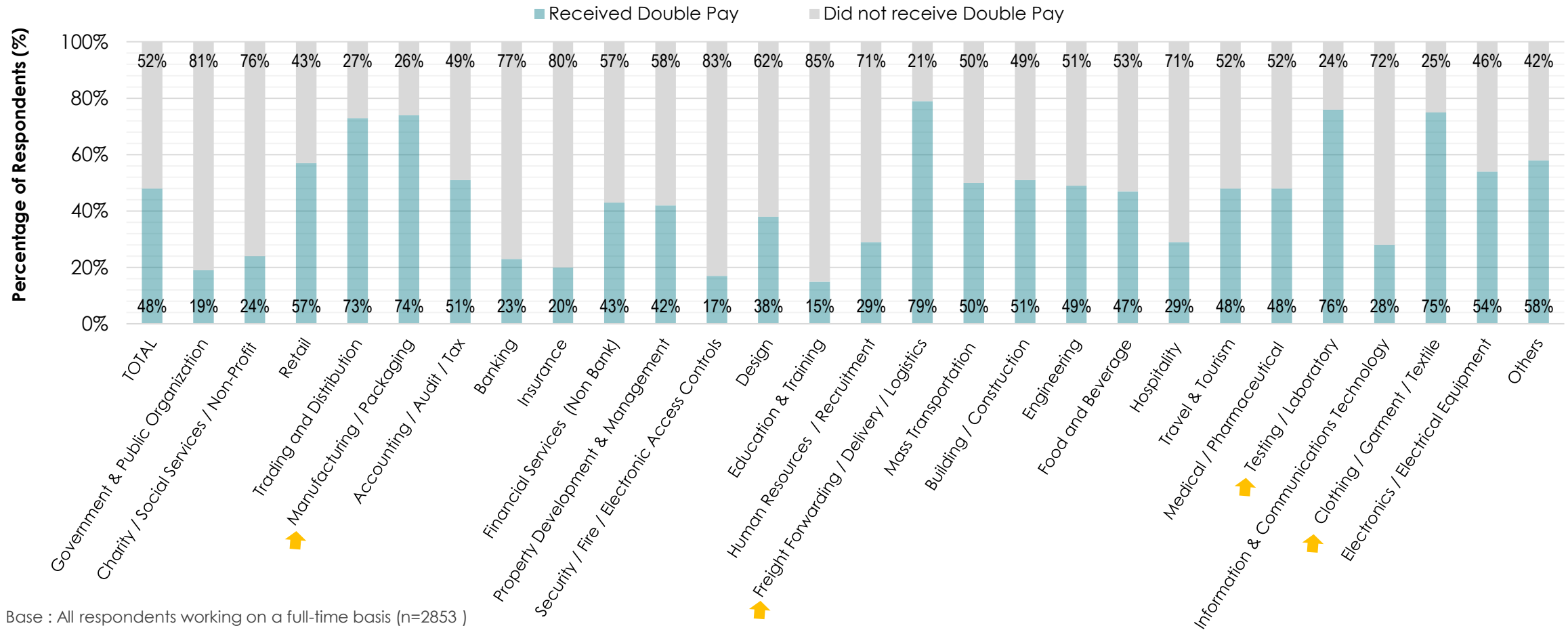


* Remarks : denote figure derived from a small base of <30
 Base : All respondents working on a full-time basis (n=2853)
 For 'receipt of bonus', industries with less than 30 respondents are not shown.
 Questions: Q7a, 7b

Bonus and Double Pay - by Industry

Double pay received - by industry

Industries showing a higher incidence of double pay are : Freight Forwarding / Delivery / Logistics (79%), Testing / Laboratory (76%), Manufacturing / Packaging (75%) and Clothing / Garment / Textile (74%).

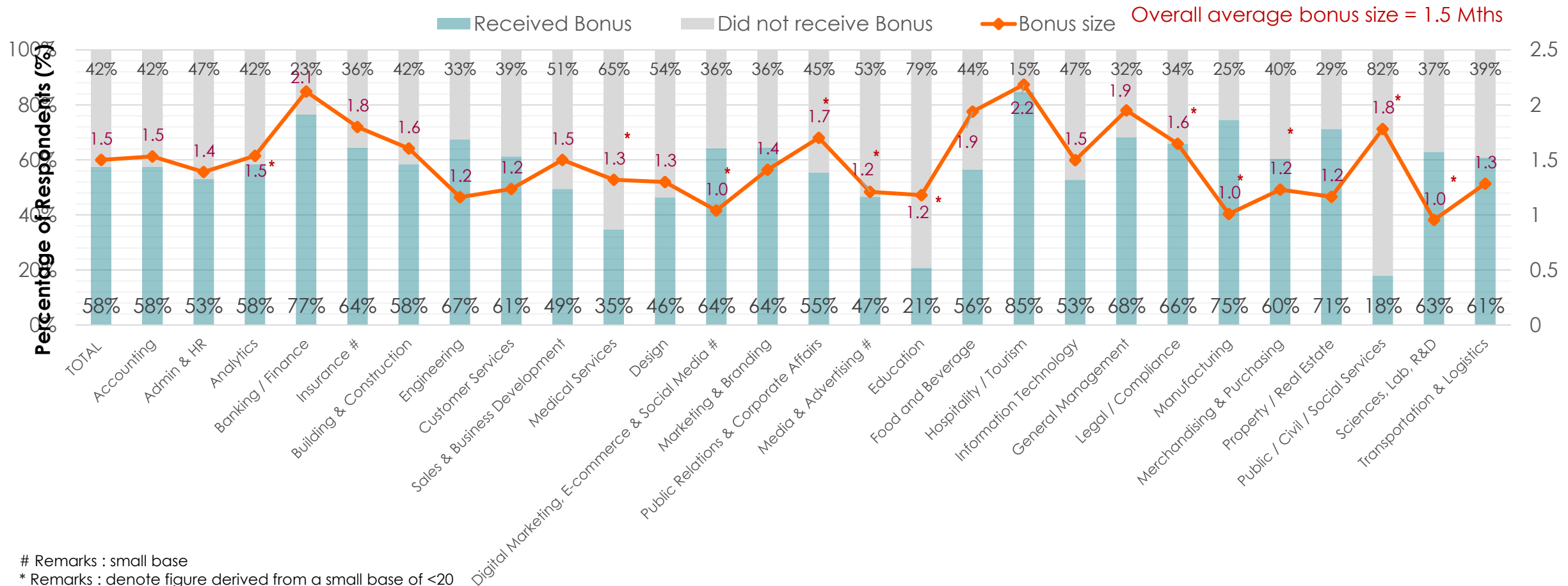


Base : All respondents working on a full-time basis (n=2853)
For 'receipt of double pay', industries with less than 30 respondents are not shown.
Question: Q7a

Bonus and Double Pay - by Job Function

Bonus received - by job function

Overall, 58% of the currently employed respondents received a bonus in 2019. The average bonus size for these respondents was 1.5 months. The largest bonus size was recorded in Hospitality / Tourism (2.2 Mths) and Banking / Finance (2.1 Mths).



Remarks : small base

* Remarks : denote figure derived from a small base of <20

Base : All respondents working on a full-time basis (n=2853)

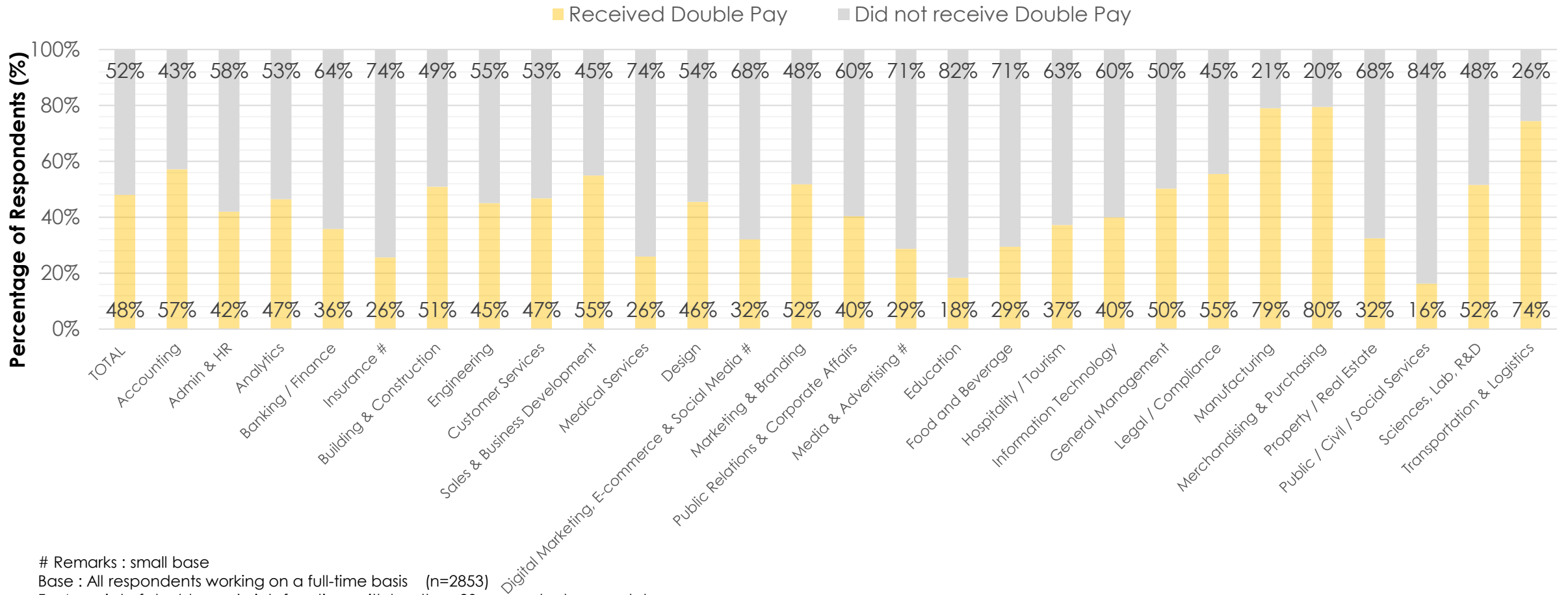
For 'receipt of bonus', job functions with less than 20 respondents are not shown.

Questions: Q7a, 7b

Bonus and Double Pay - by Job Function

Double pay received - by job function

Overall, 48% of the respondents received a double pay this year. More respondents from three job functions received a double pay : 80% in Merchandising & Purchasing, 79% in Manufacturing and 74% in Transportation & Logistics.



Remarks : small base

Base : All respondents working on a full-time basis (n=2853)

For 'receipt of double pay', job functions with less than 20 respondents are not shown

Question: Q7a

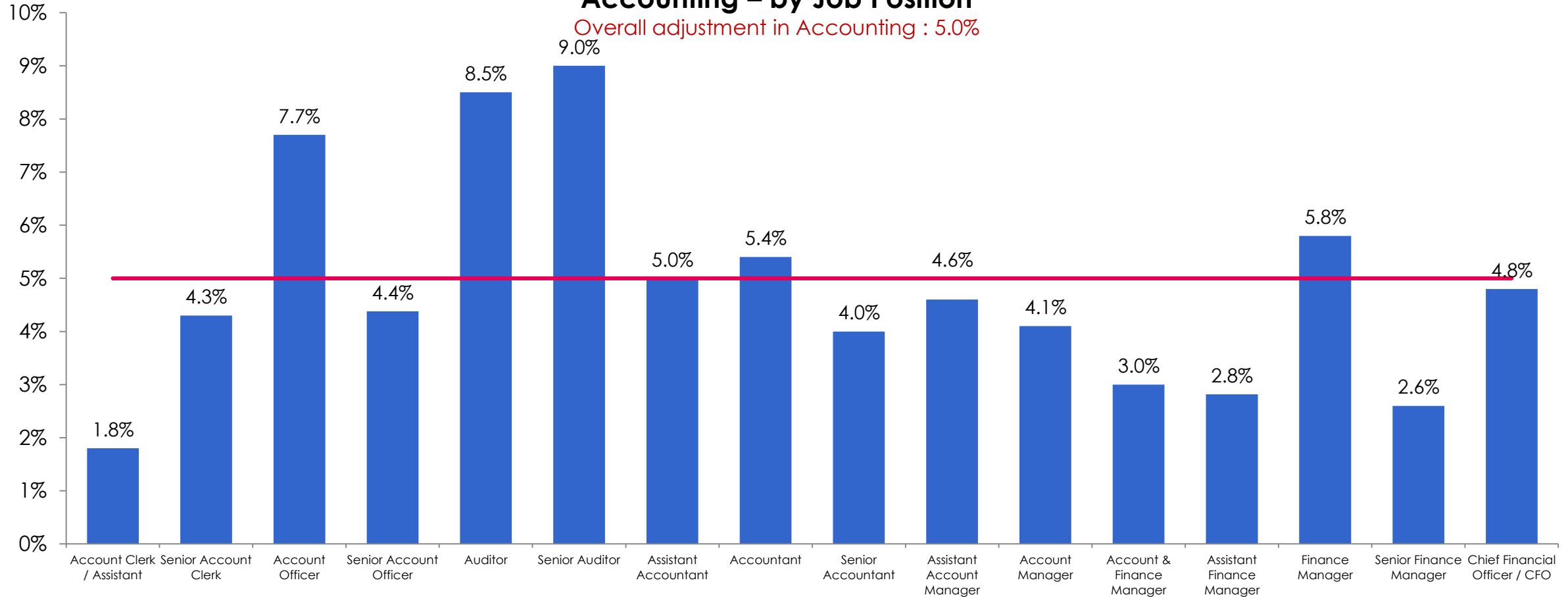
Basic Monthly Salary Change by Job Function & Position



Basic Salary Change in 2019

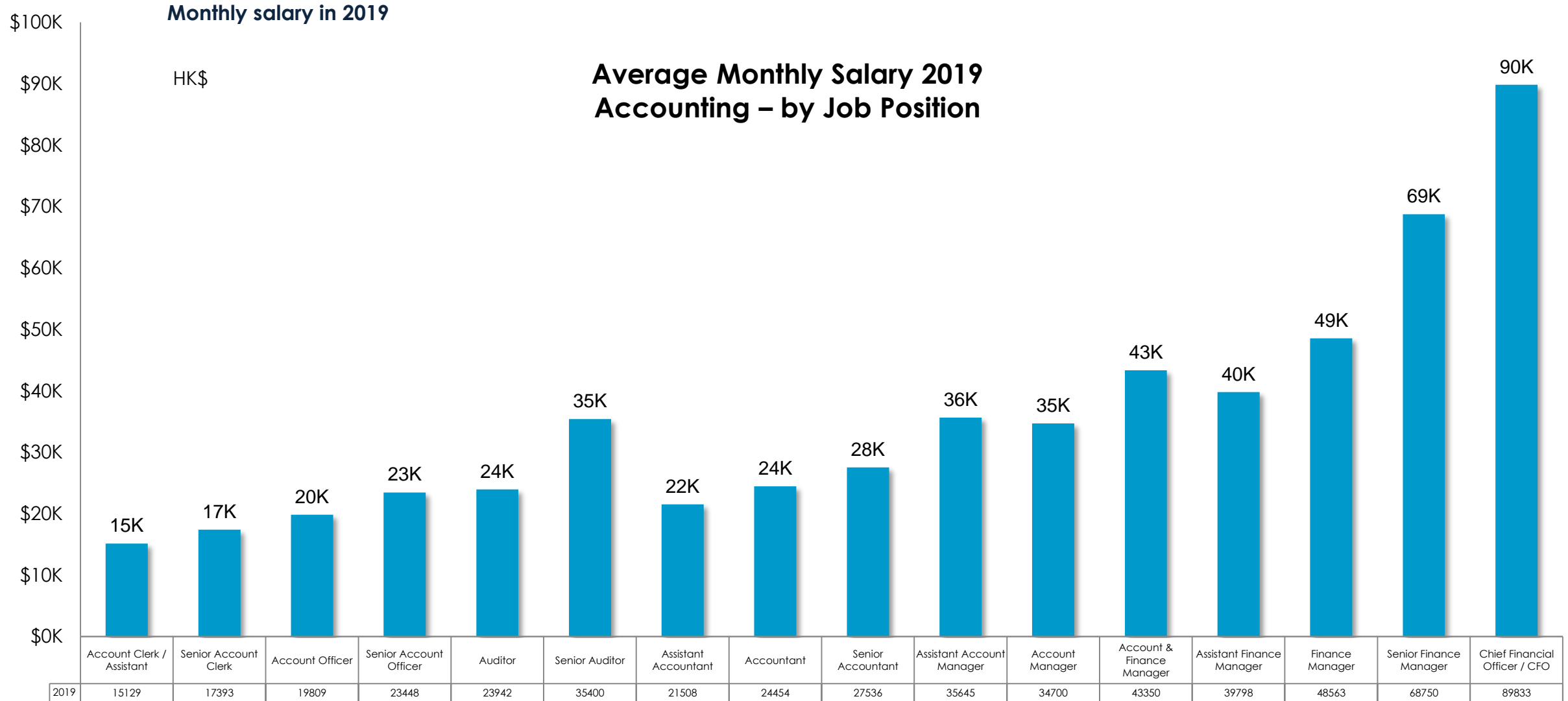
Percentage of Monthly Salary Adjustment in 2019 Accounting – by Job Position

Overall adjustment in Accounting : 5.0%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

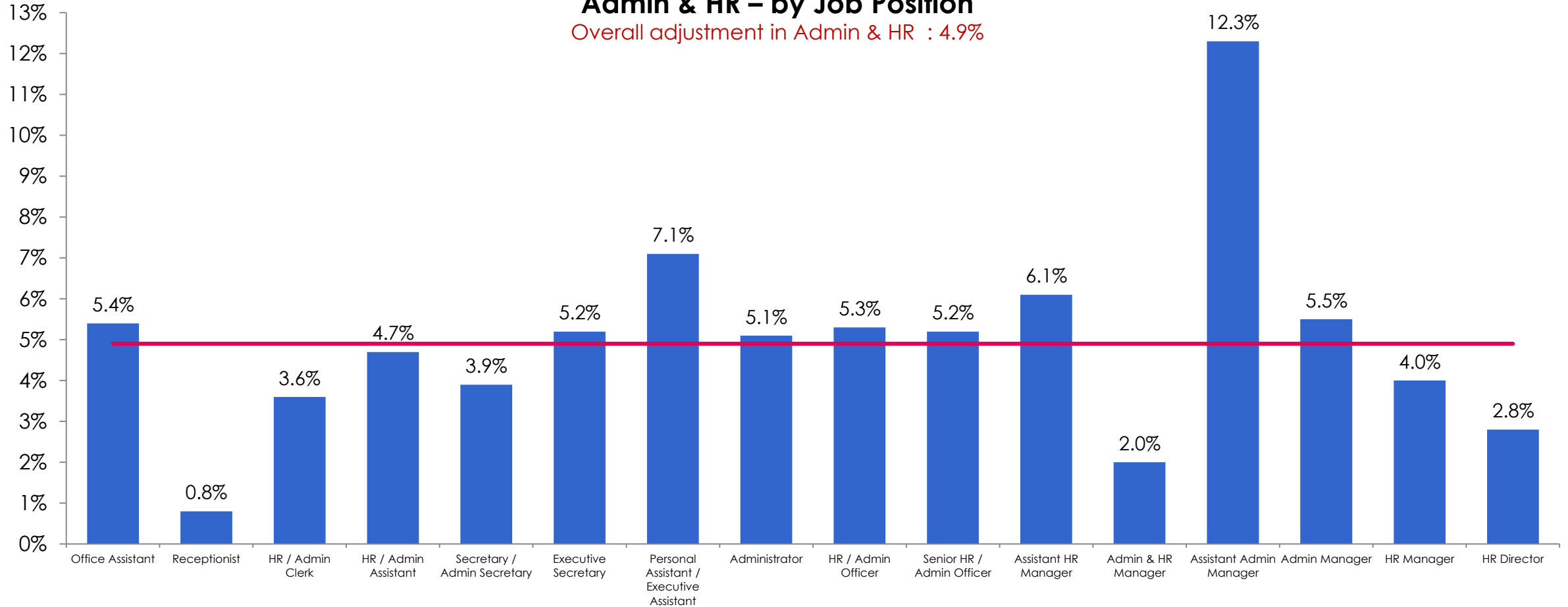
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

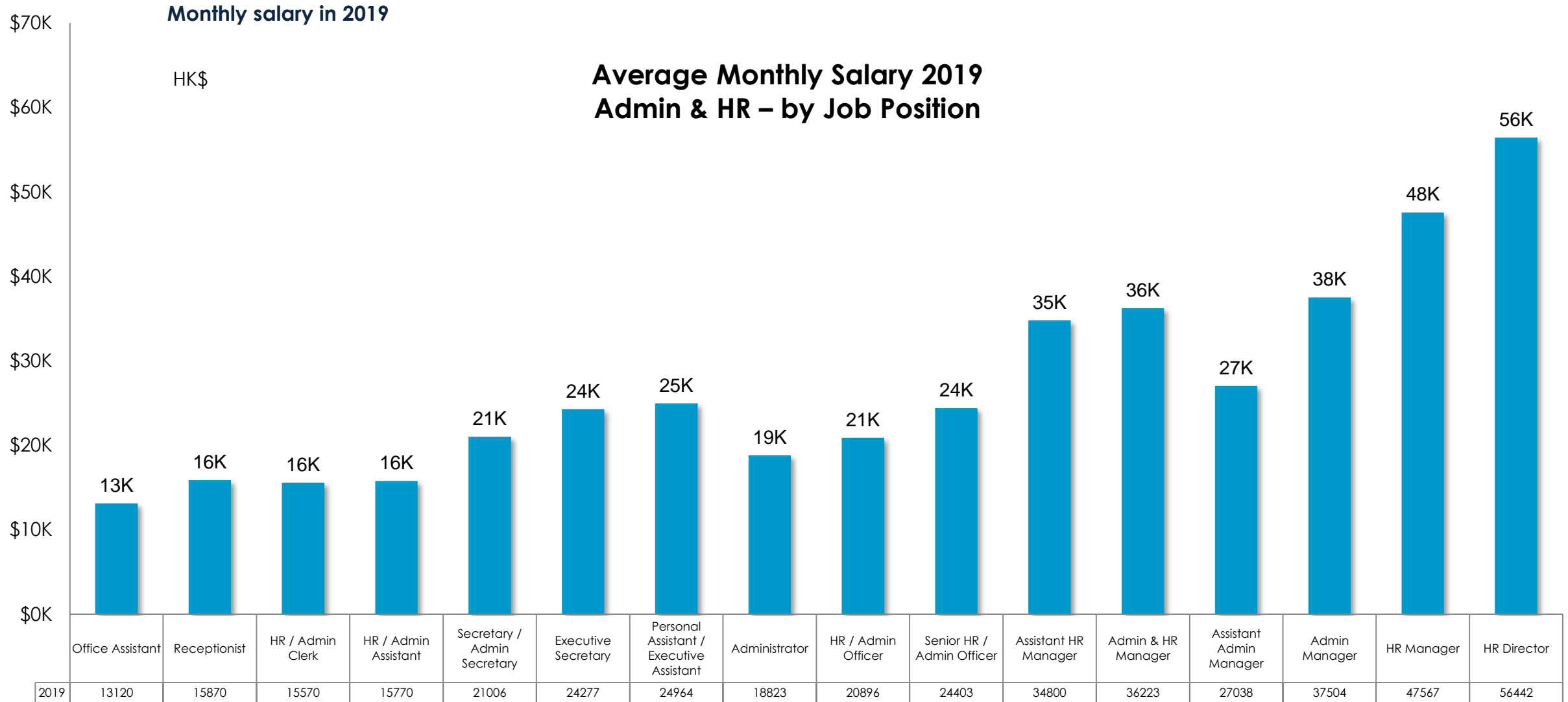
Admin & HR – by Job Position

Overall adjustment in Admin & HR : 4.9%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



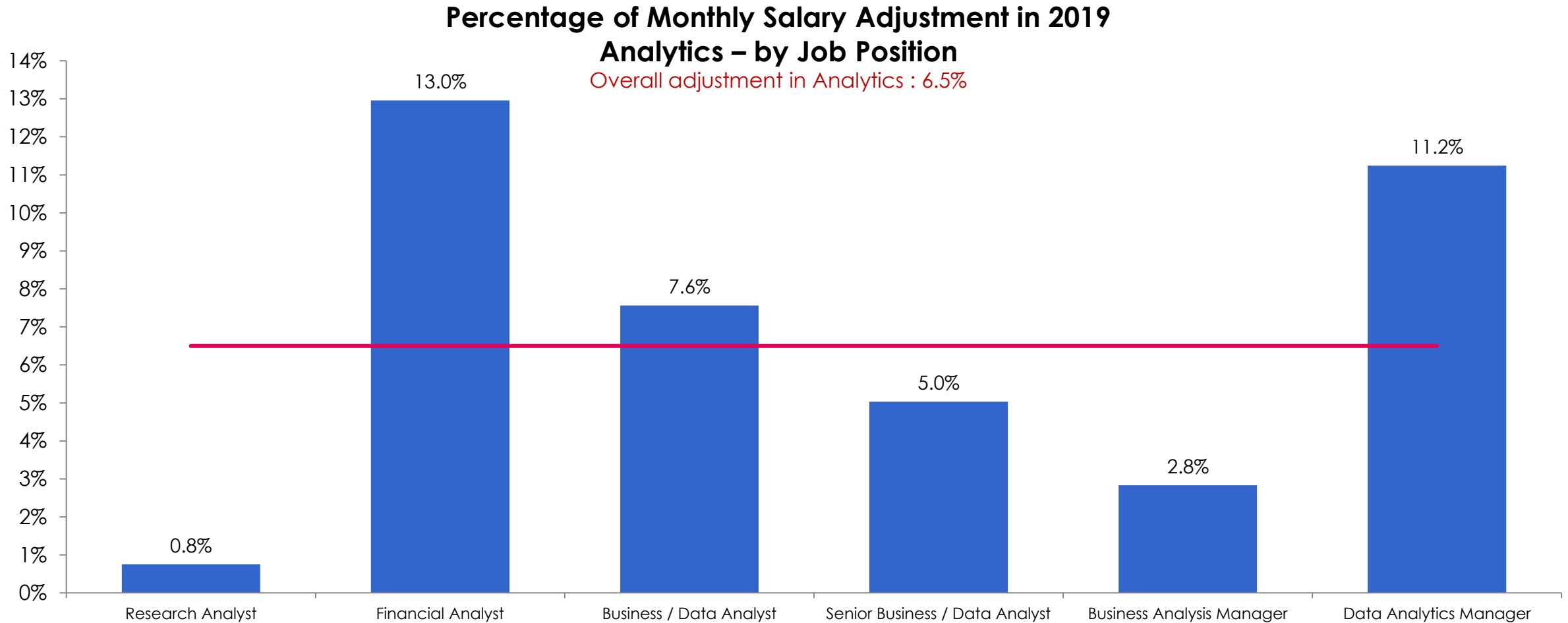
Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

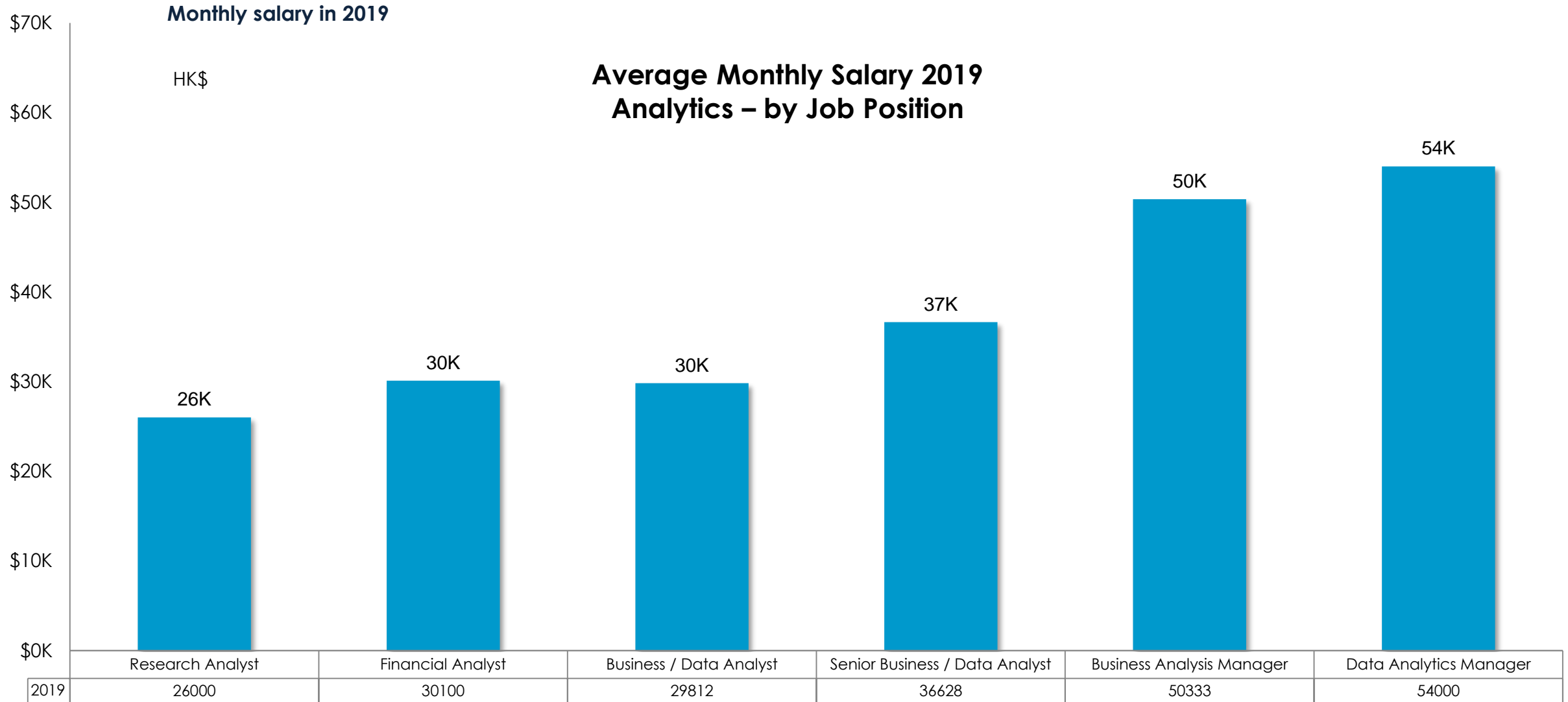
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

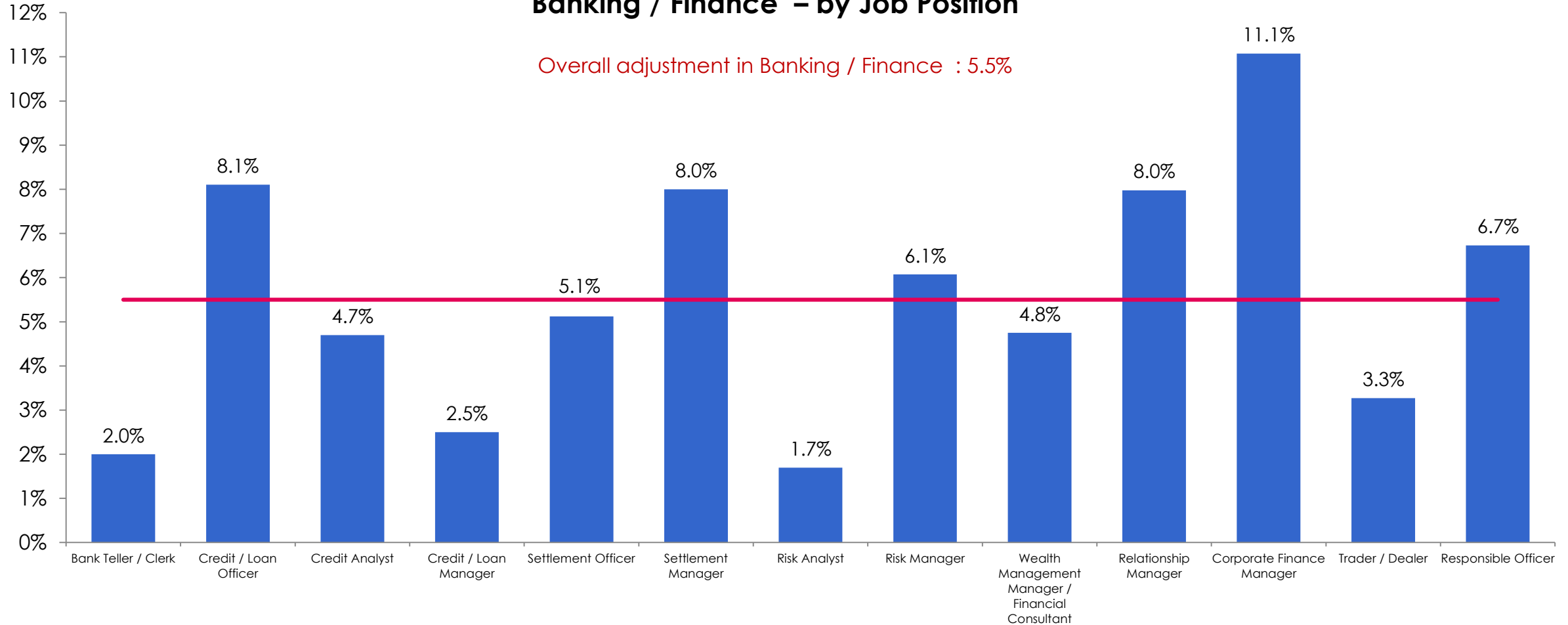
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

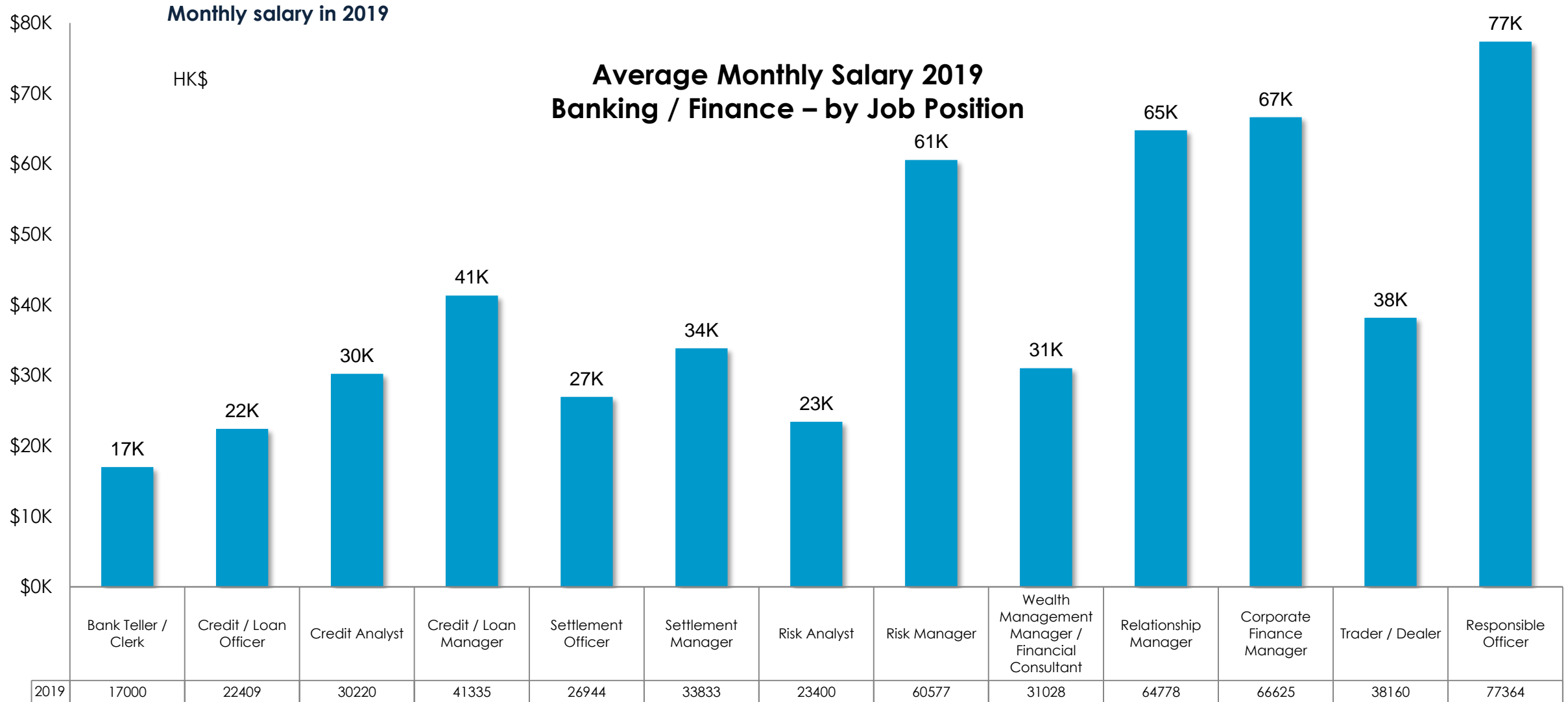
Percentage of Monthly Salary Adjustment in 2019 Banking / Finance – by Job Position

Overall adjustment in Banking / Finance : 5.5%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



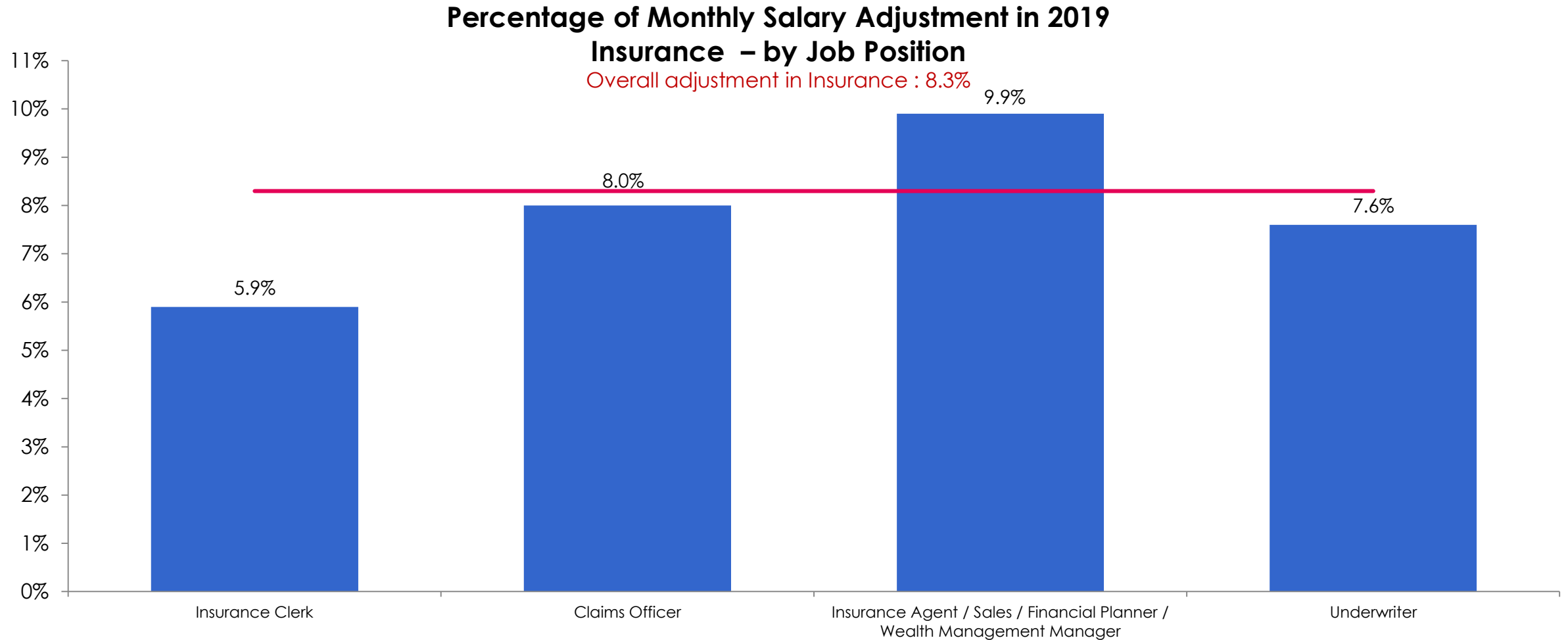
Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

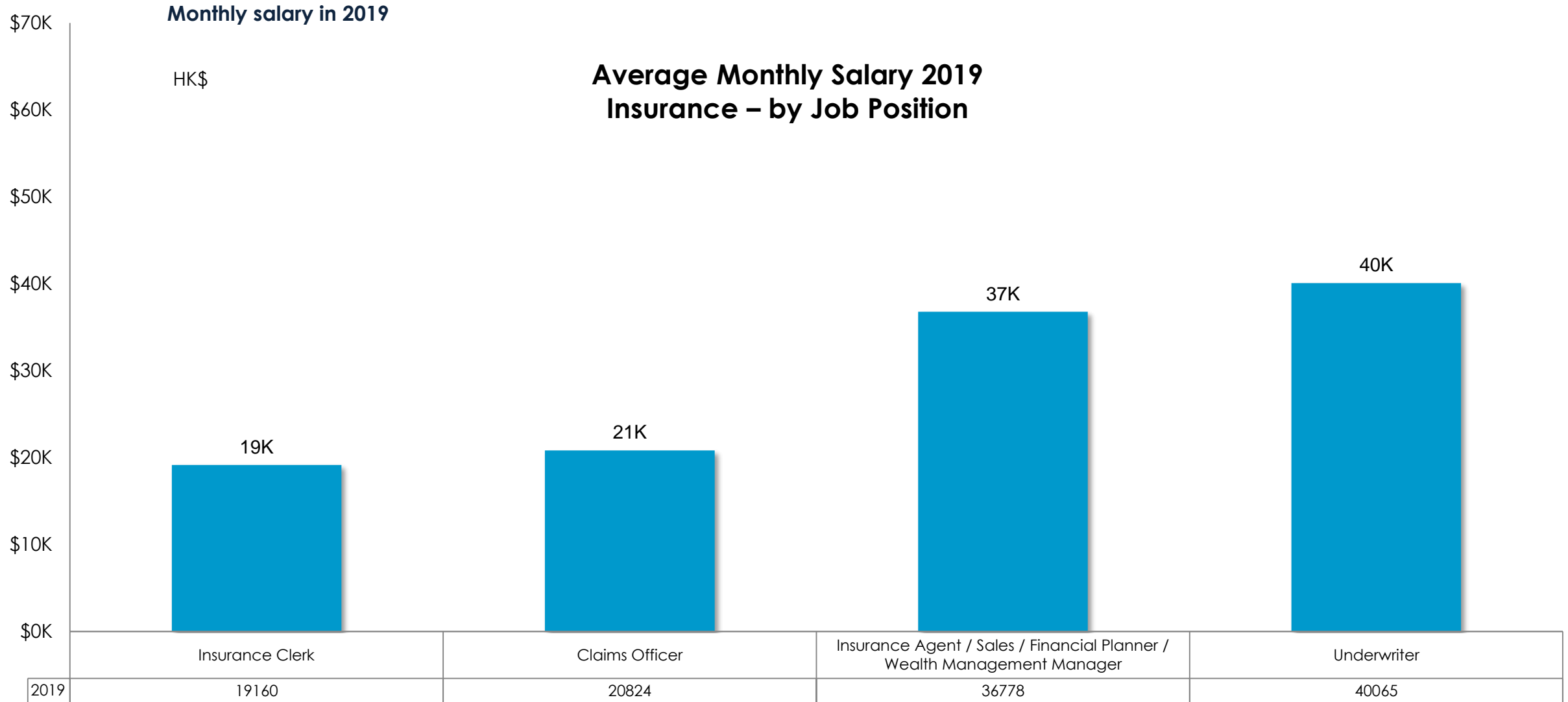
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

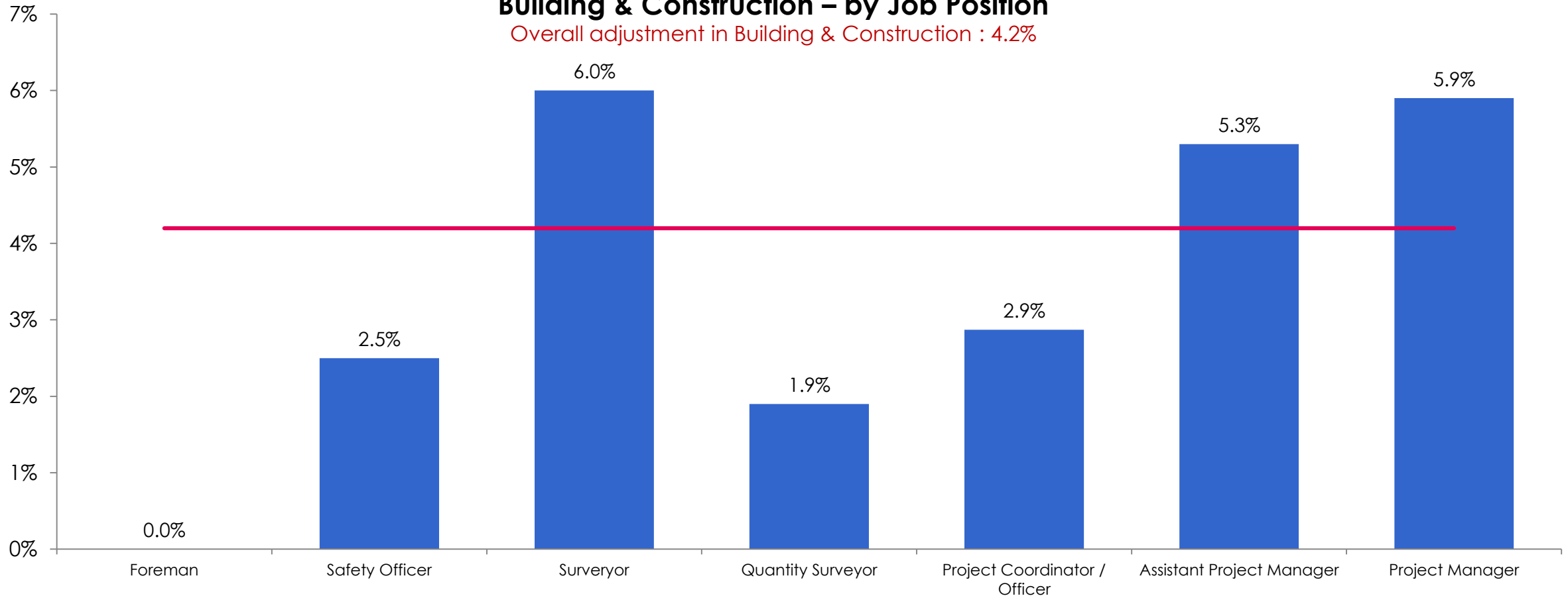
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

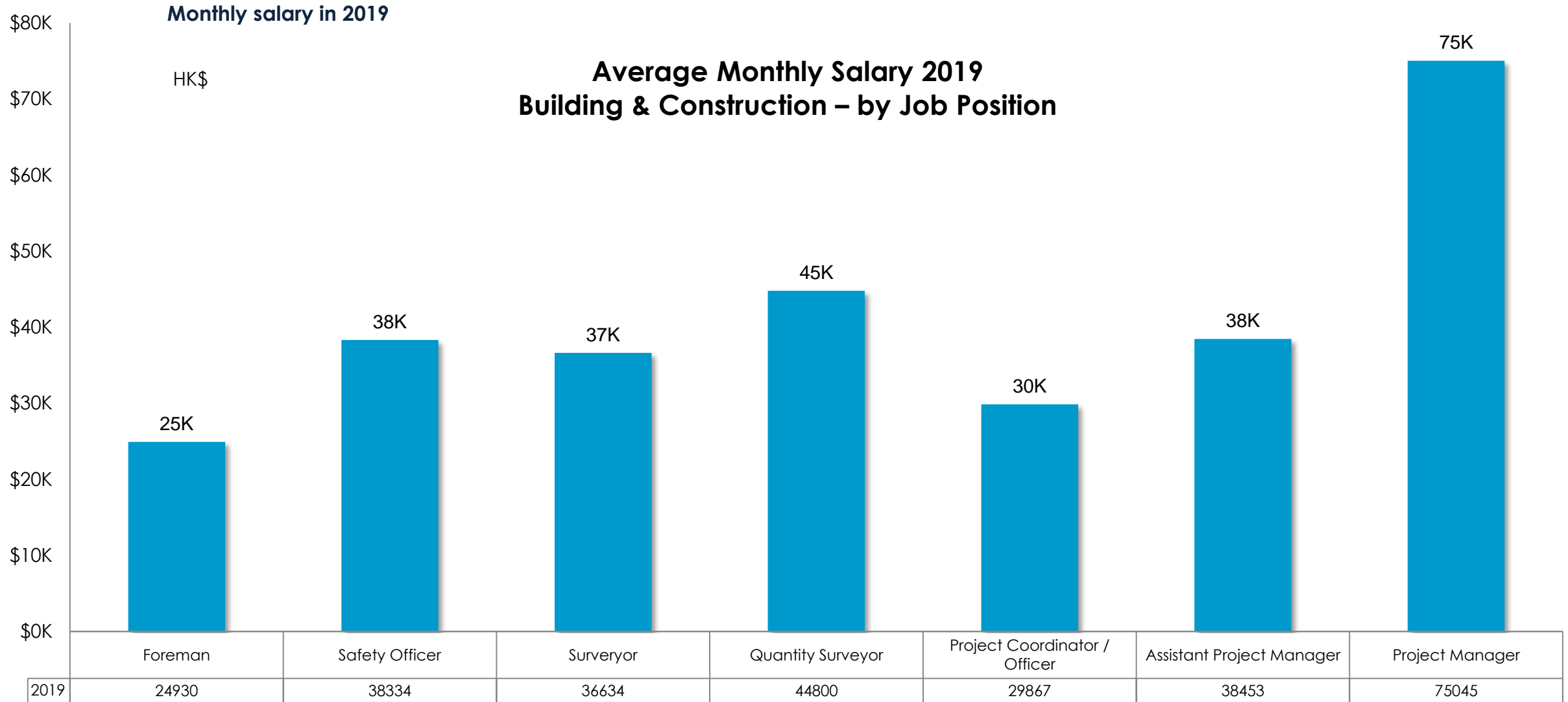
Building & Construction – by Job Position

Overall adjustment in Building & Construction : 4.2%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

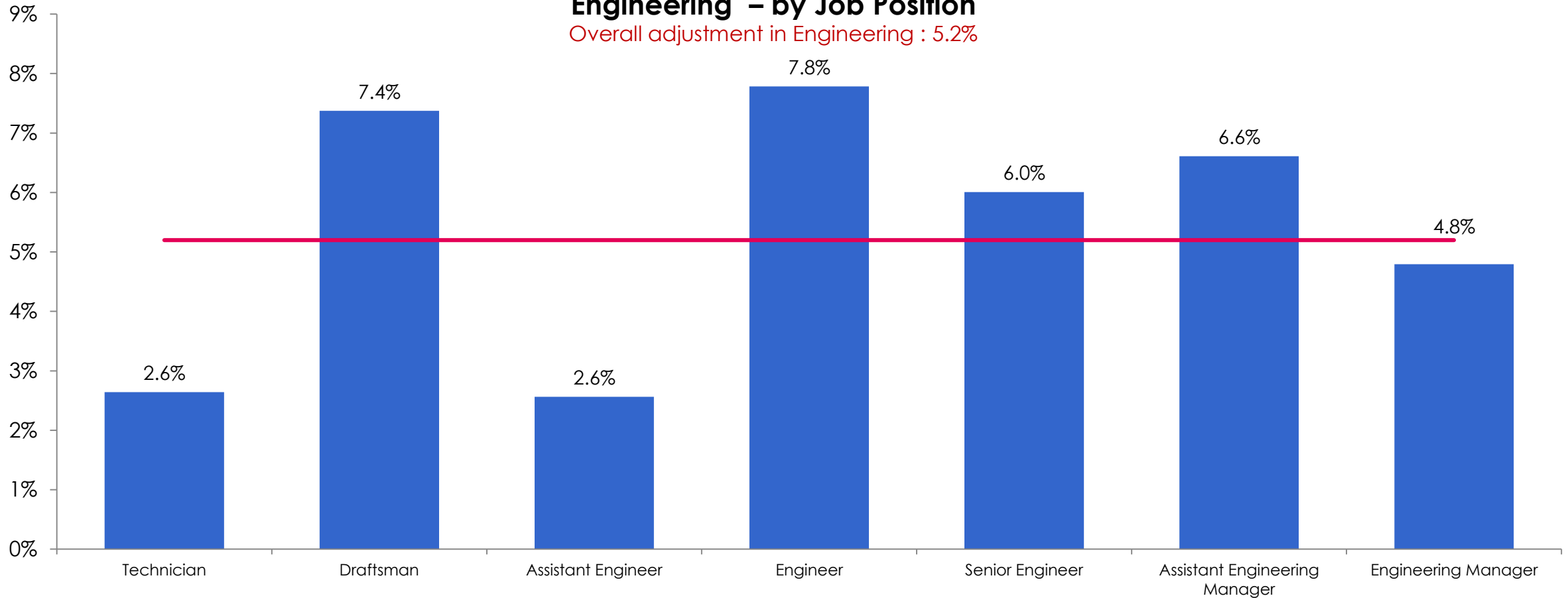
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

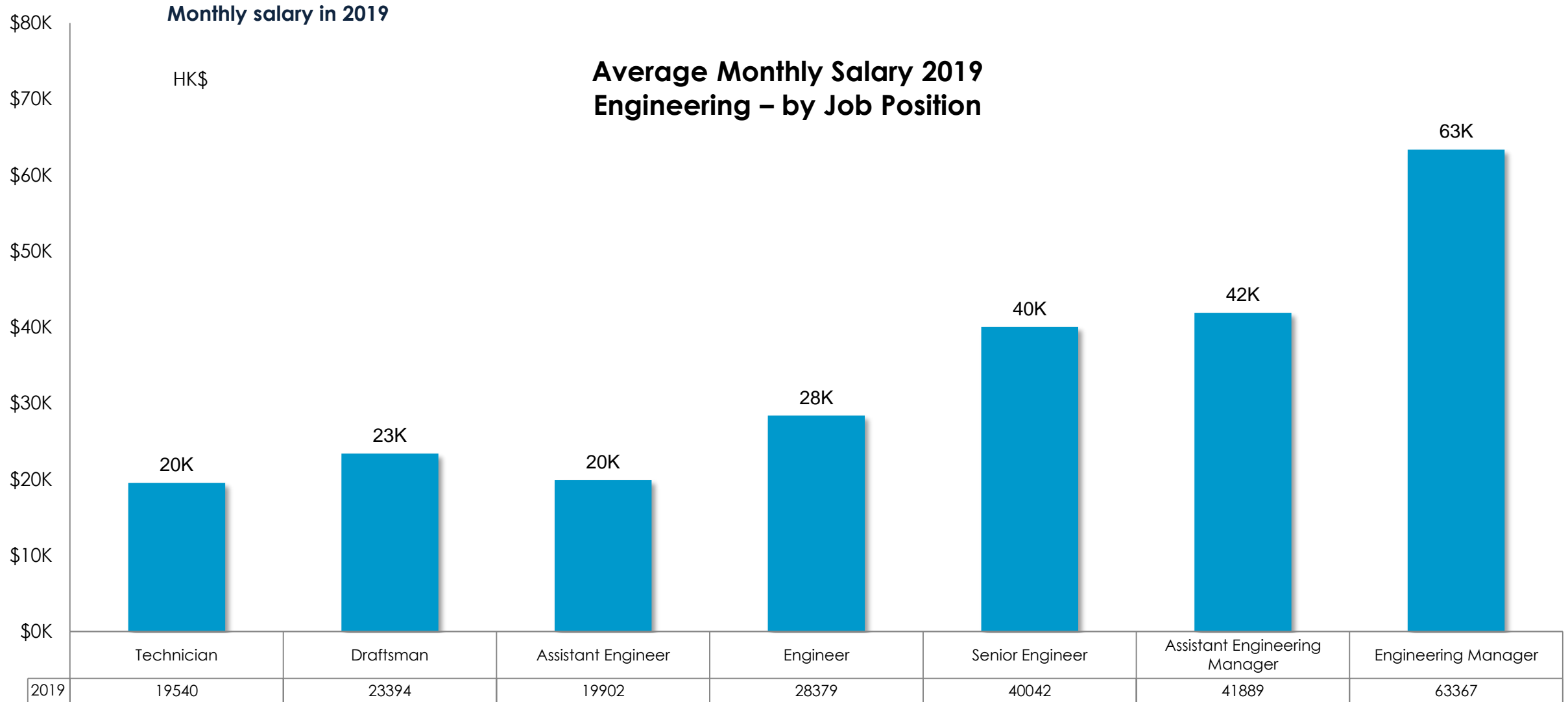
Engineering – by Job Position

Overall adjustment in Engineering : 5.2%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



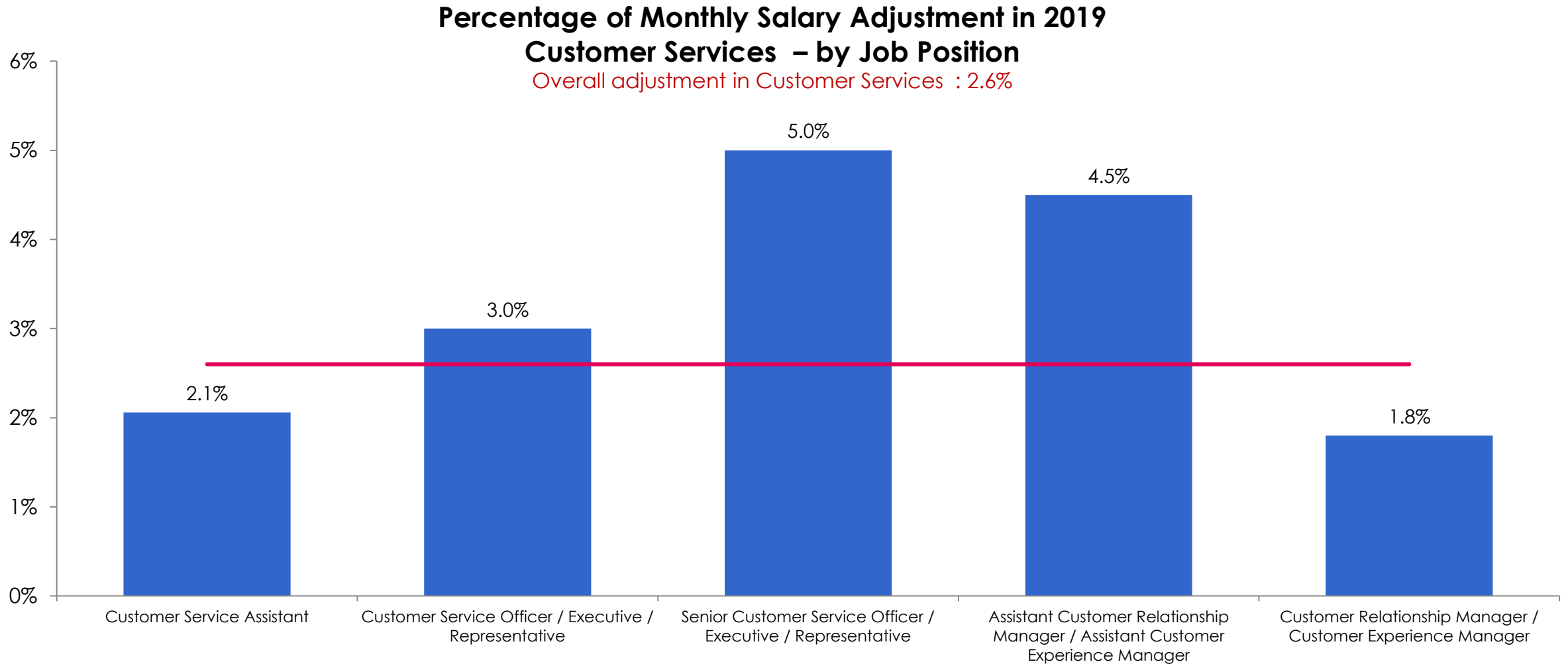
Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

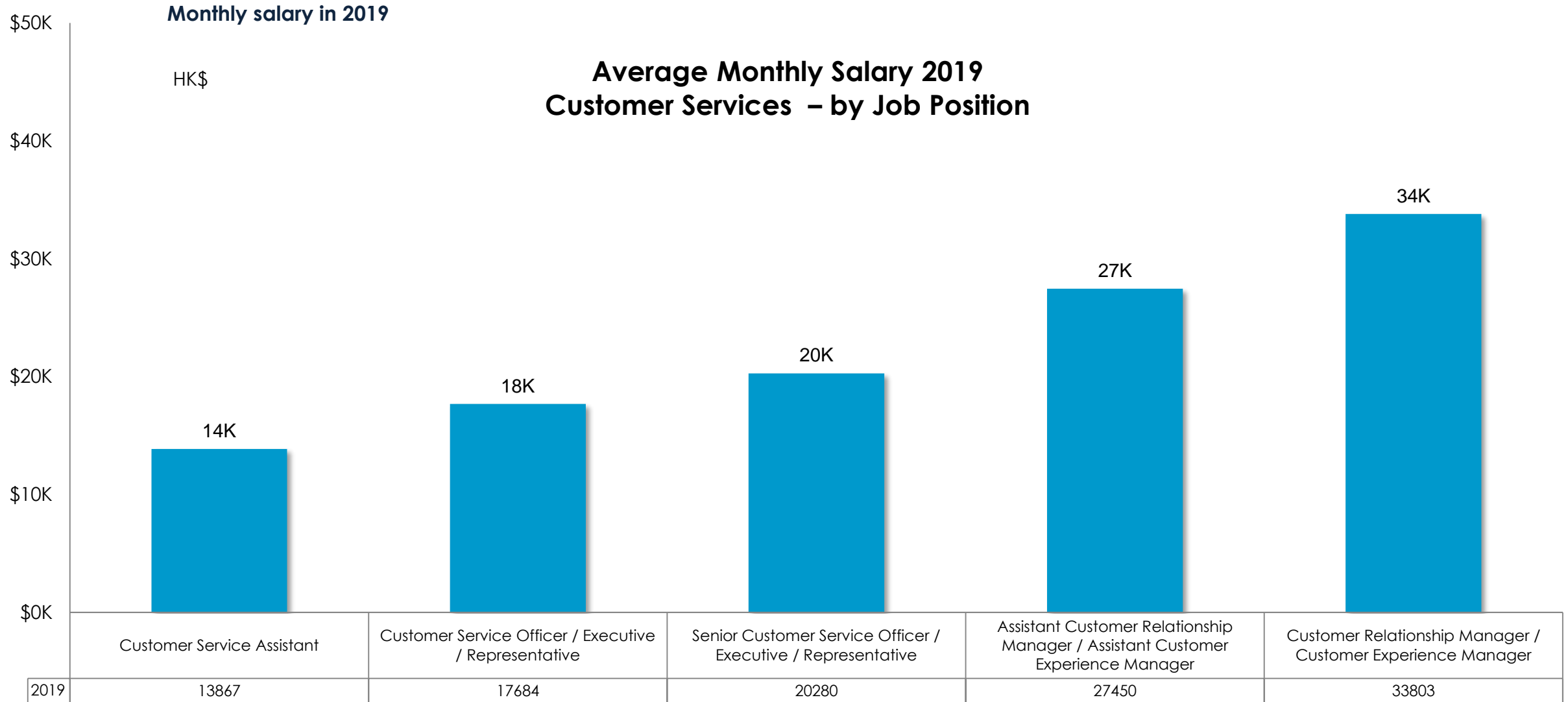
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019



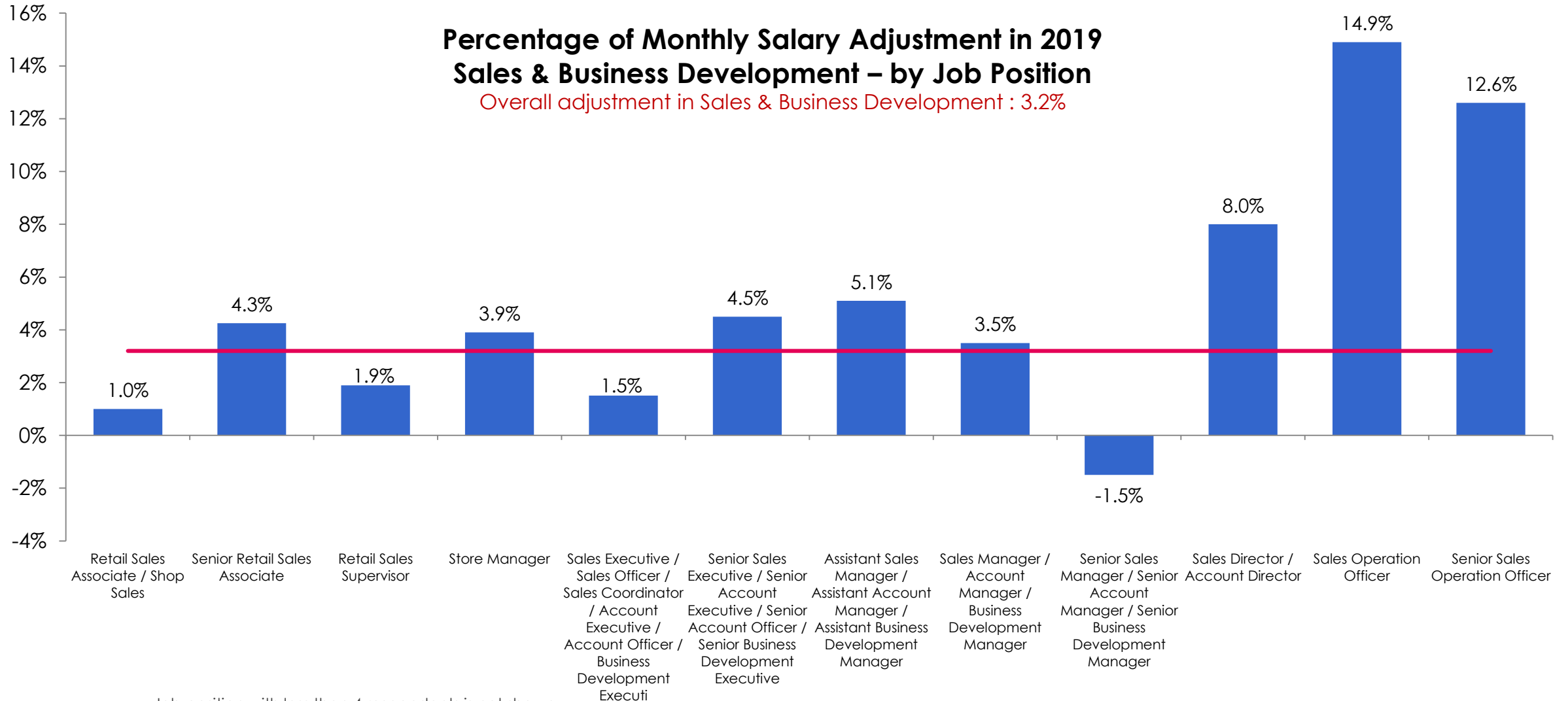
Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



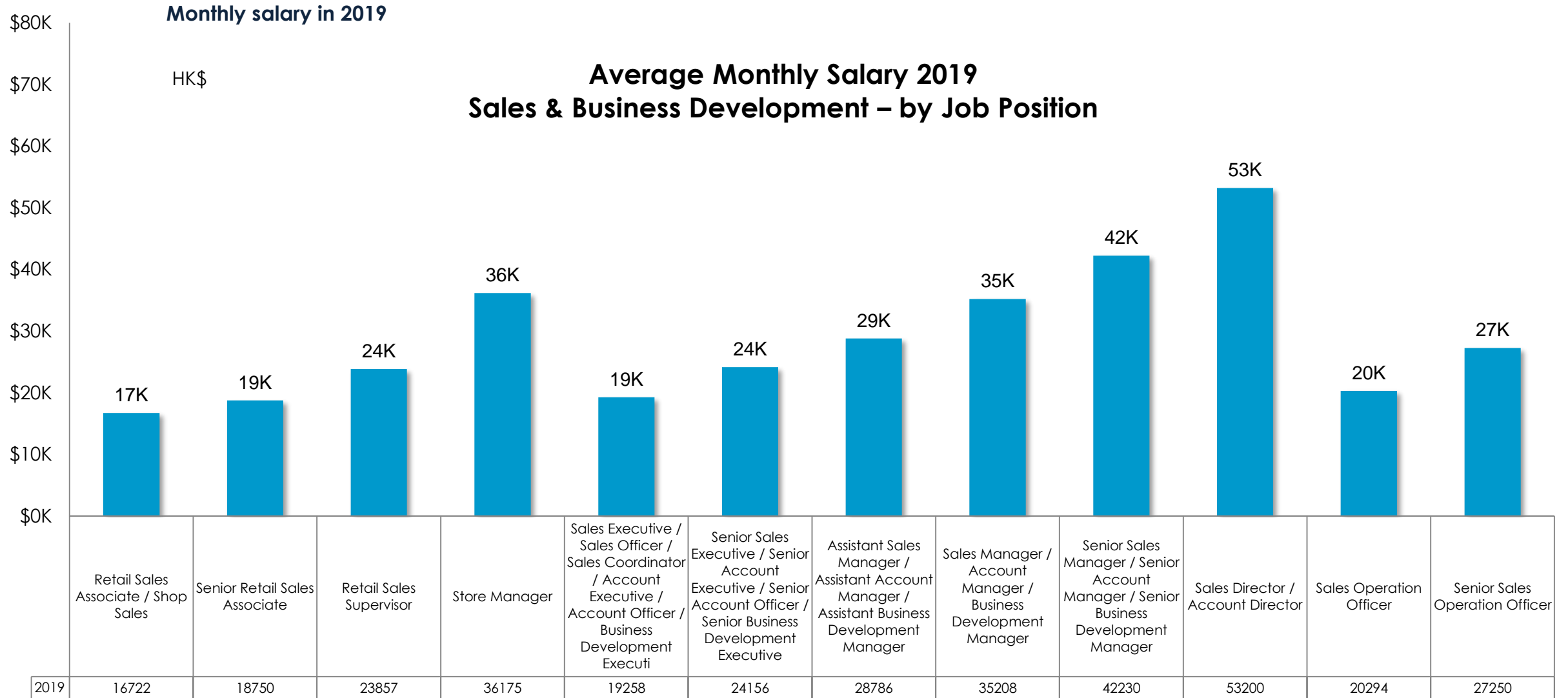
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

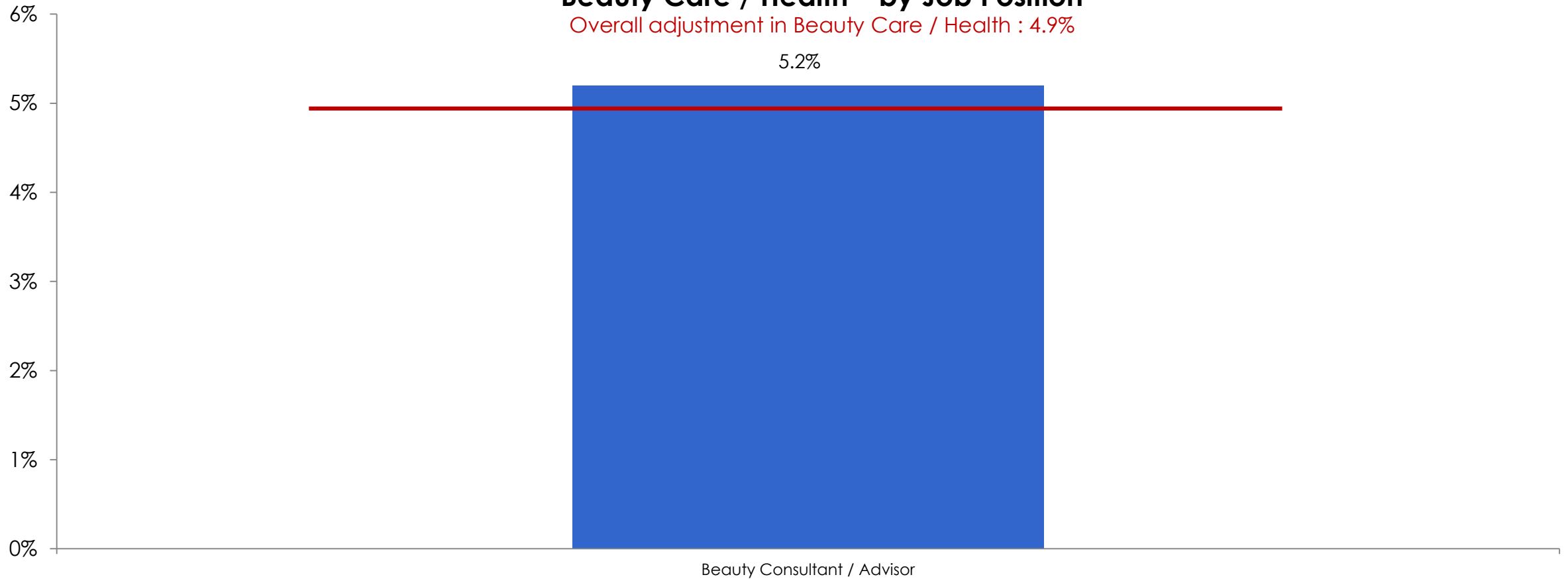
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

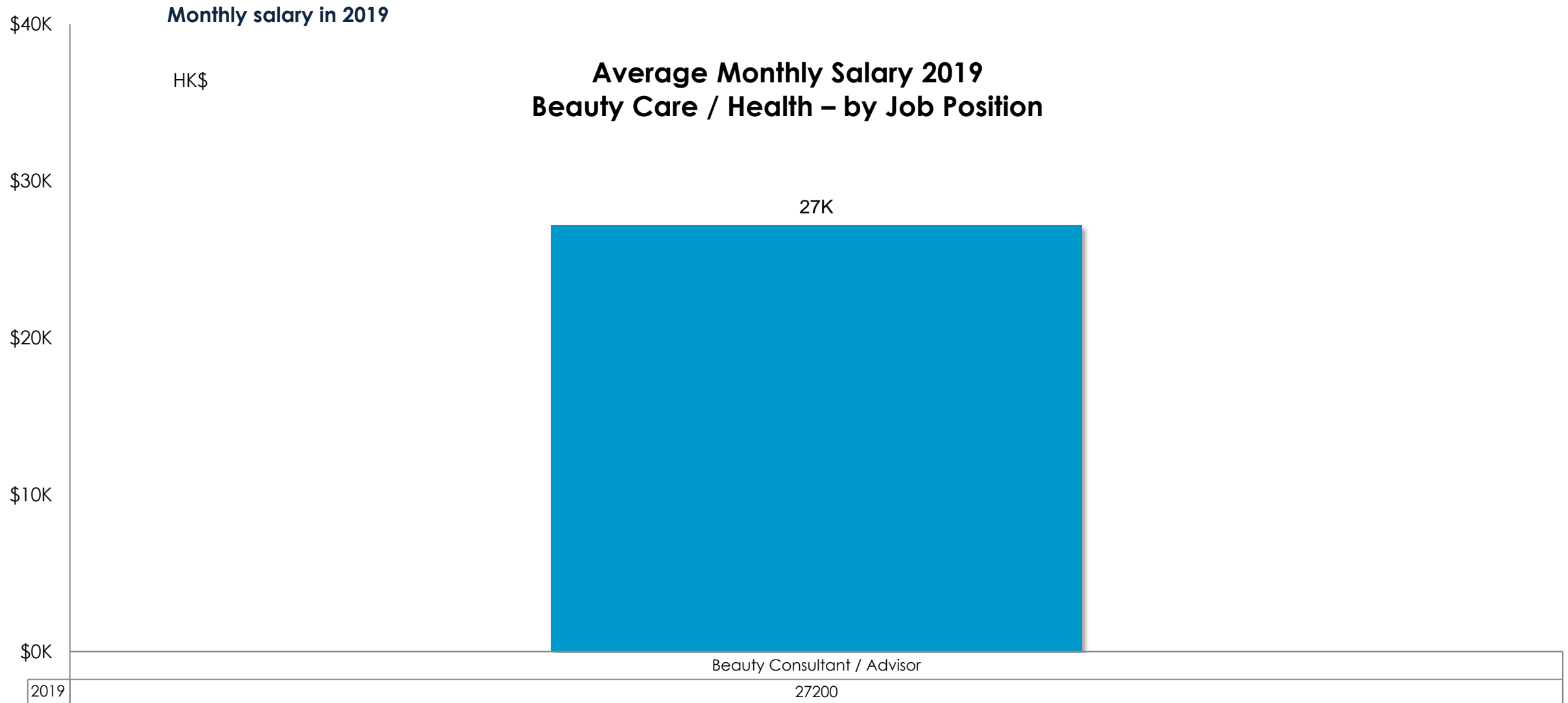
Beauty Care / Health – by Job Position

Overall adjustment in Beauty Care / Health : 4.9%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently or within last one year (unweighted)
Question: Q4 / 4a

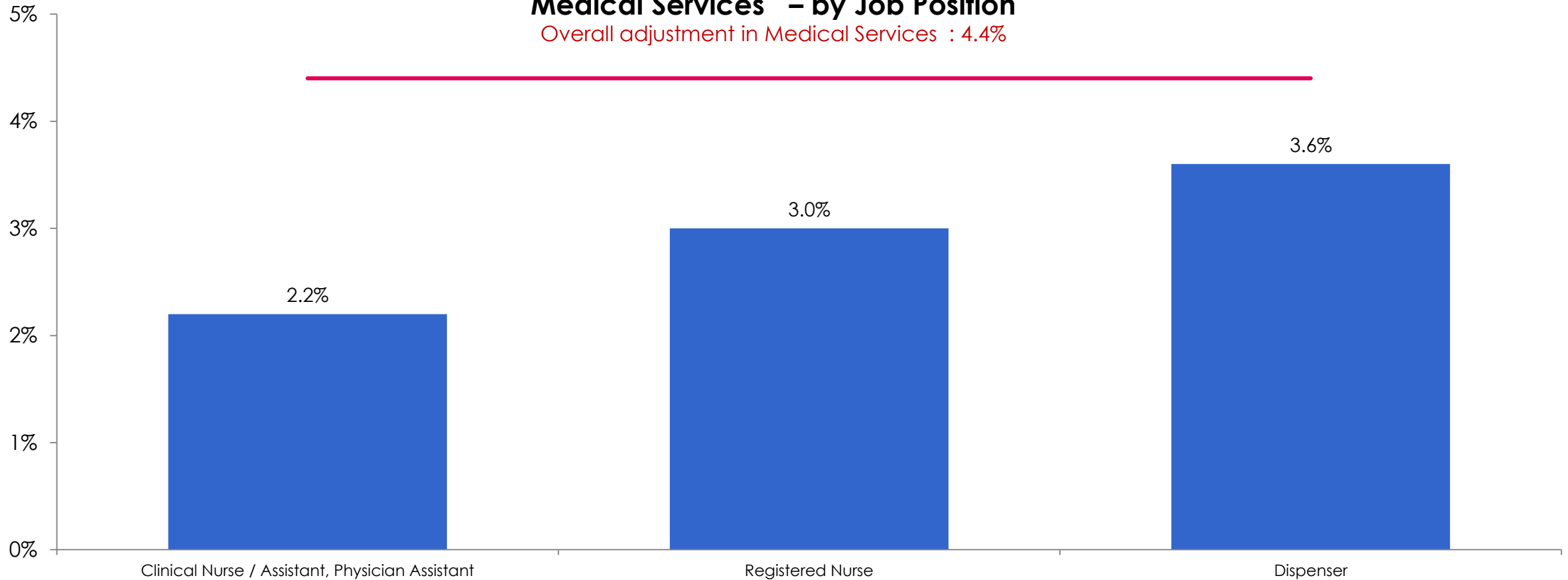
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

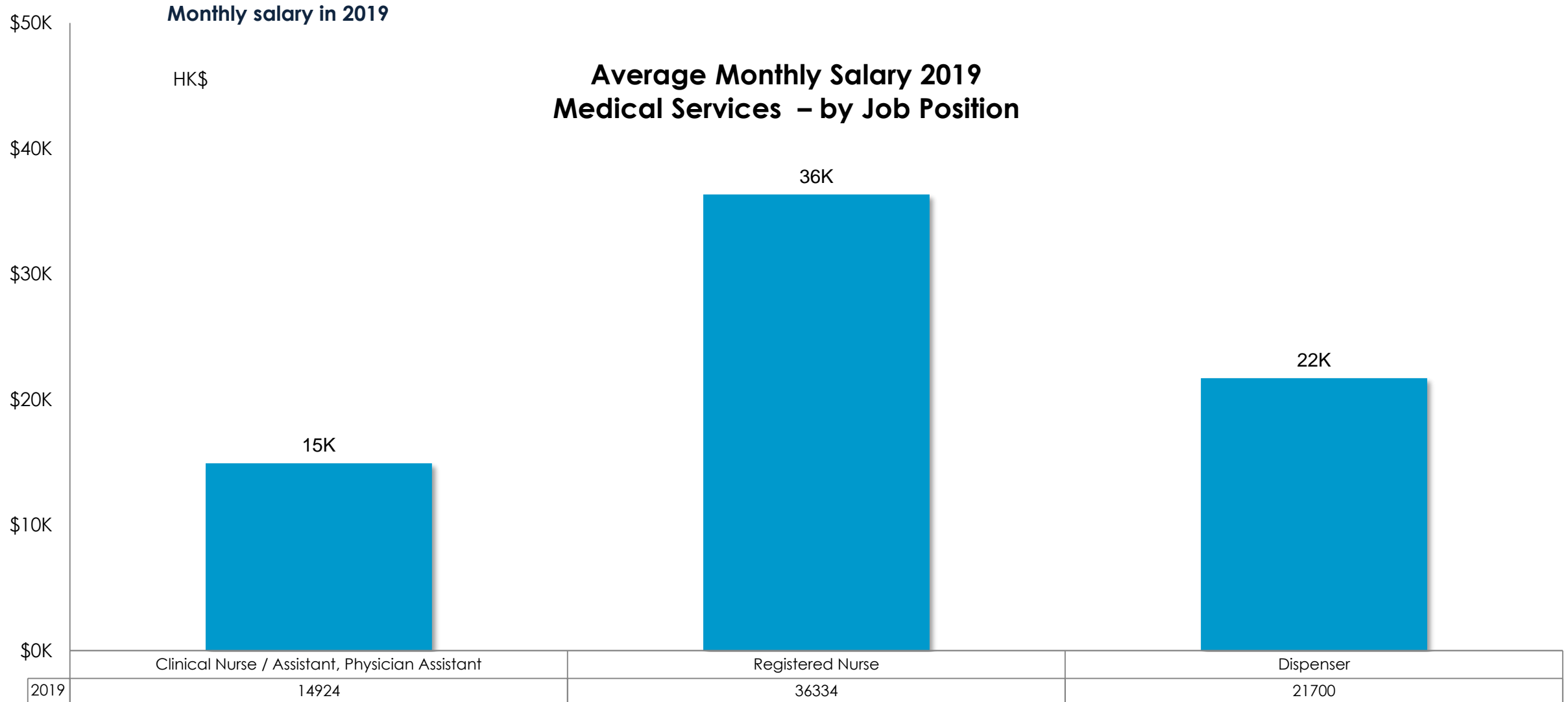
Medical Services – by Job Position

Overall adjustment in Medical Services : 4.4%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

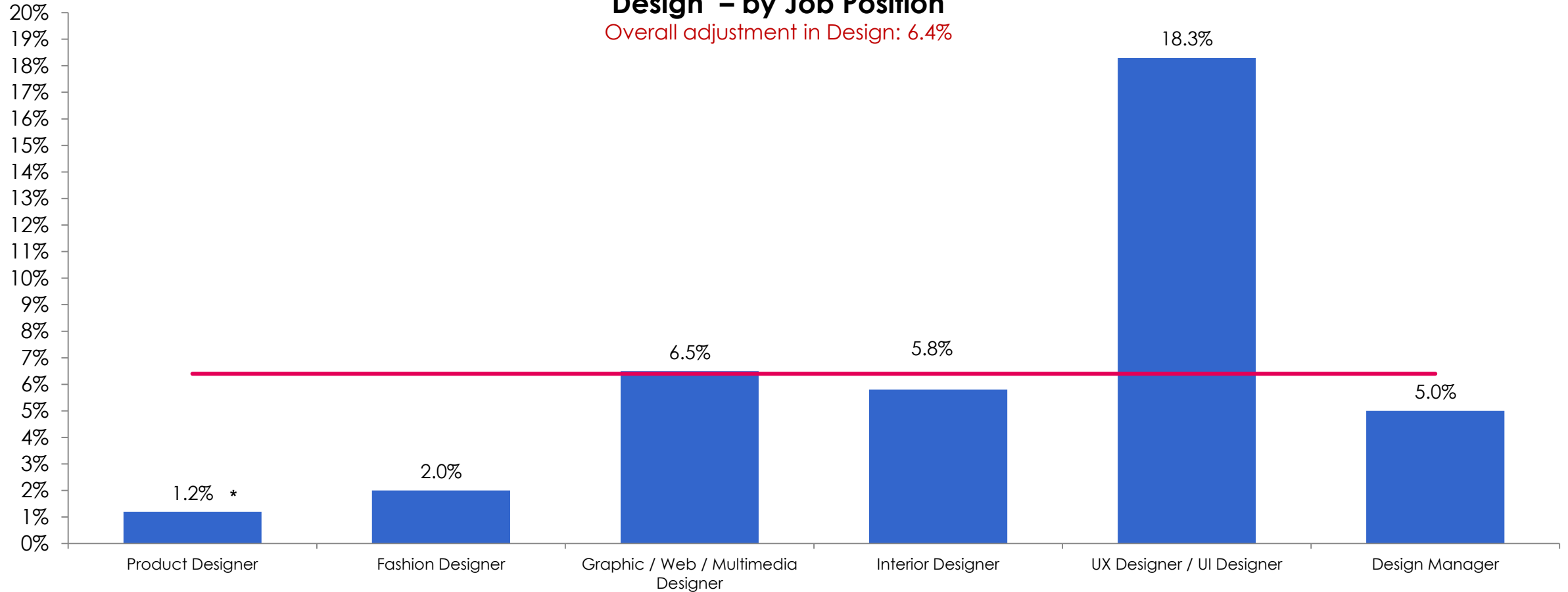
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

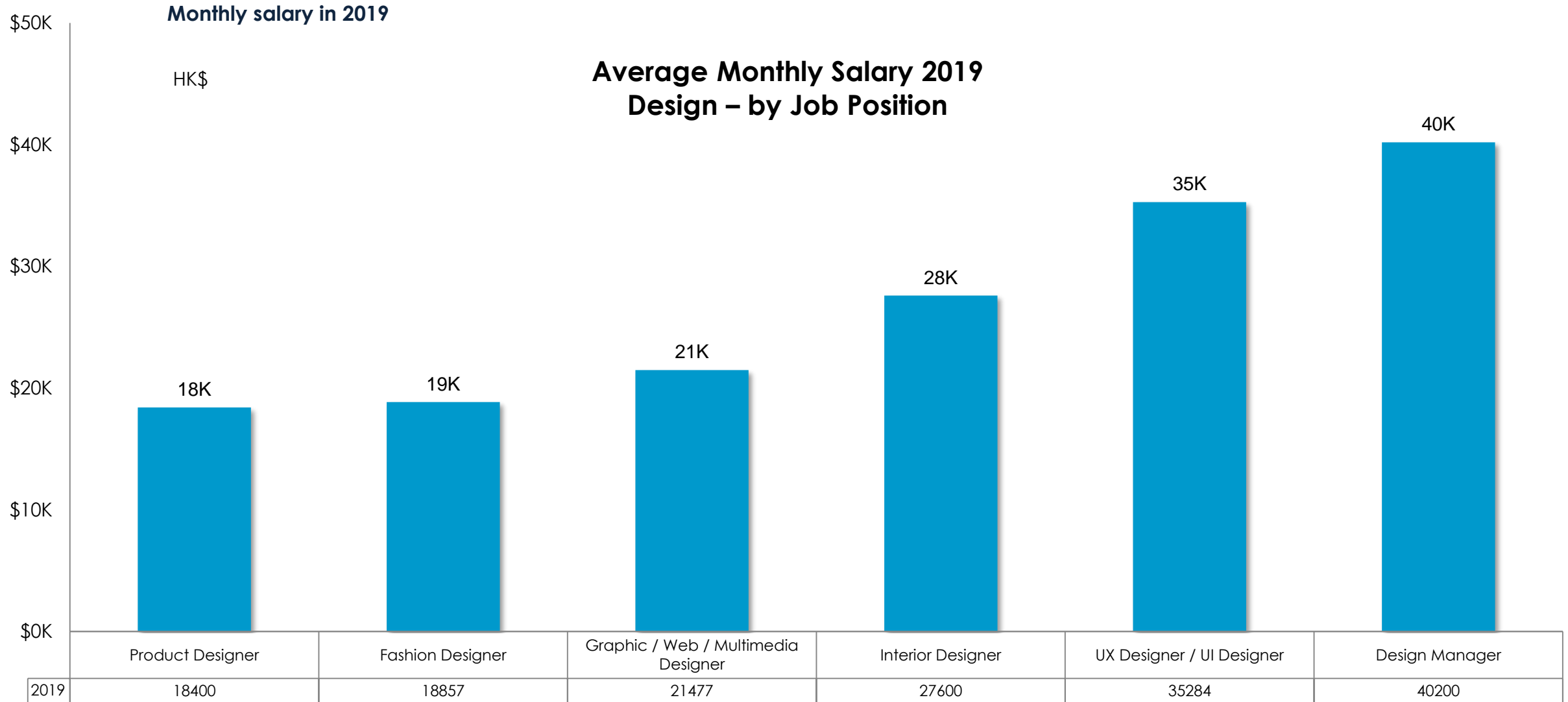
Design – by Job Position

Overall adjustment in Design: 6.4%



Job position with less than 4 respondents is not shown with the exception of job position with *
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

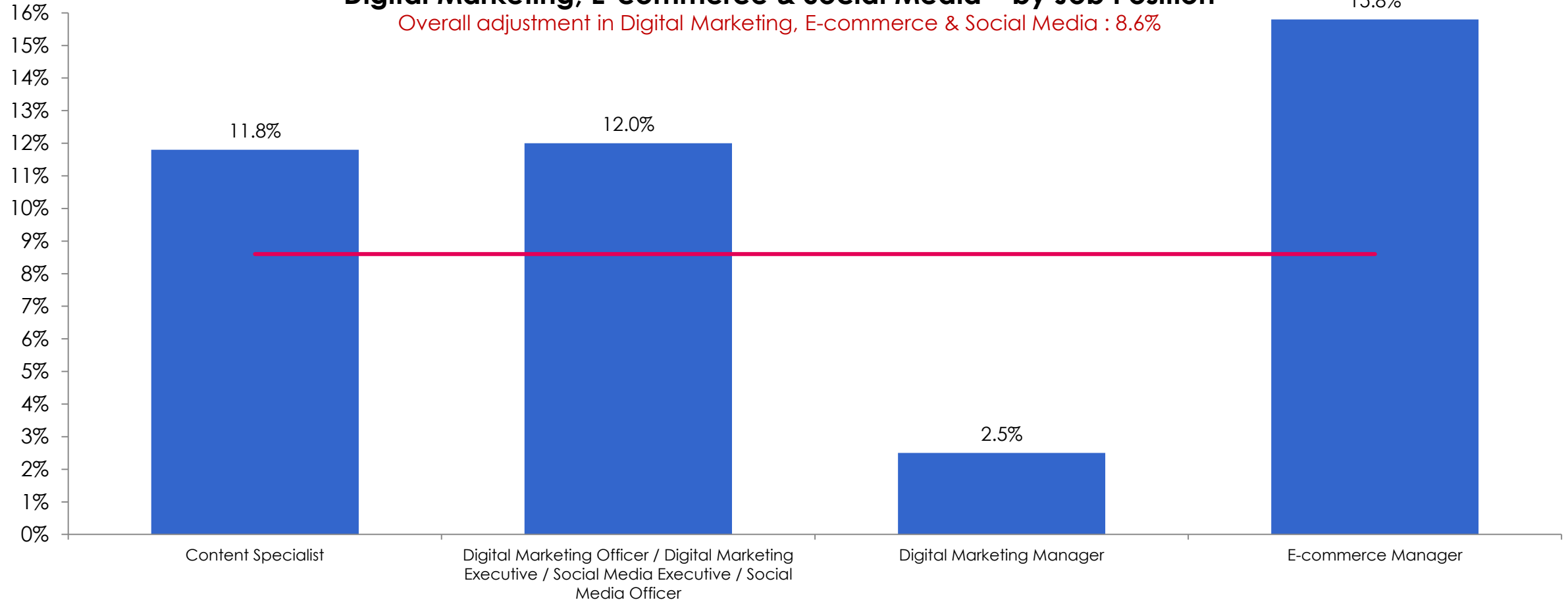
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

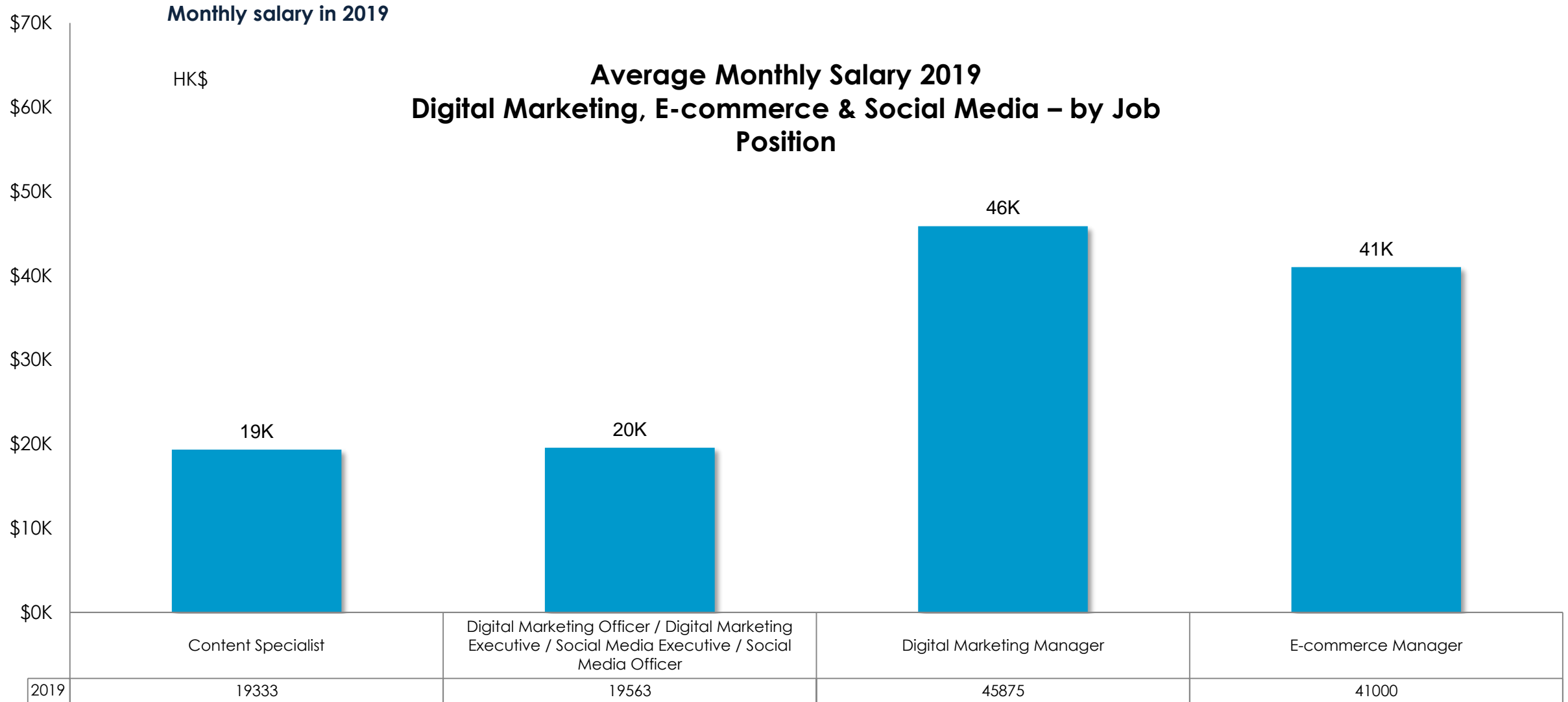
Percentage of Monthly Salary Adjustment in 2019 Digital Marketing, E-commerce & Social Media – by Job Position

Overall adjustment in Digital Marketing, E-commerce & Social Media : 8.6%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

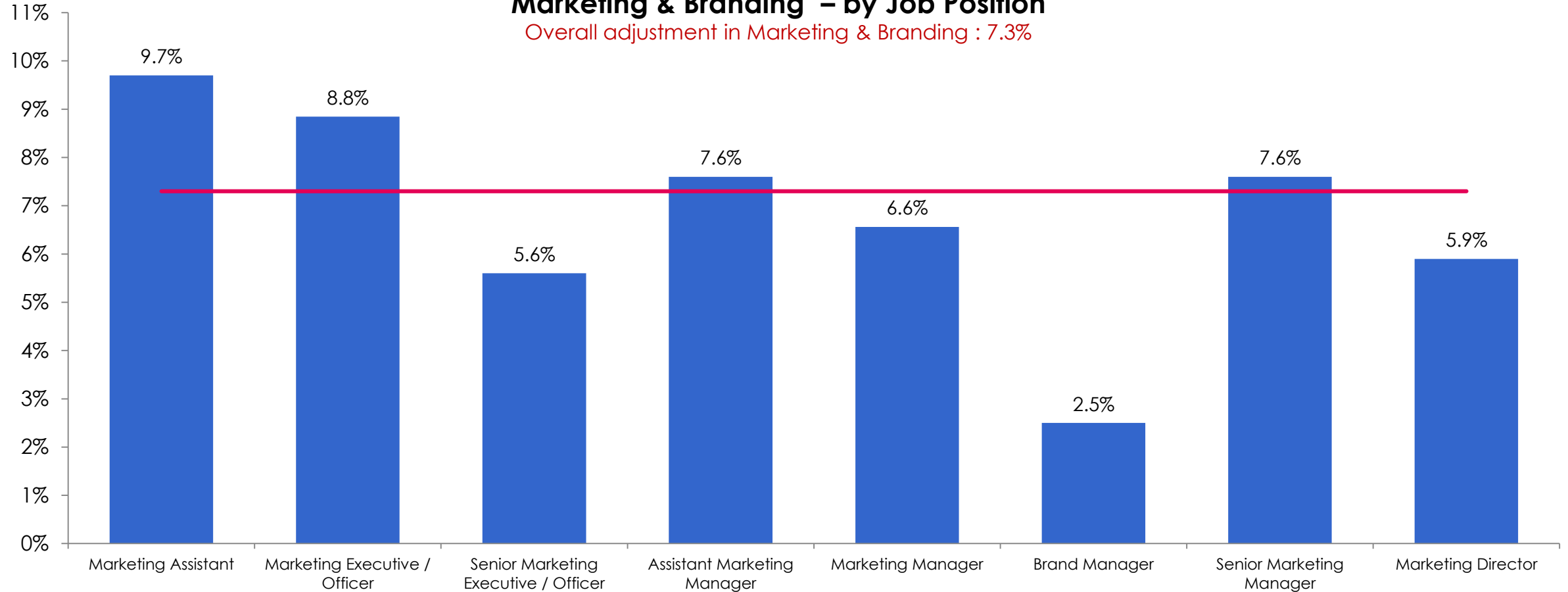
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

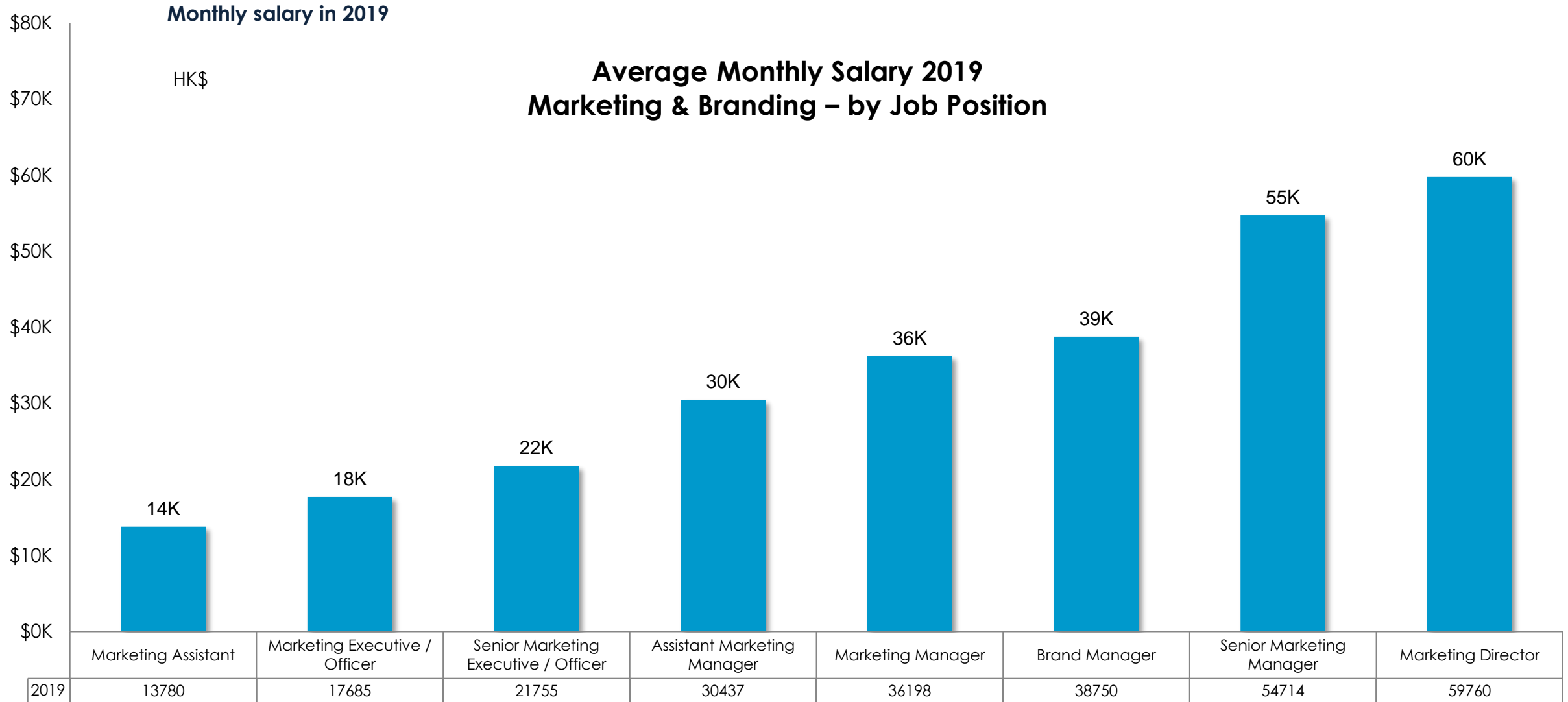
Marketing & Branding – by Job Position

Overall adjustment in Marketing & Branding : 7.3%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

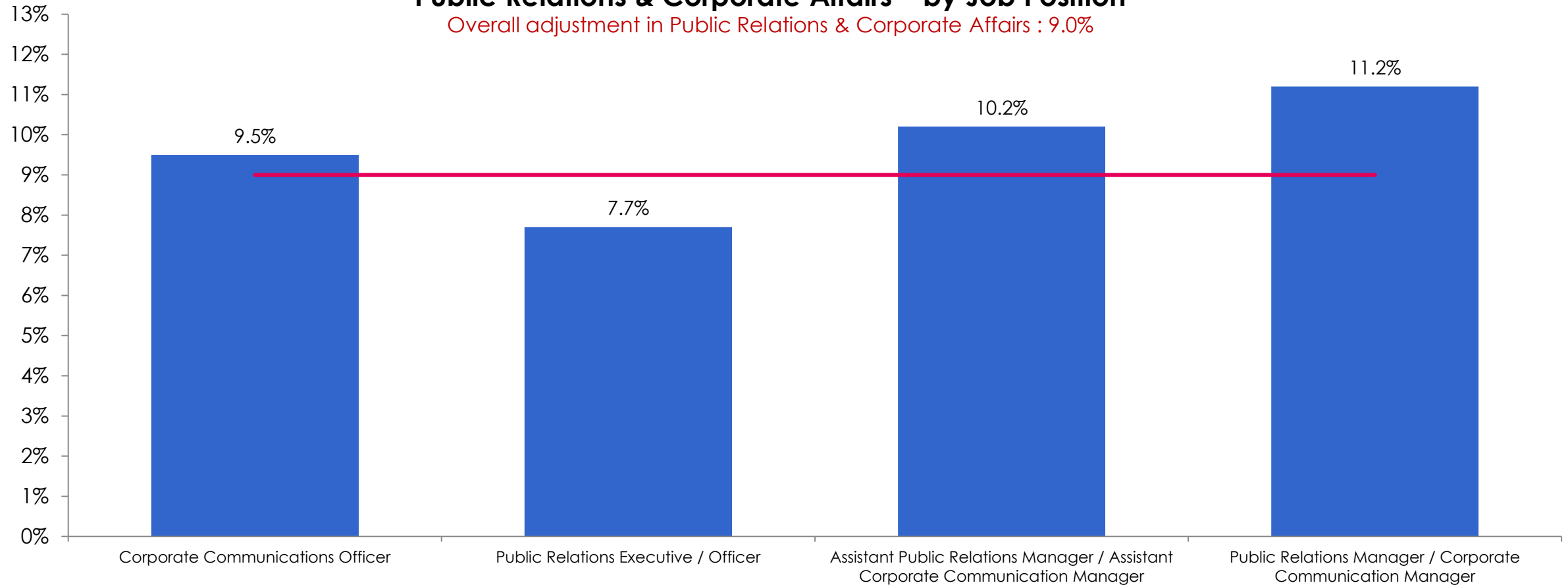
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

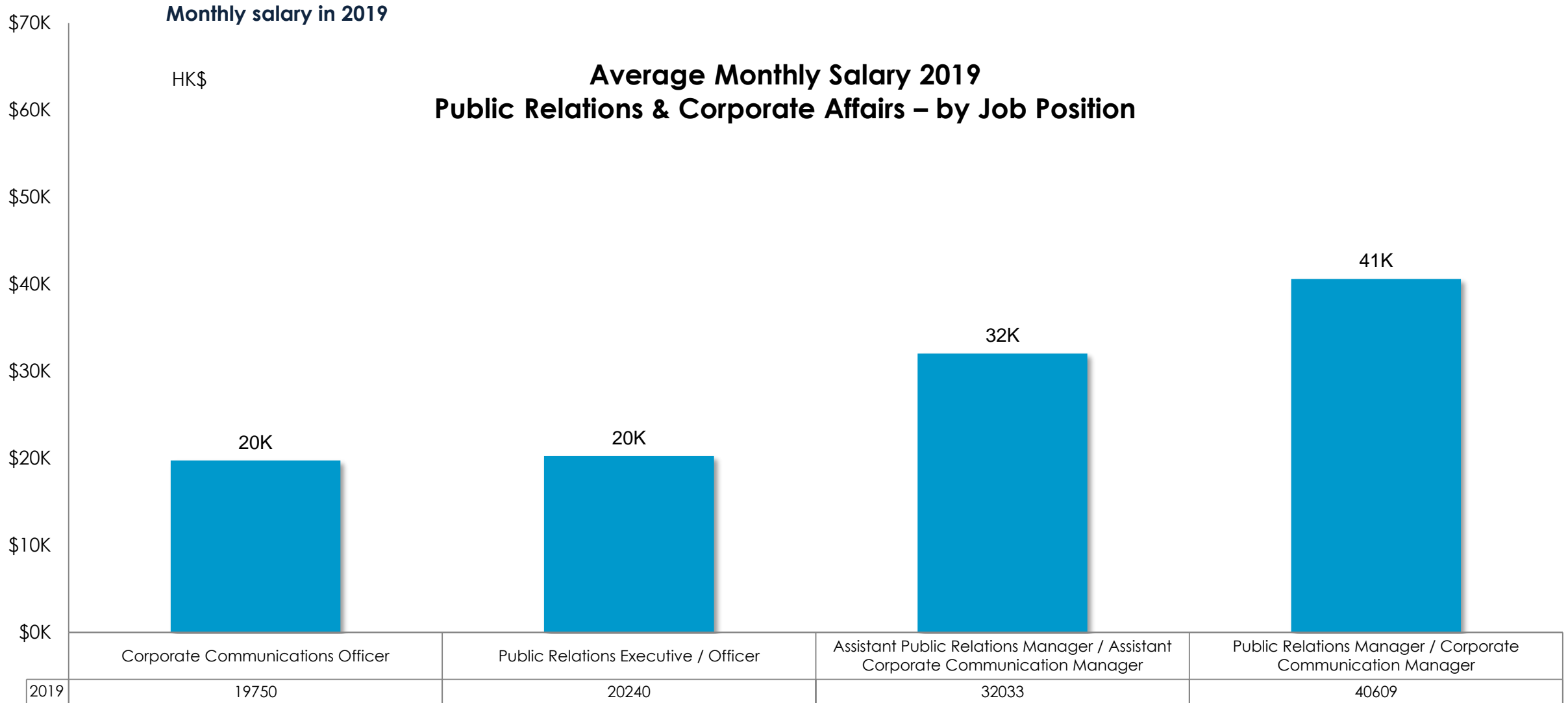
Percentage of Monthly Salary Adjustment in 2019 Public Relations & Corporate Affairs – by Job Position

Overall adjustment in Public Relations & Corporate Affairs : 9.0%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

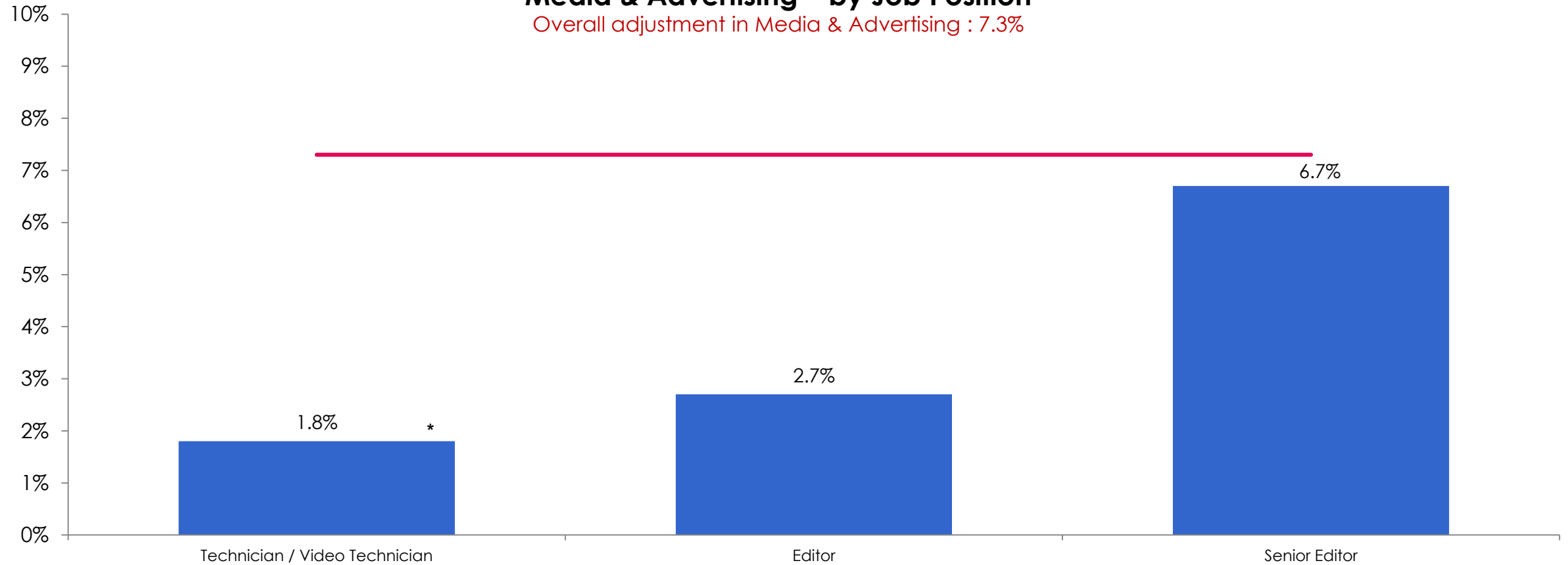
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

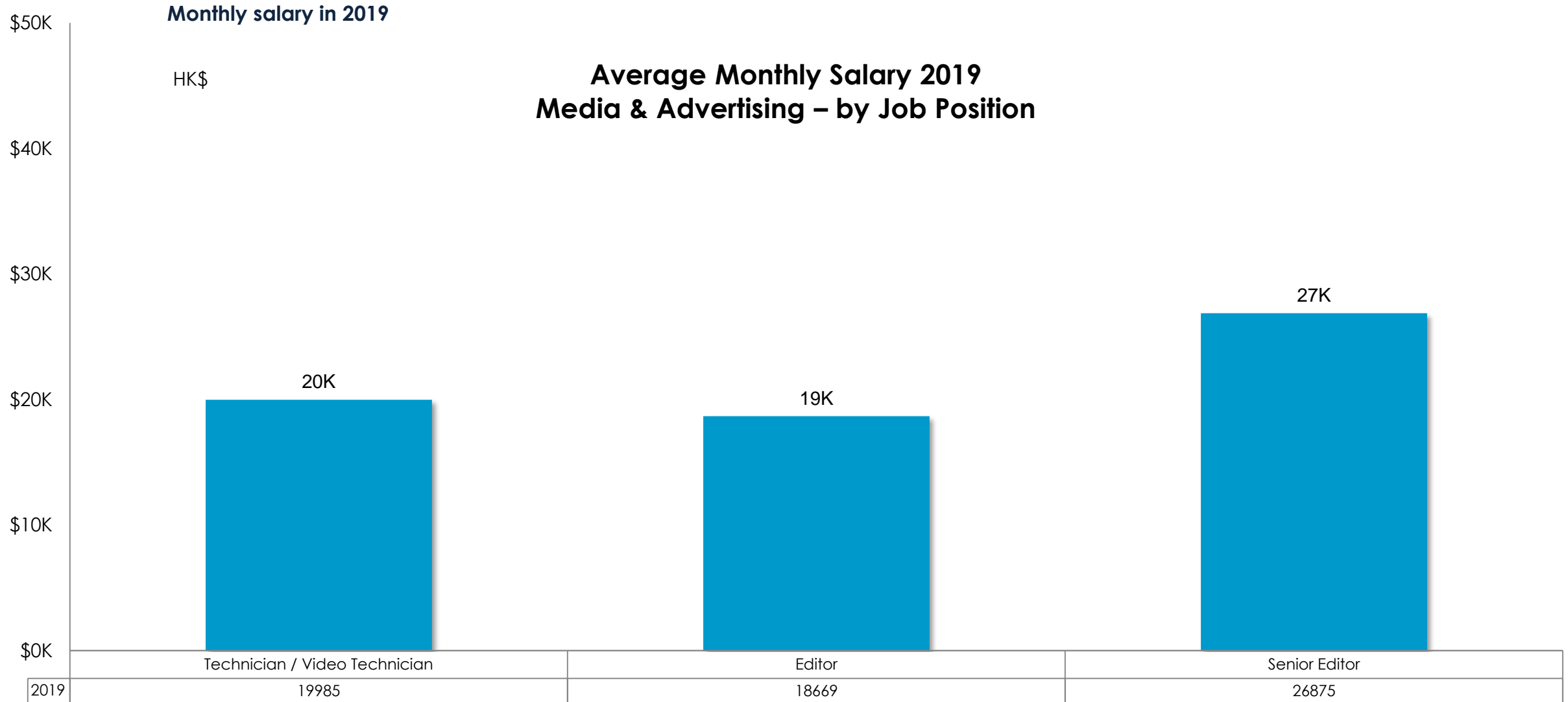
Percentage of Monthly Salary Adjustment in 2019 Media & Advertising – by Job Position

Overall adjustment in Media & Advertising : 7.3%



Job position with less than 4 respondents is not shown with the exception of job position with *
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

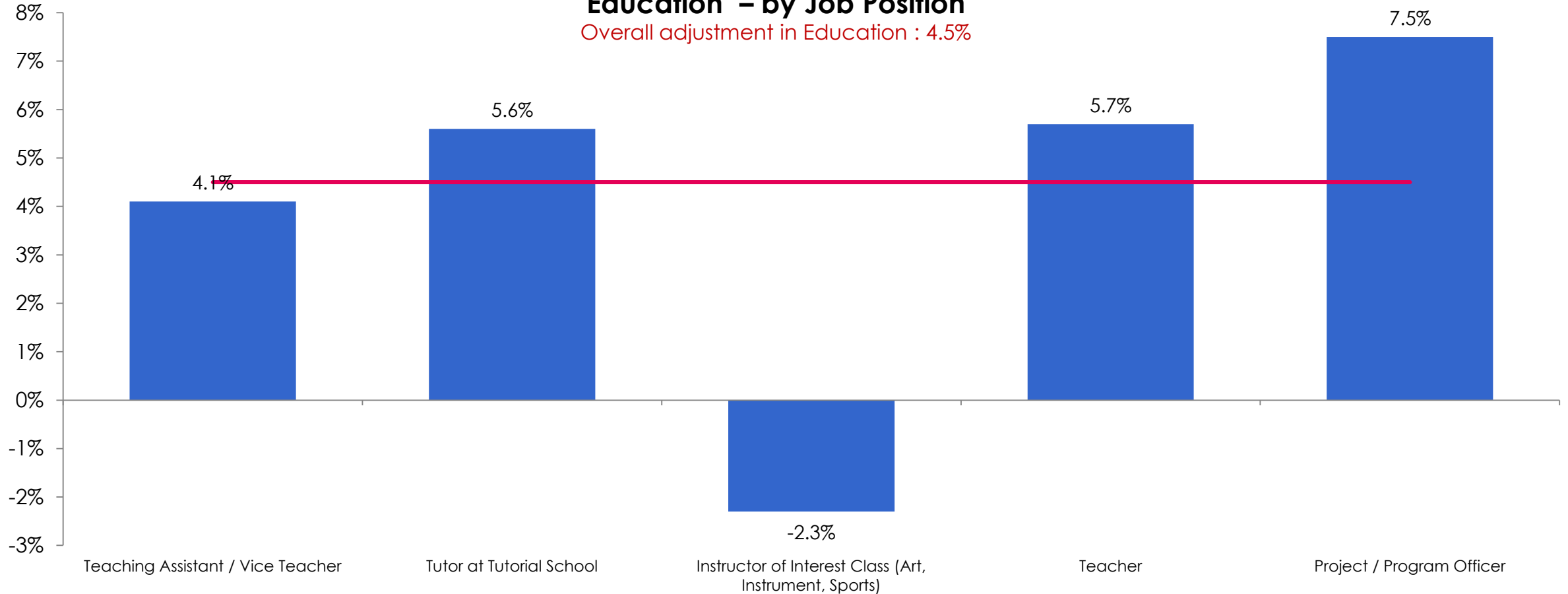
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

Percentage of Monthly Salary Adjustment in 2019

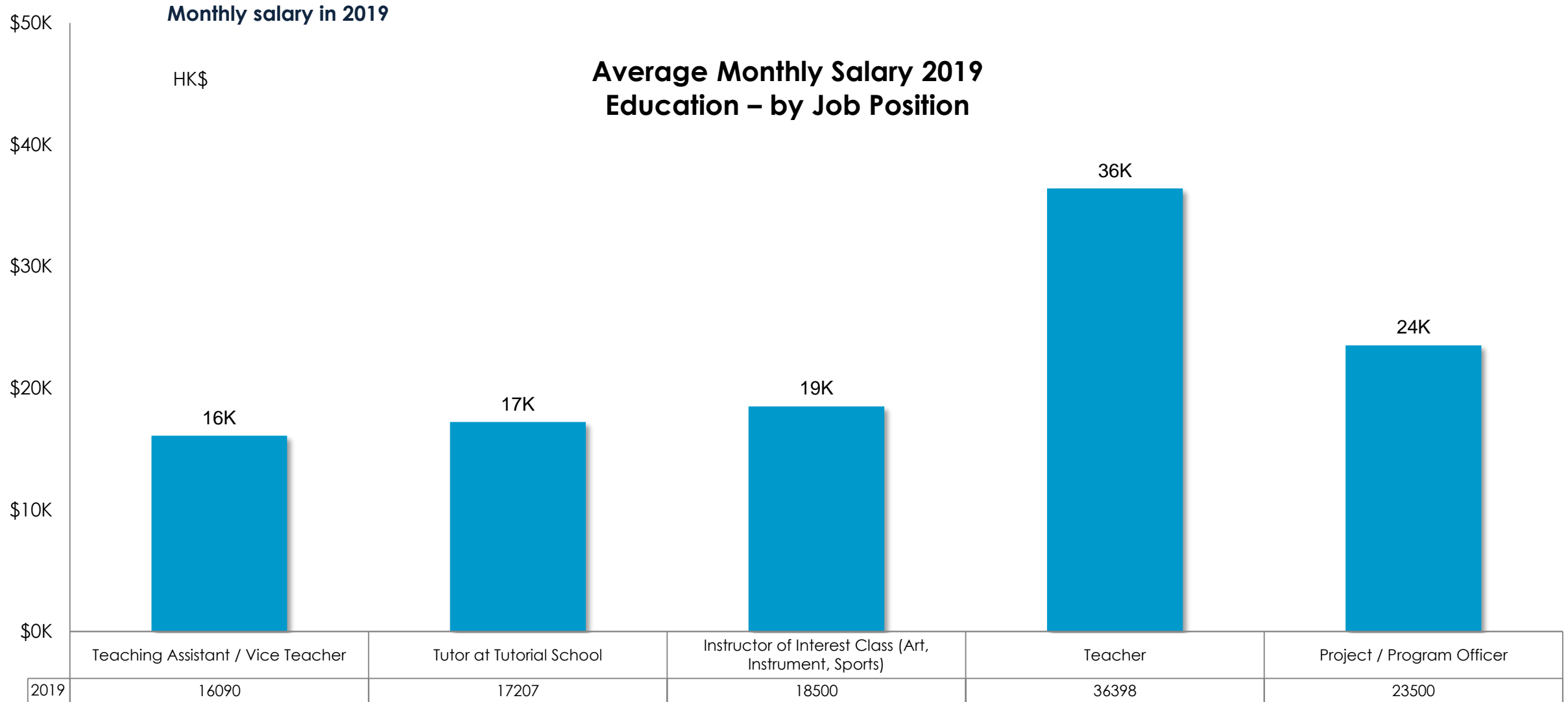
Education – by Job Position

Overall adjustment in Education : 4.5%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



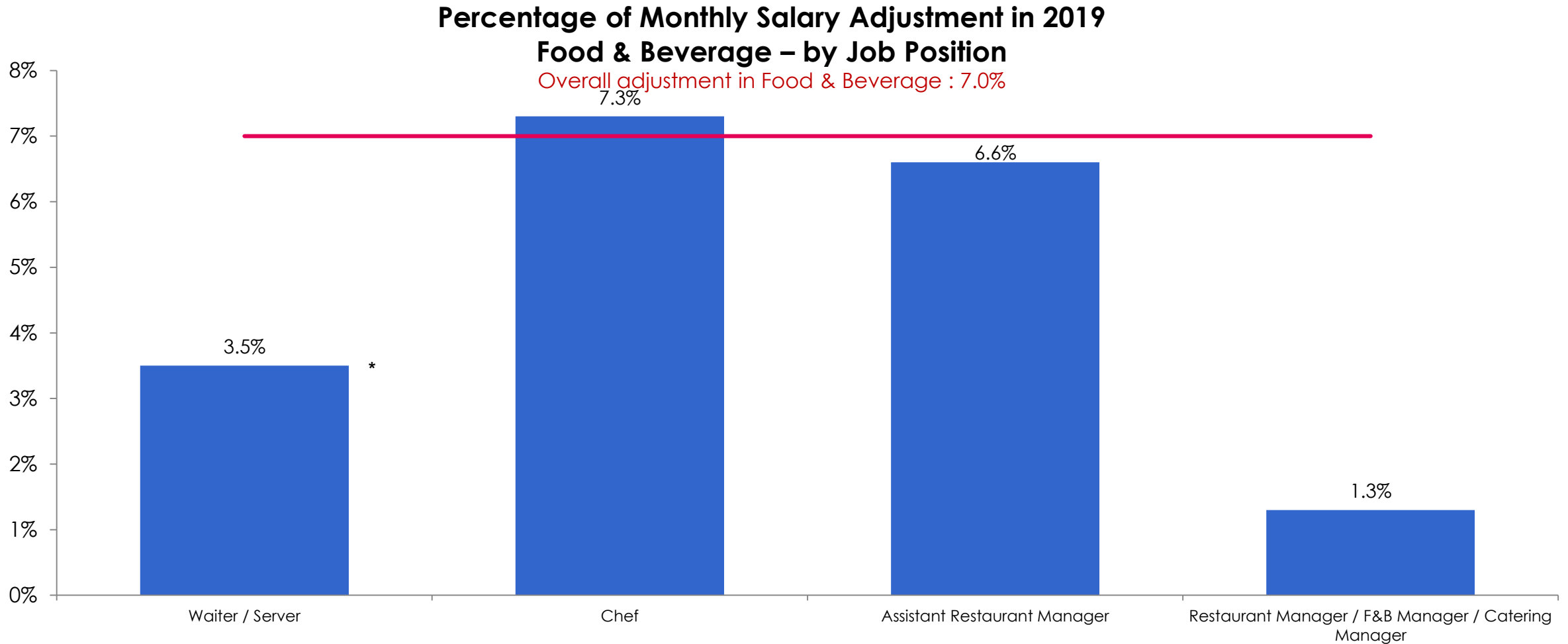
Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

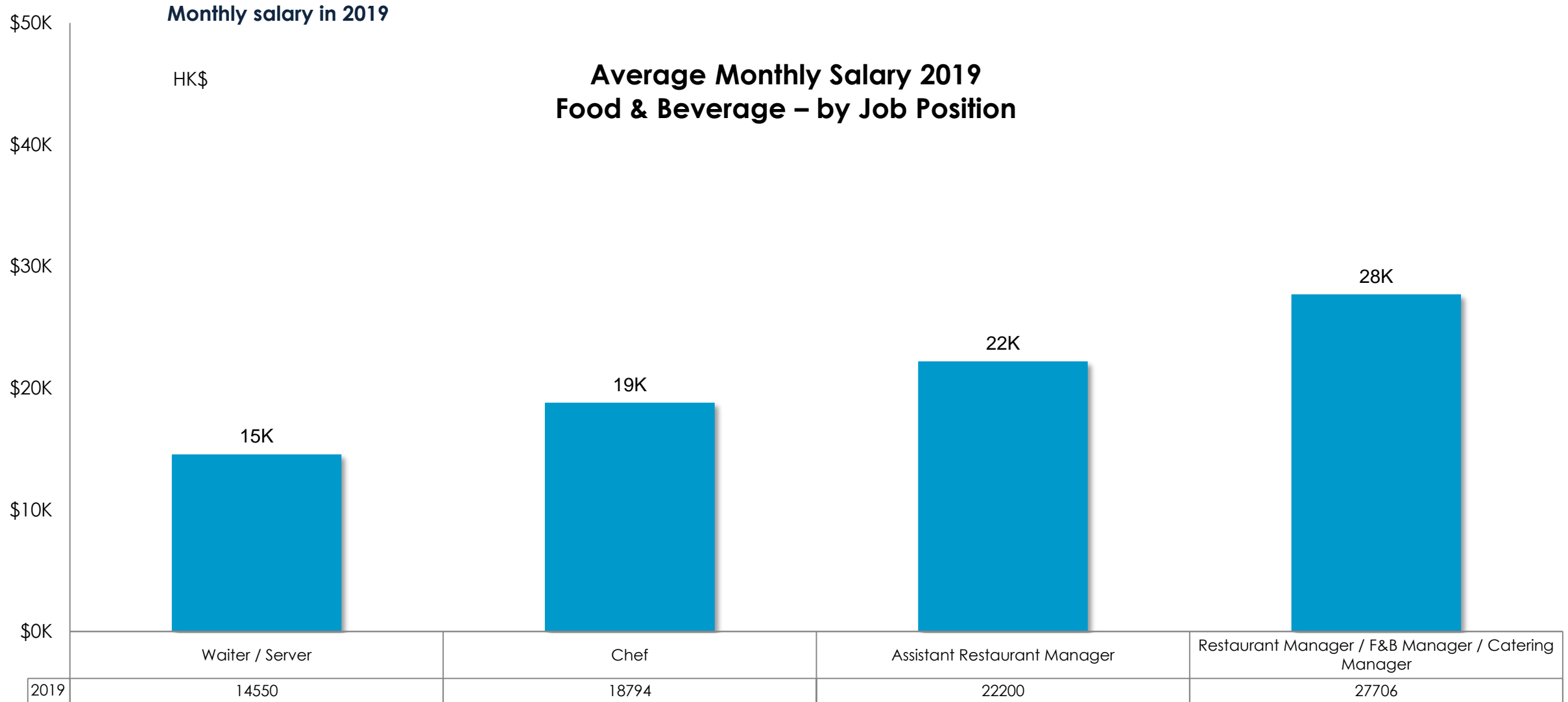
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019



Job position with less than 4 respondents is not shown with the exception of job position with *
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



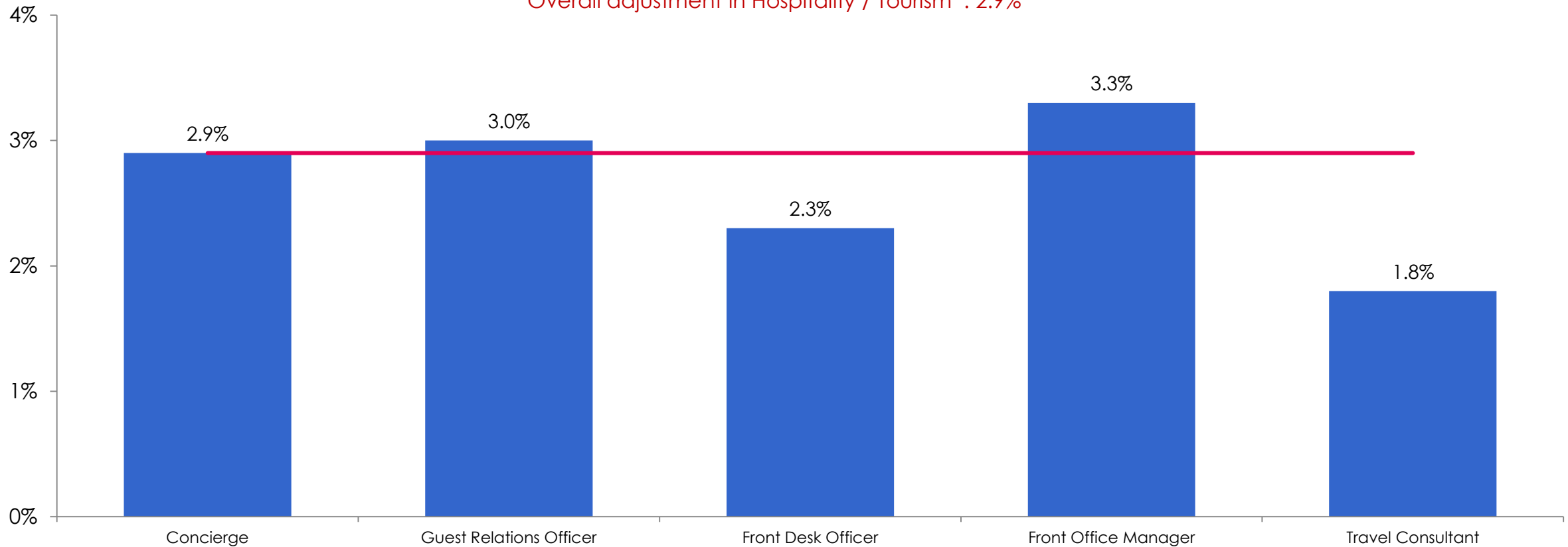
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

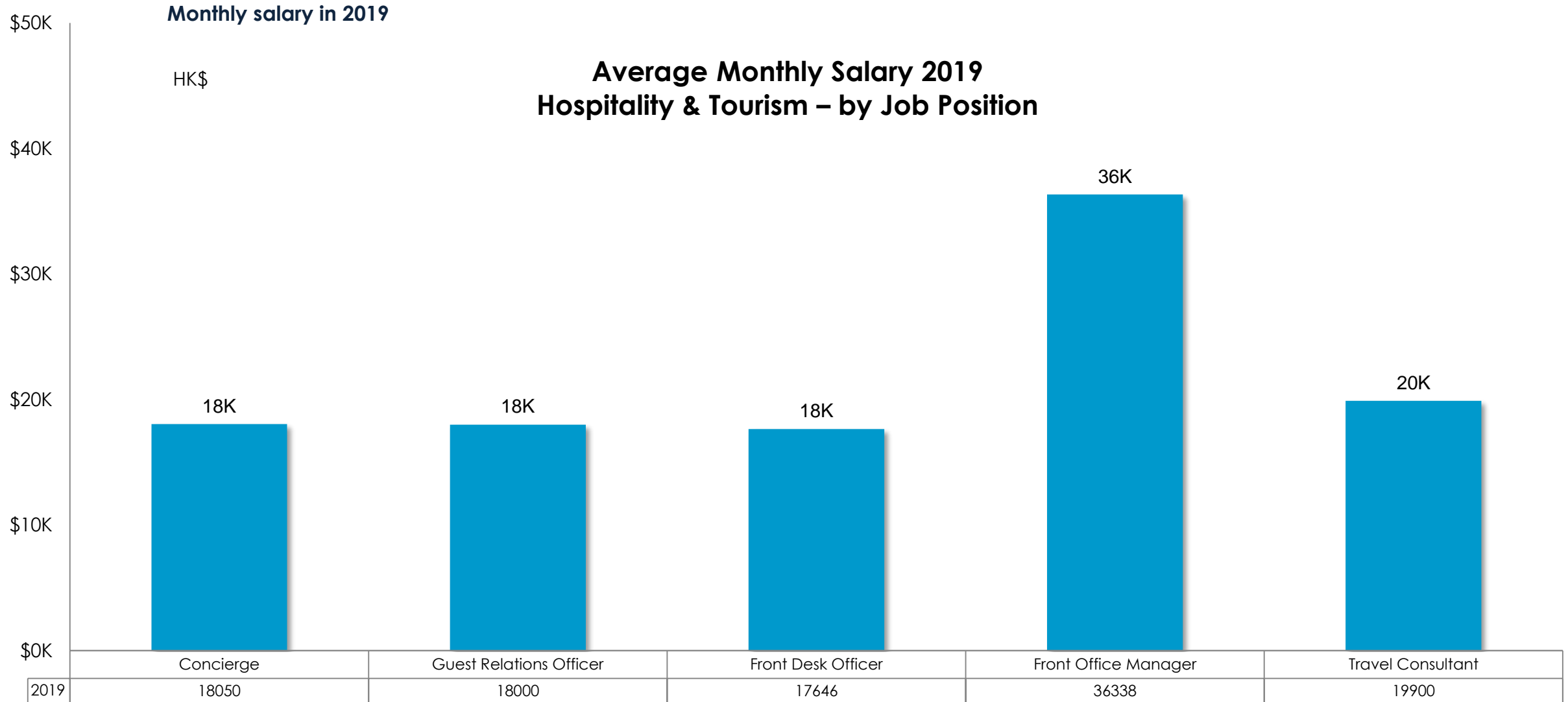
Percentage of Monthly Salary Adjustment in 2019 Hospitality / Tourism – by Job Position

Overall adjustment in Hospitality / Tourism : 2.9%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

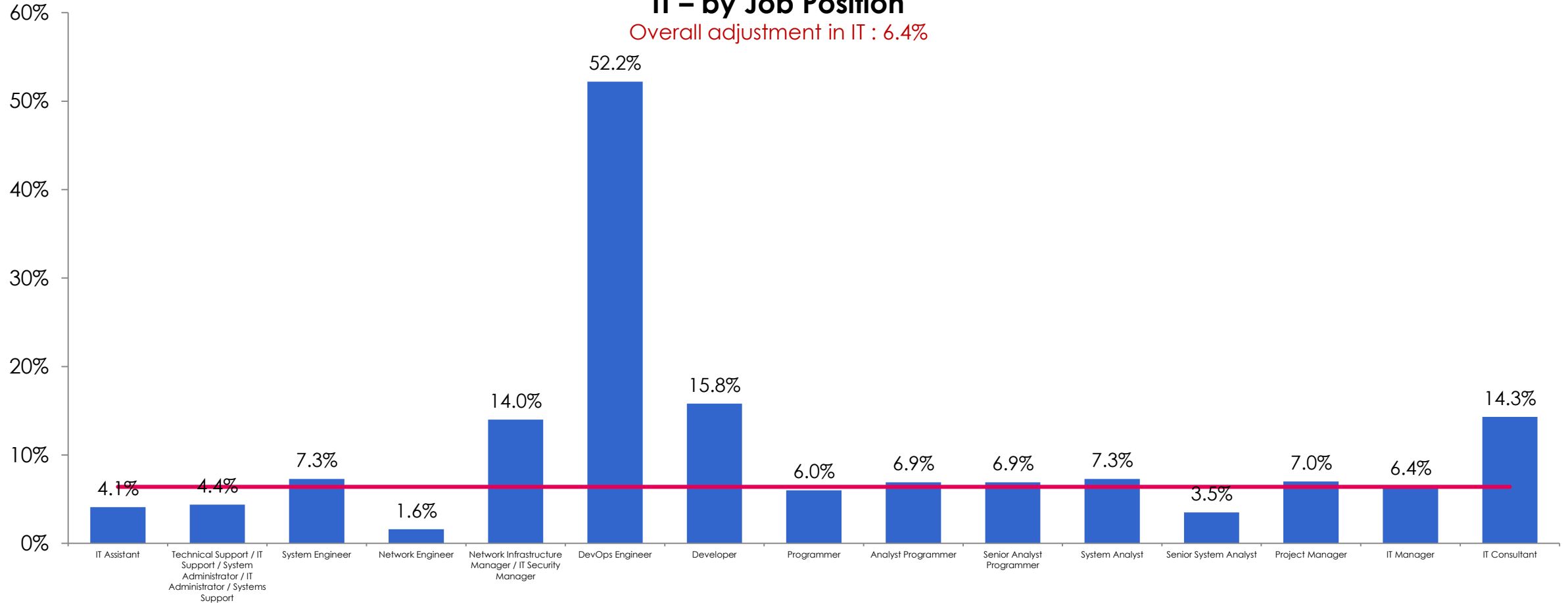
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

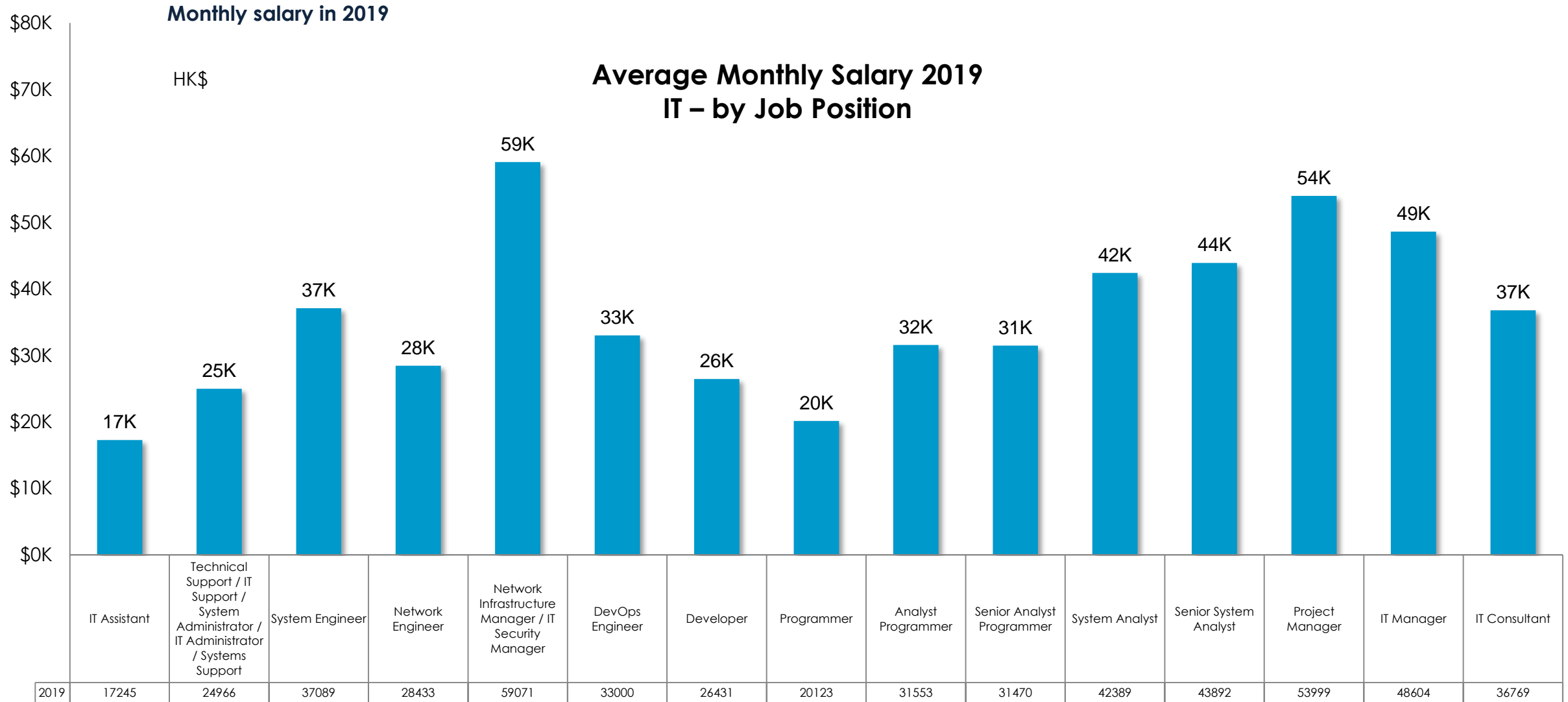
Percentage of Monthly Salary Adjustment in 2019 IT – by Job Position

Overall adjustment in IT : 6.4%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

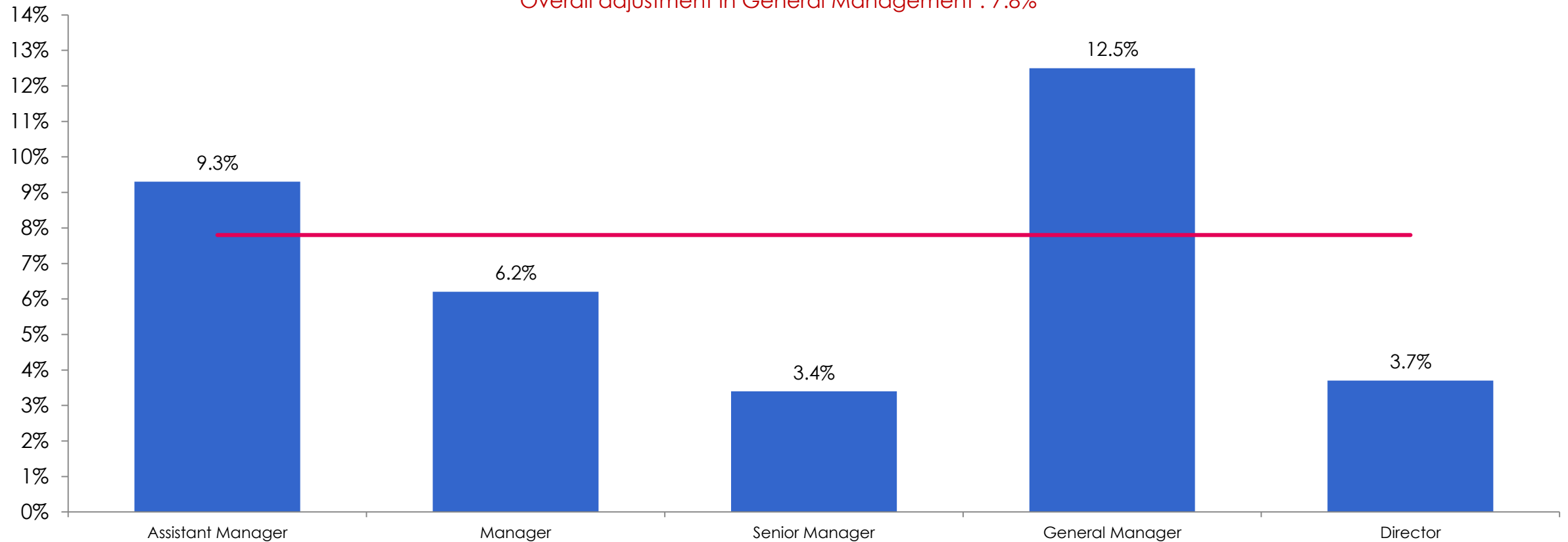
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

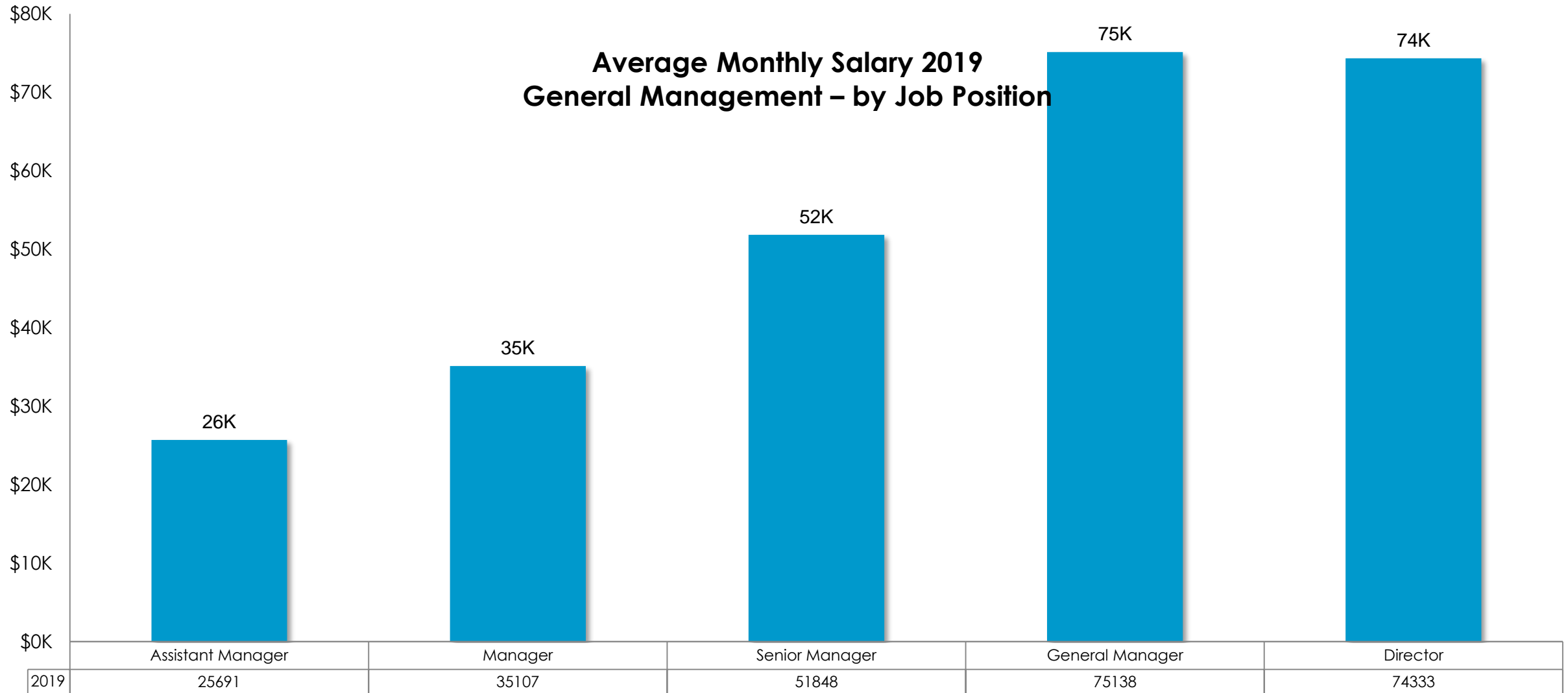
Percentage of Monthly Salary Adjustment in 2019 General Management – by Job Position

Overall adjustment in General Management : 7.8%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



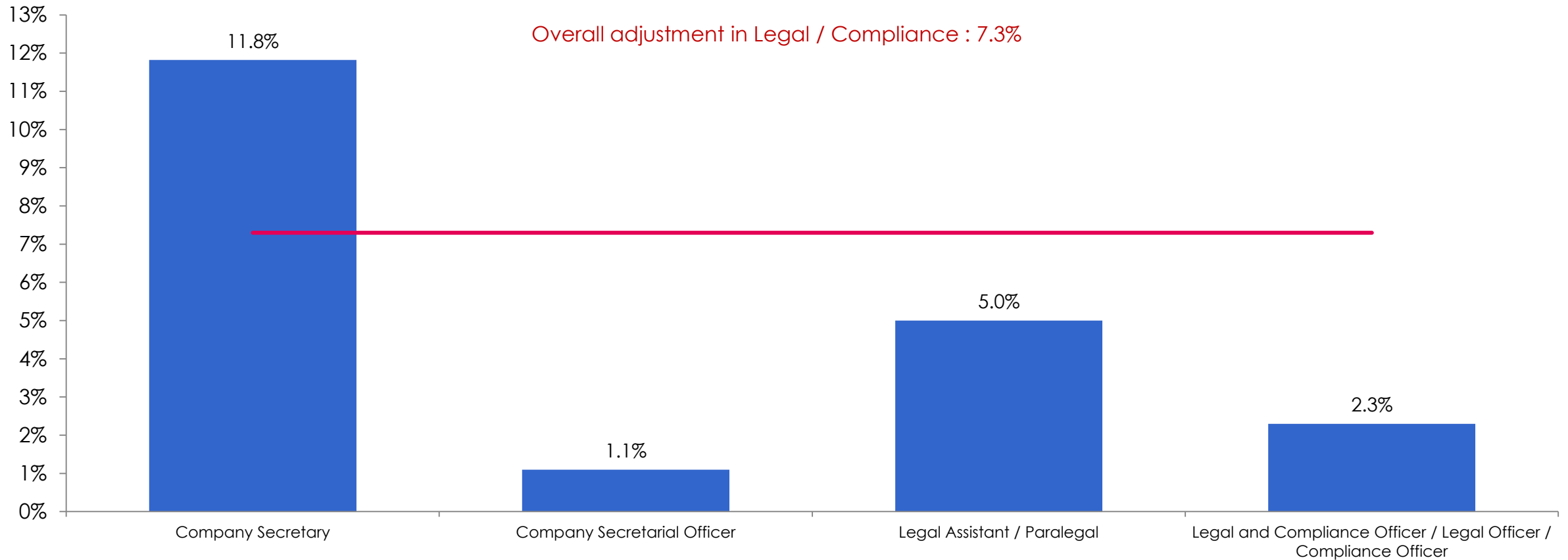
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

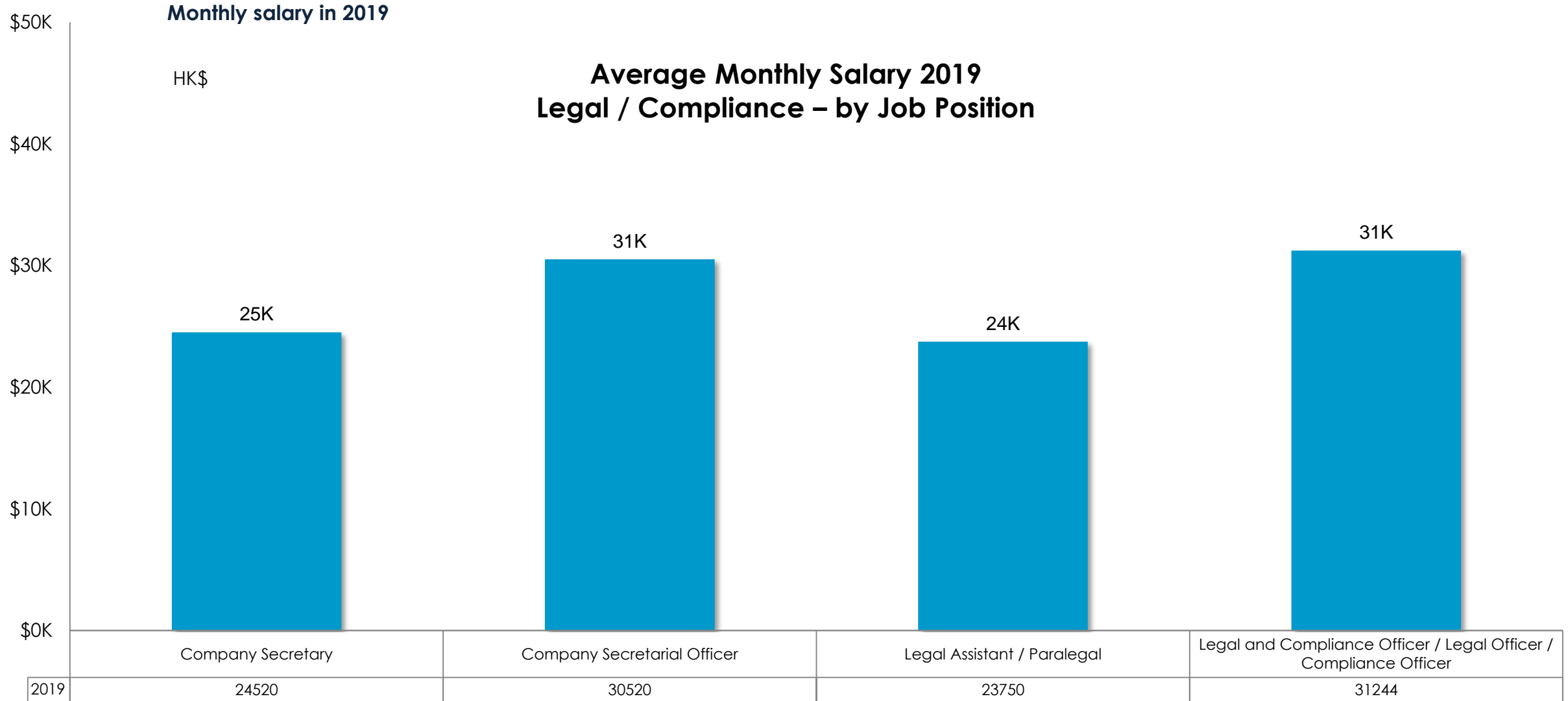
Percentage of Monthly Salary Adjustment in 2019 Legal / Compliance – by Job Position

Overall adjustment in Legal / Compliance : 7.3%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



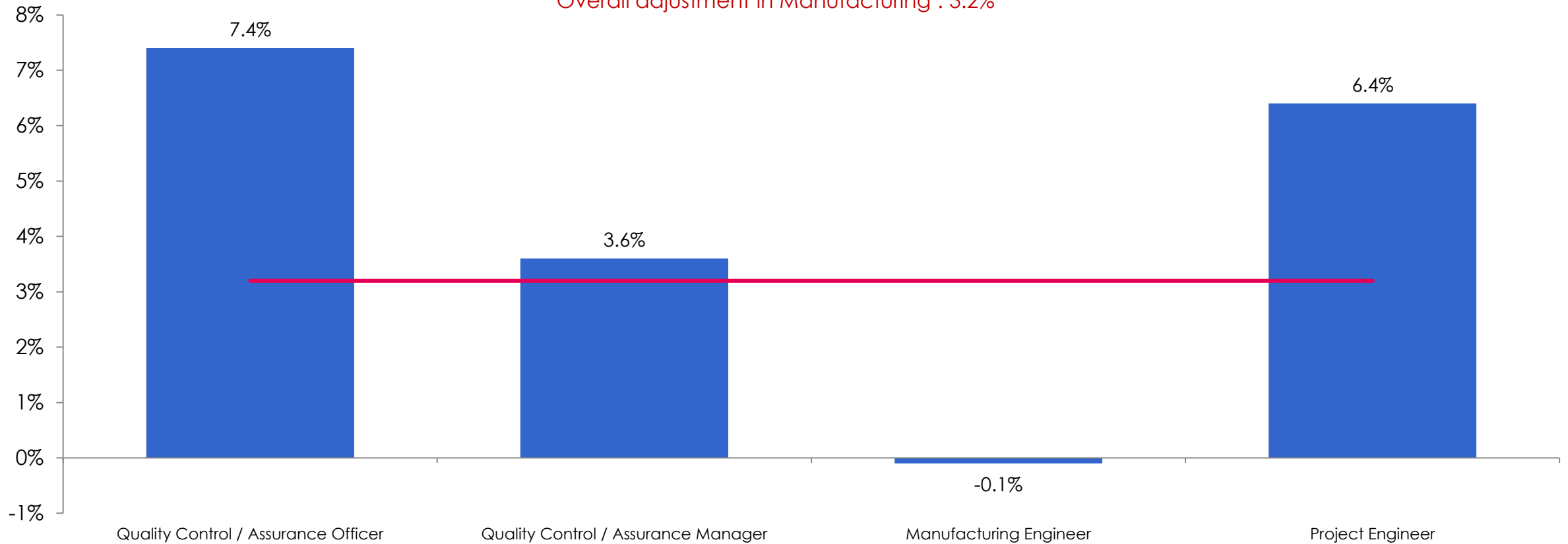
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

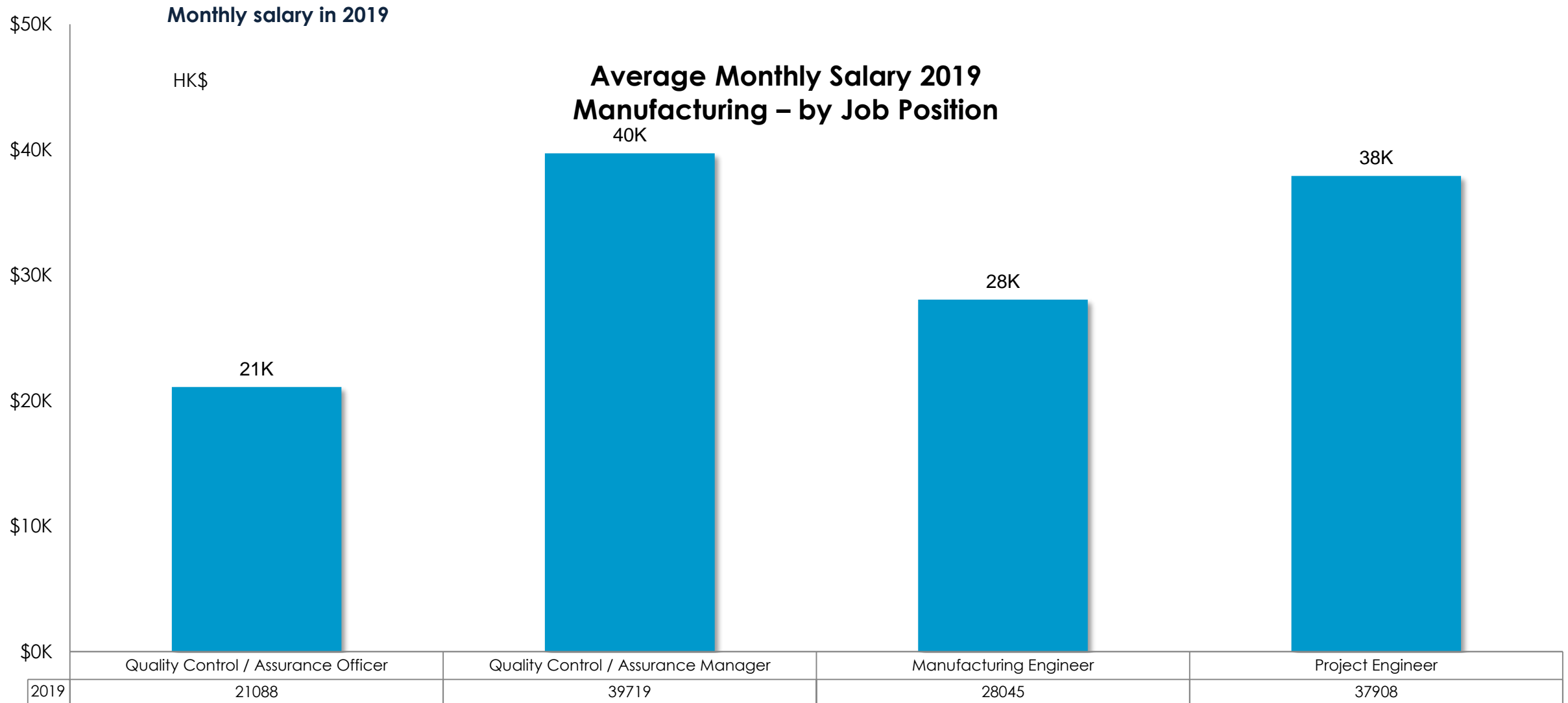
Percentage of Monthly Salary Adjustment in 2019 Manufacturing – by Job Position

Overall adjustment in Manufacturing : 3.2%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



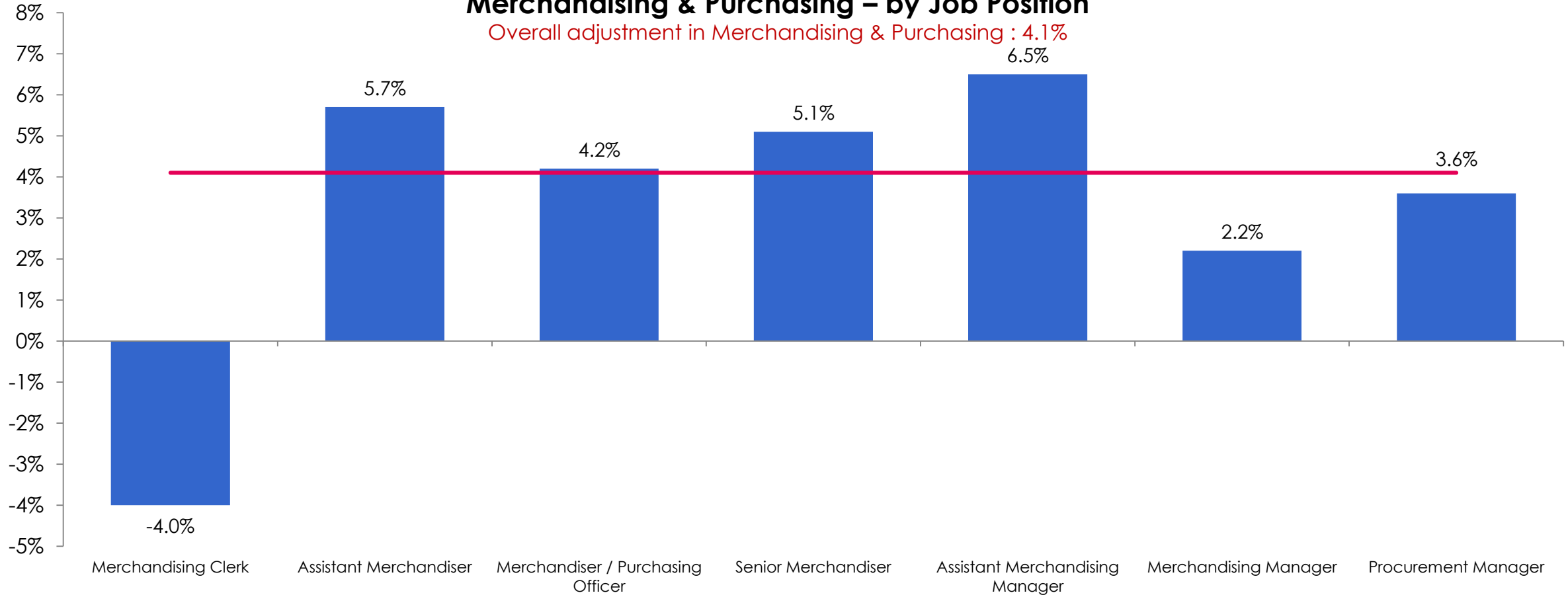
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

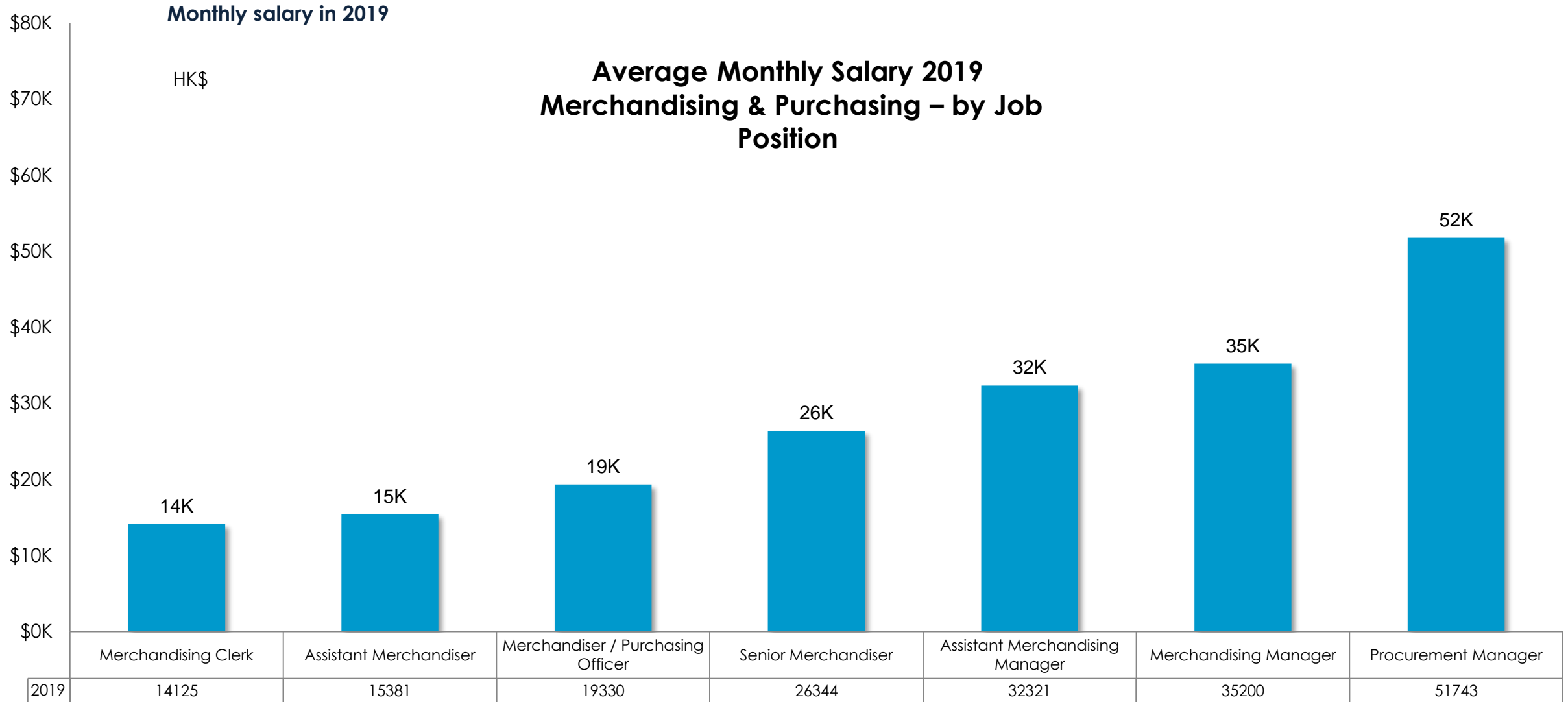
Percentage of Monthly Salary Adjustment in 2019 Merchandising & Purchasing – by Job Position

Overall adjustment in Merchandising & Purchasing : 4.1%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

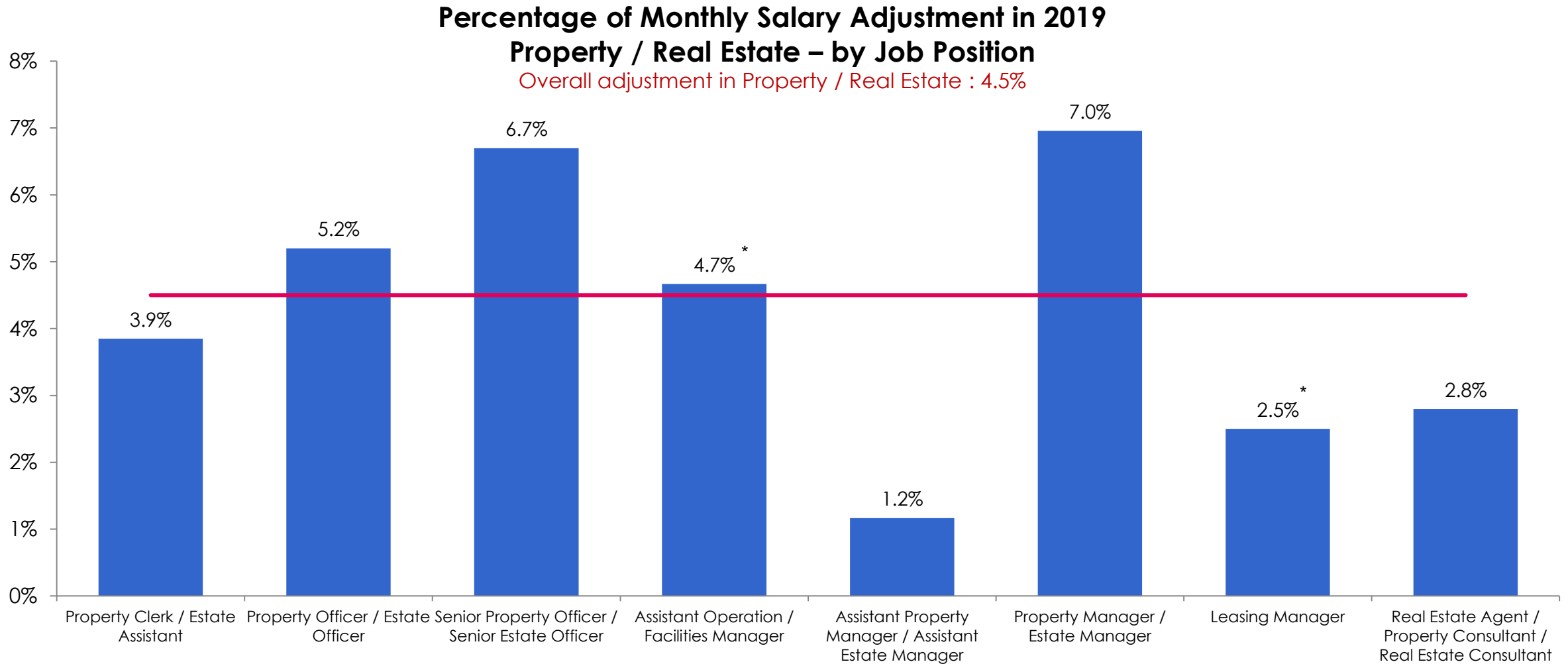
Basic Salary Change in 2019



Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

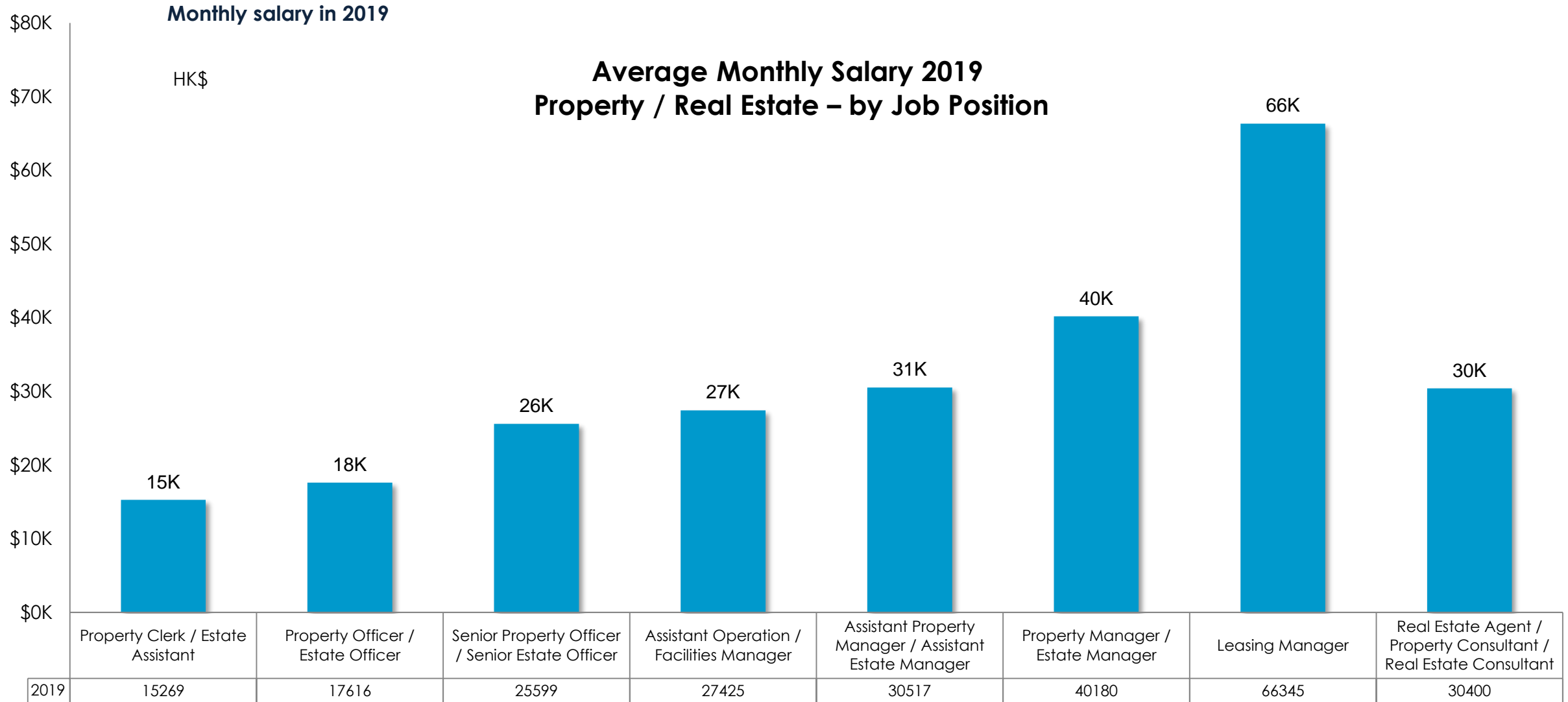
Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019



Job position with less than 4 respondents is not shown with the exception of job position with *
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



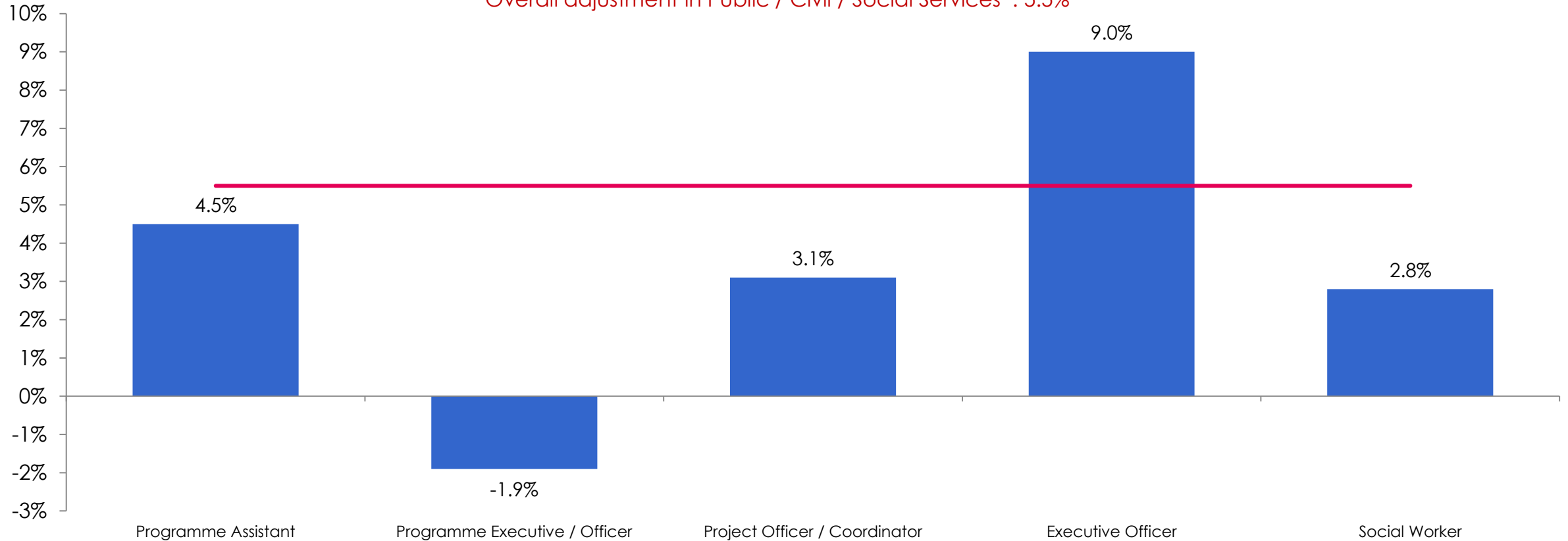
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

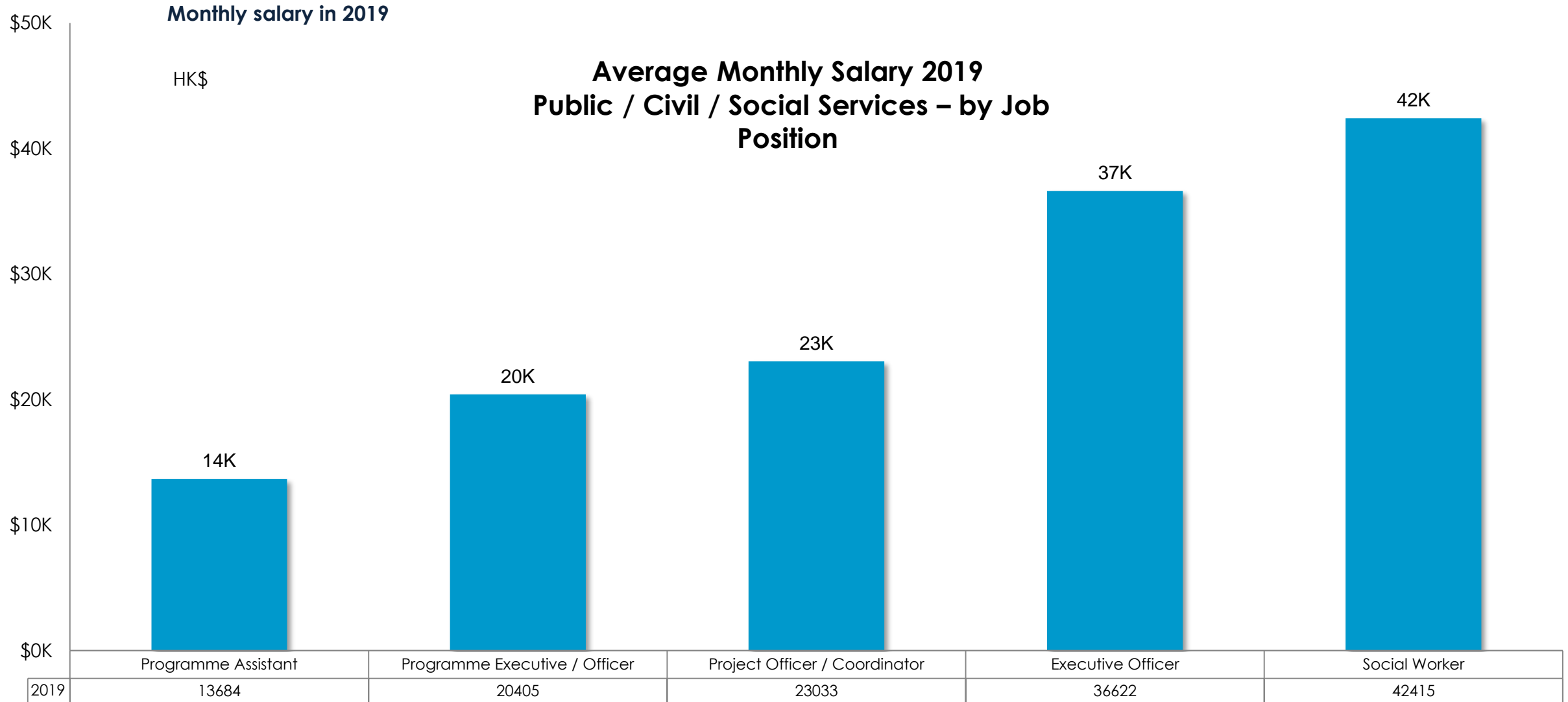
Percentage of Monthly Salary Adjustment in 2019 Public / Civil / Social Services – by Job Position

Overall adjustment in Public / Civil / Social Services : 5.5%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

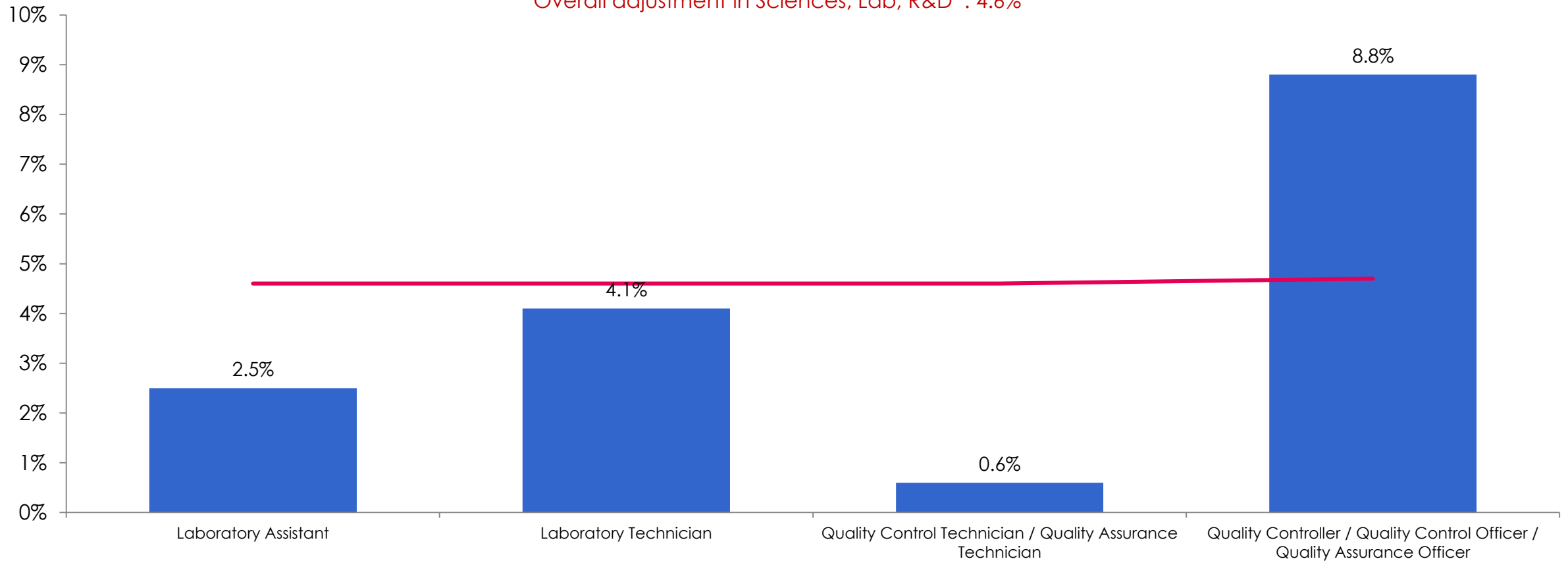
Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

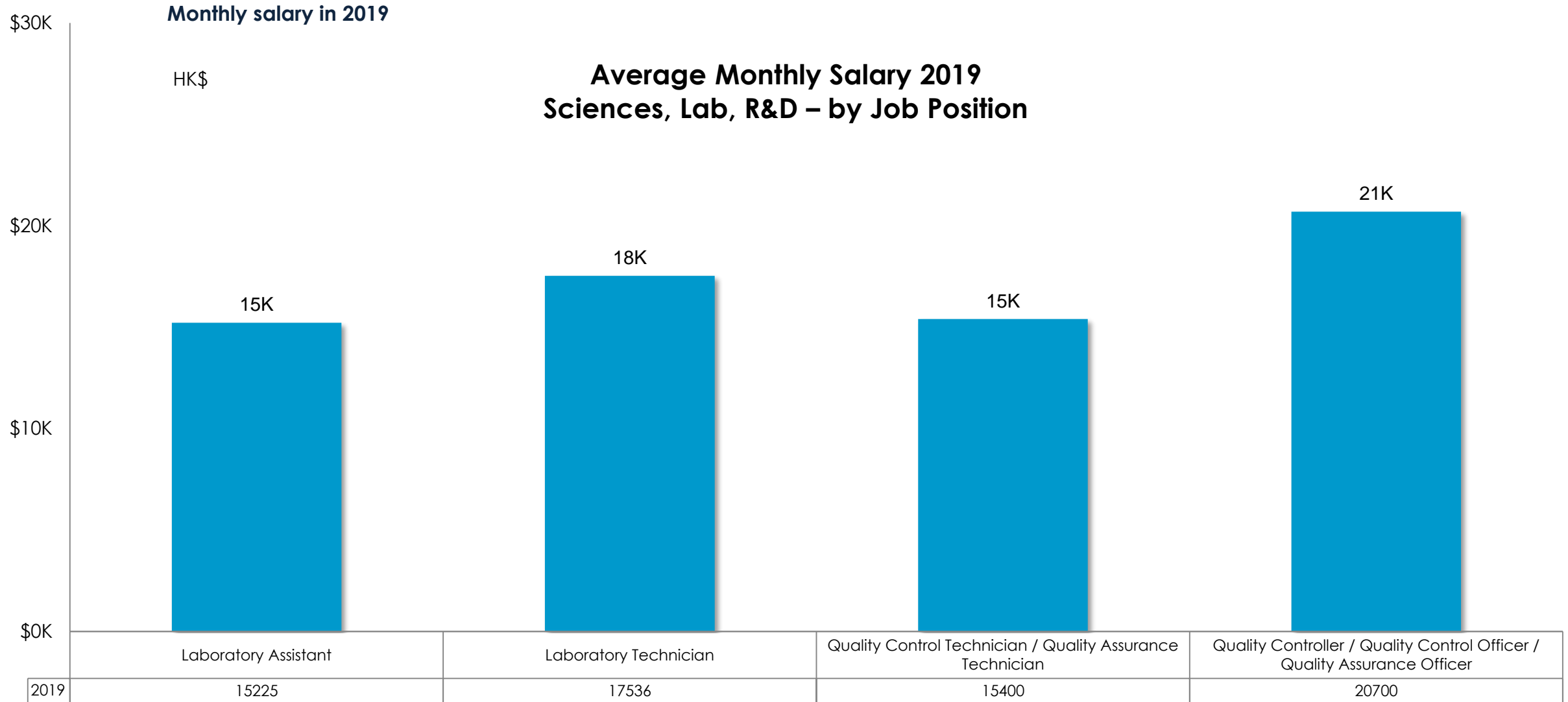
Percentage of Monthly Salary Adjustment in 2019 Sciences, Lab, R&D – by Job Position

Overall adjustment in Sciences, Lab, R&D : 4.6%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



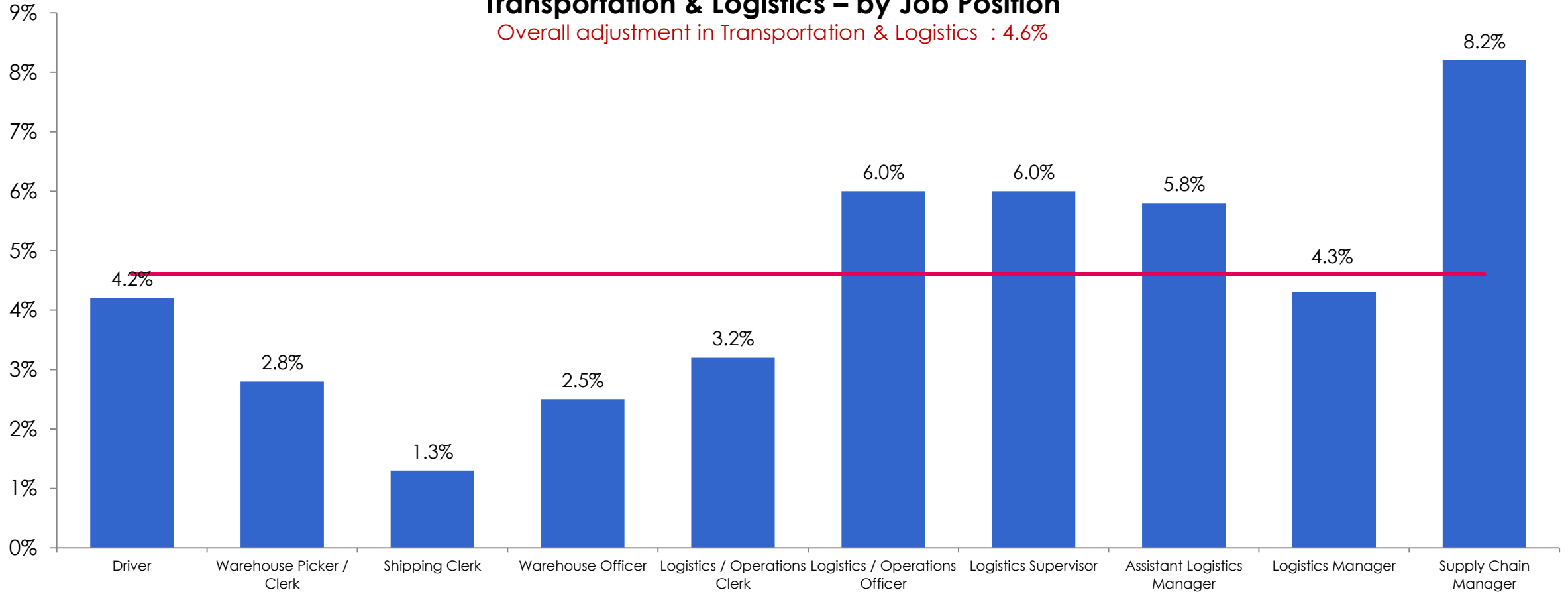
Job position with less than 4 respondents is not shown
 Base : All working on full time basis currently or within last one year (unweighted)
 Question: Q4 / 4a

Basic Salary Change in 2019

Percentage of monthly salary adjustment in 2019

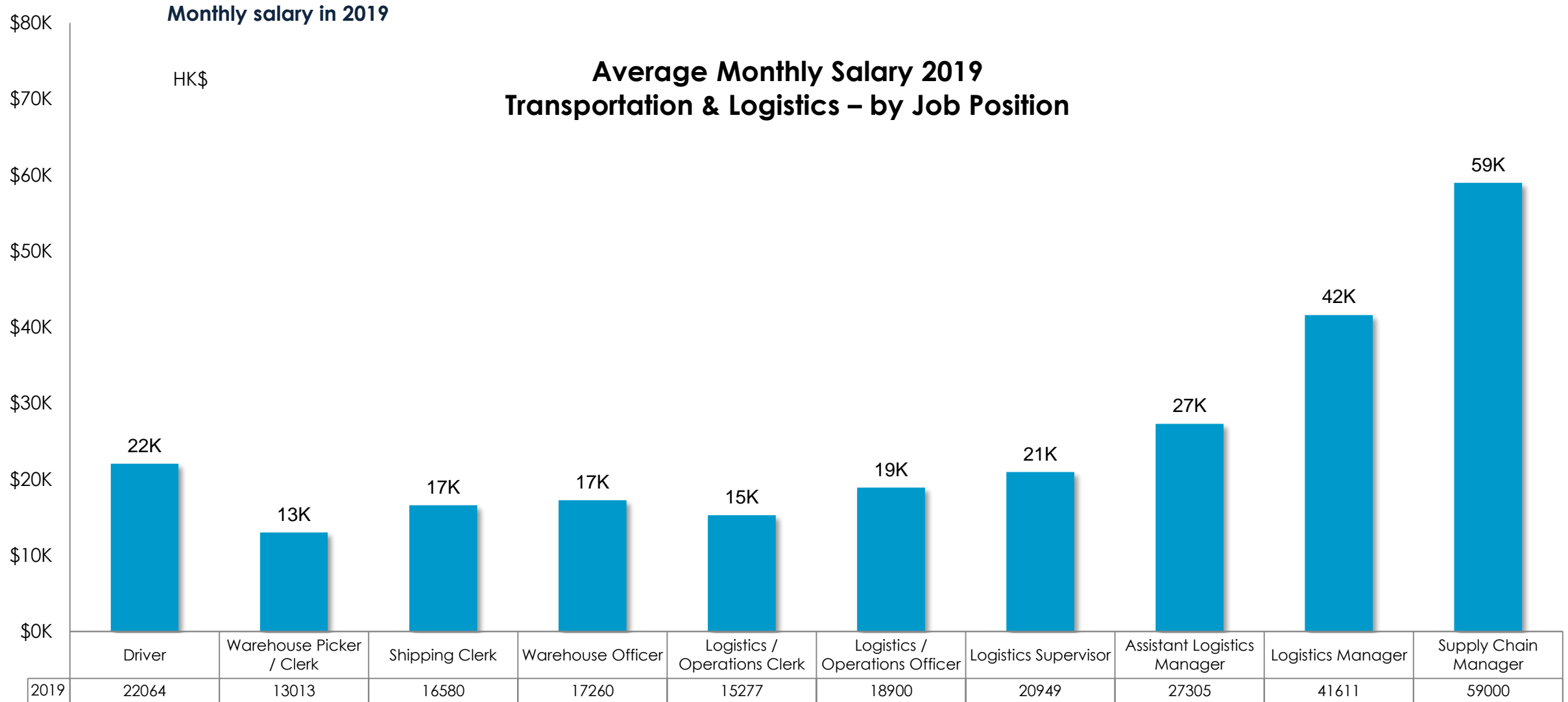
Percentage of Monthly Salary Adjustment in 2019 Transportation & Logistics – by Job Position

Overall adjustment in Transportation & Logistics : 4.6%



Job position with less than 4 respondents is not shown
Base : All working on full time basis currently (unweighted)
Question : Q4 / 4a

Basic Salary Change in 2019



Job position with less than 4 respondents is not shown

Base : All working on full time basis currently or within last one year (unweighted)

Question: Q4 / 4a

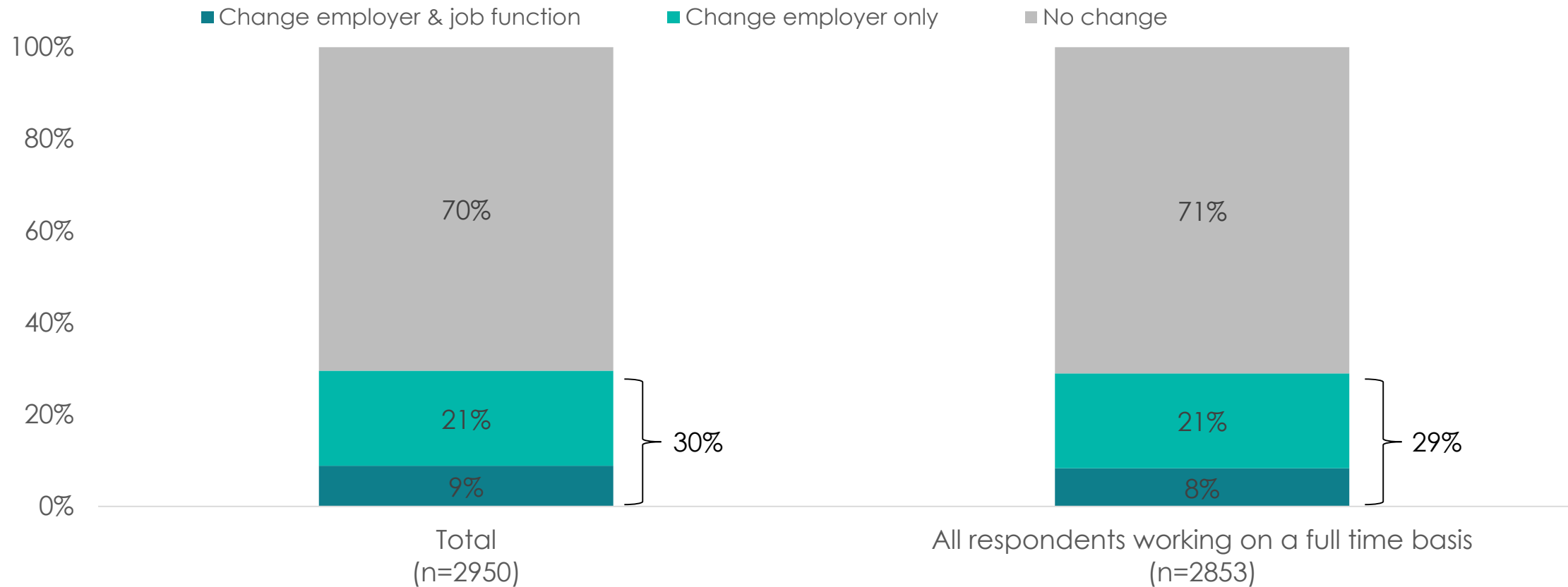
Job Switch Dynamics in Past 12 Months



Job Switch Dynamics in Past 12 Months

Incidence of changing job – by employment mode

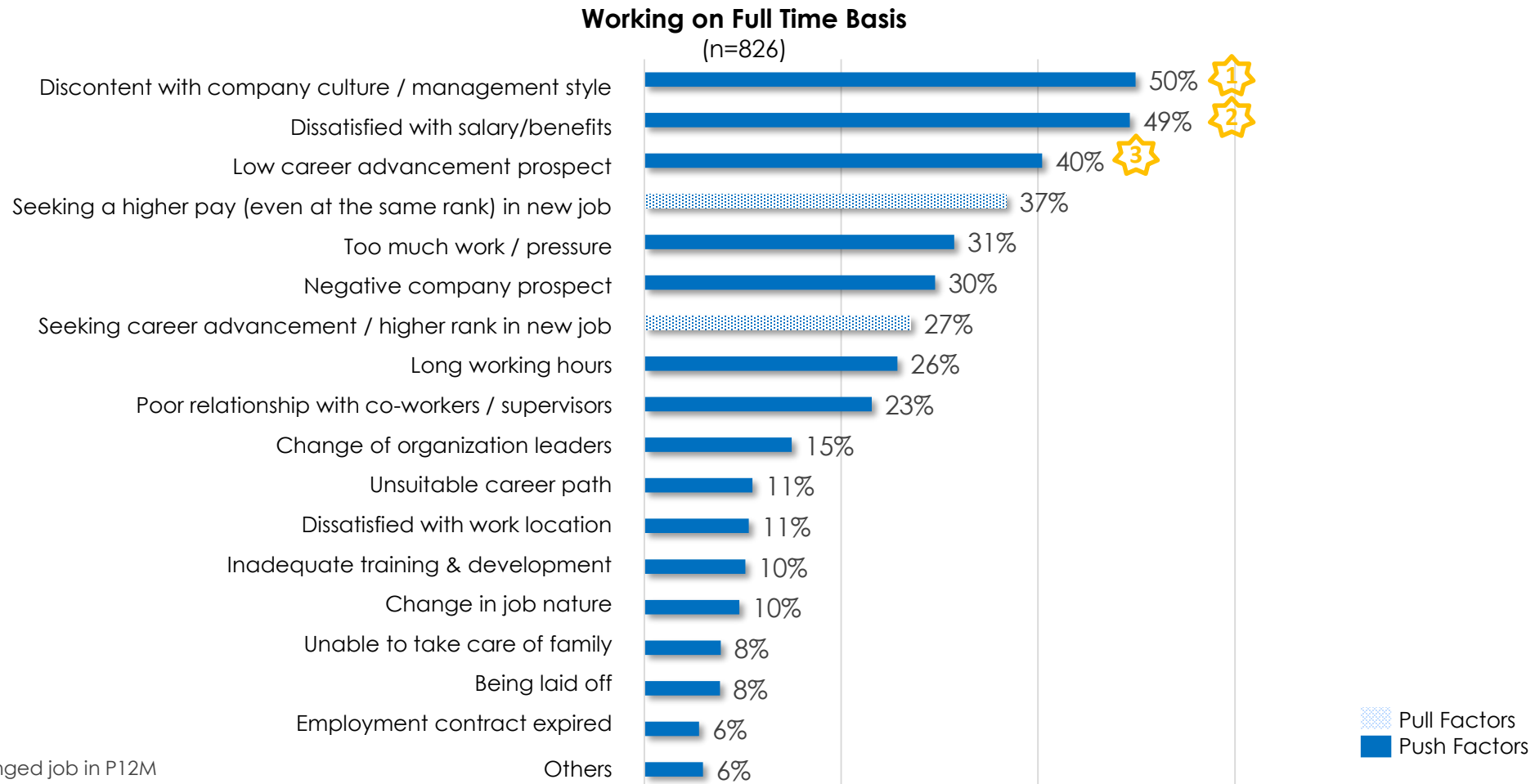
Overall, 29% changed their jobs in the past 12 months, of which a majority changed only their employers.



Job Switch Dynamics in Past 12 Months

Reasons for changing job (Maximum 5 reasons)

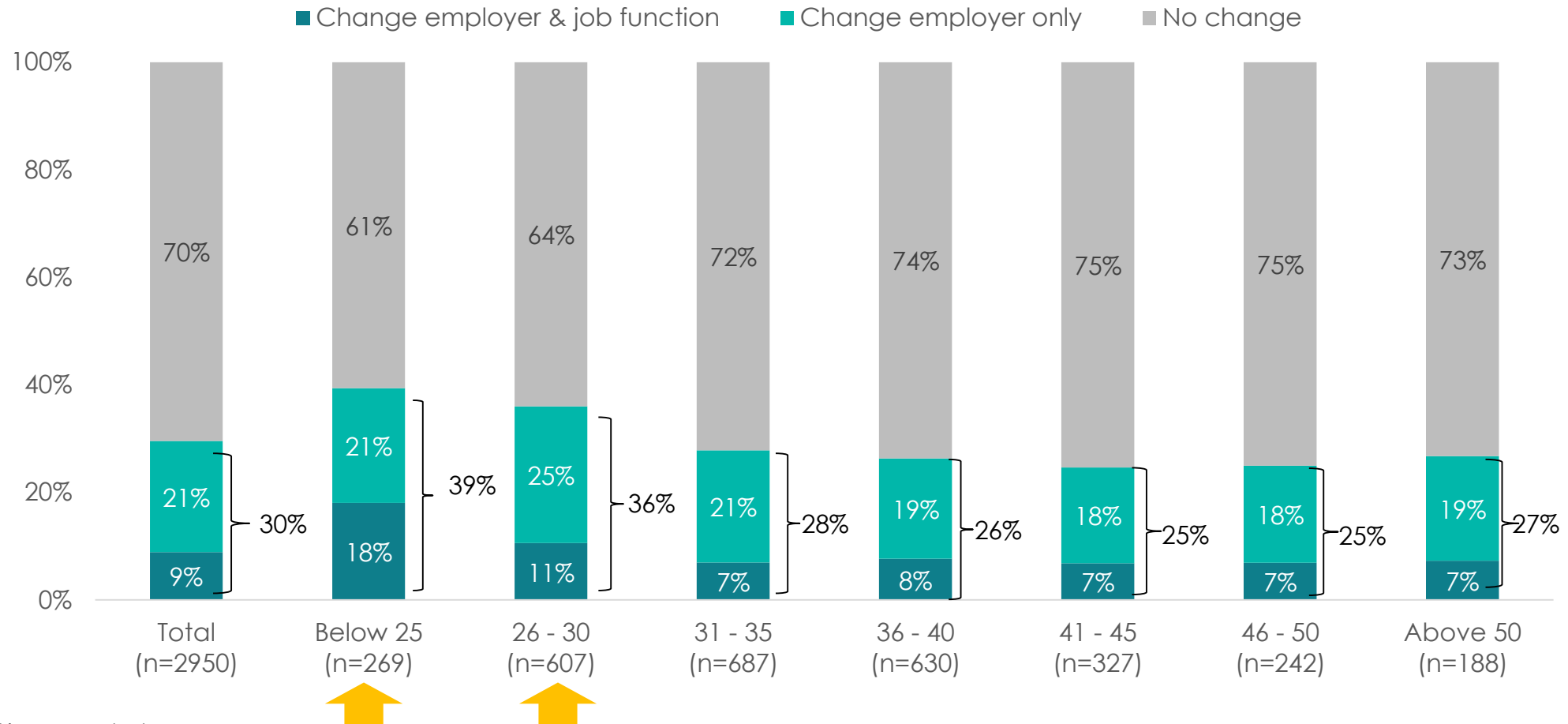
For those who were employed full-time, the decisions to change jobs were largely triggered by an array of 'push factors': discontent with company culture / management style (50%), unhappy about salary / benefits (49%) or low career advancement prospect (40%) whilst those working on a part-time or freelance basis were influenced by a broader range of triggers.



Job Switch Dynamics in Past 12 Months

Incidence of changing job – by age

Respondents aged below 25 (39%) and between 26 – 30 (36%) reflected a higher incidence of job changing in the past 12 months.

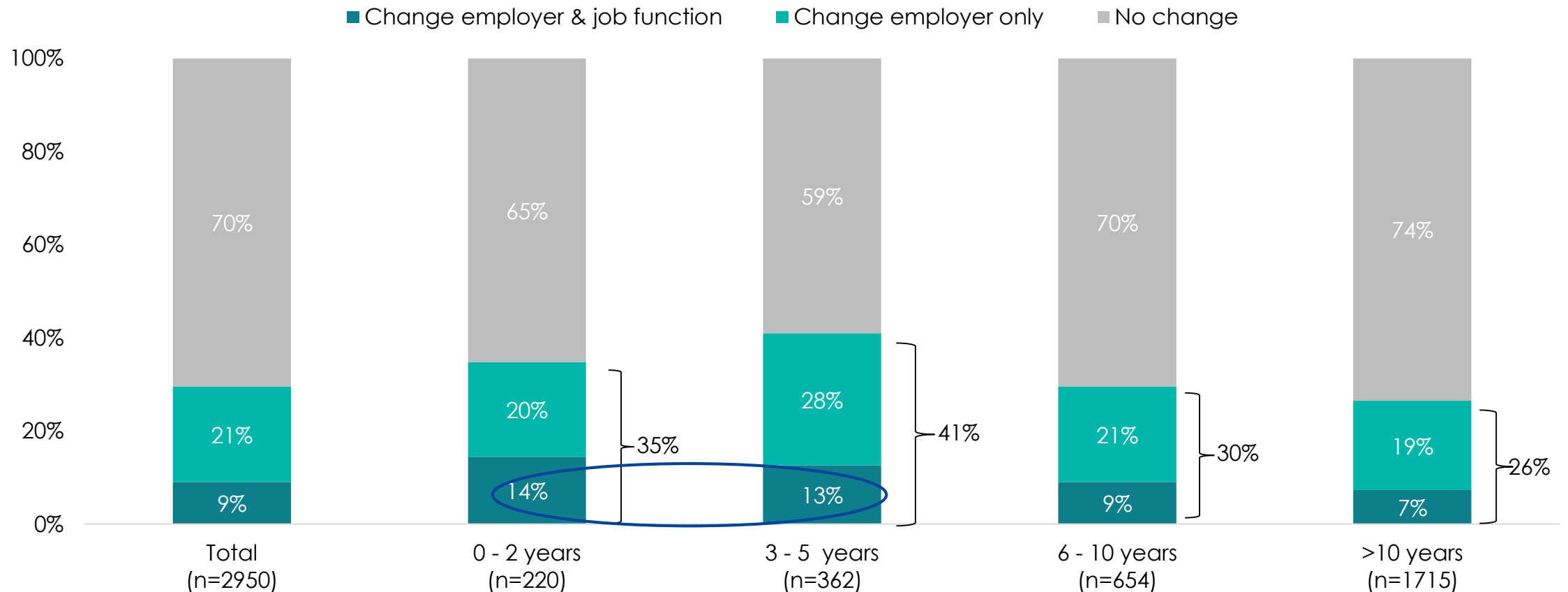


Base : All working respondents
Question: Q8a

Job Switch Dynamics in Past 12 Months

Incidence of job changing – by length of work experience

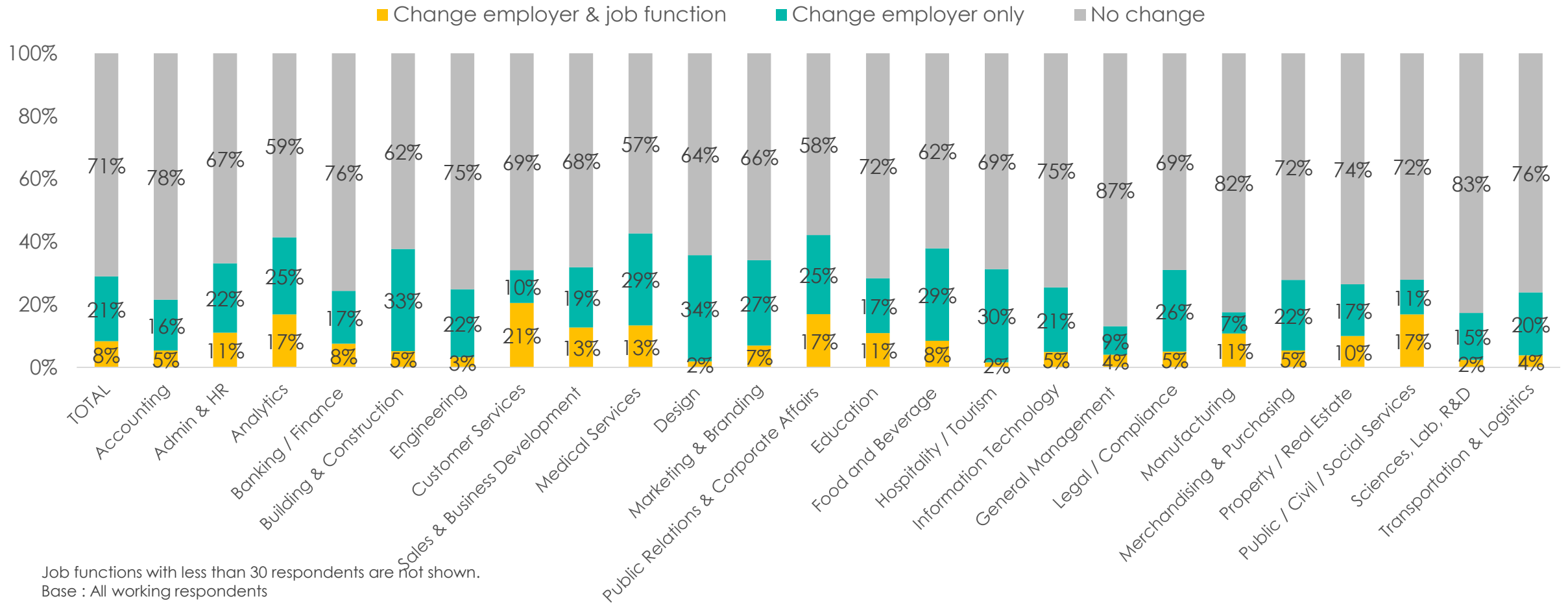
41% of the respondents with 3 – 5 years of work experience revealed to have changed jobs in the past 12 months. Those with less work experience (within 5 years) were more prone to switching to other job functions as well.



Job Switch Dynamics in Past 12 Months

Incidence of job changing – by job function

More respondents from Customer Services (21%), Analytics (17%), Public Relations & Corporate Affairs (17%) and Public / Civil / Social Services have experience of 'changing job function'.

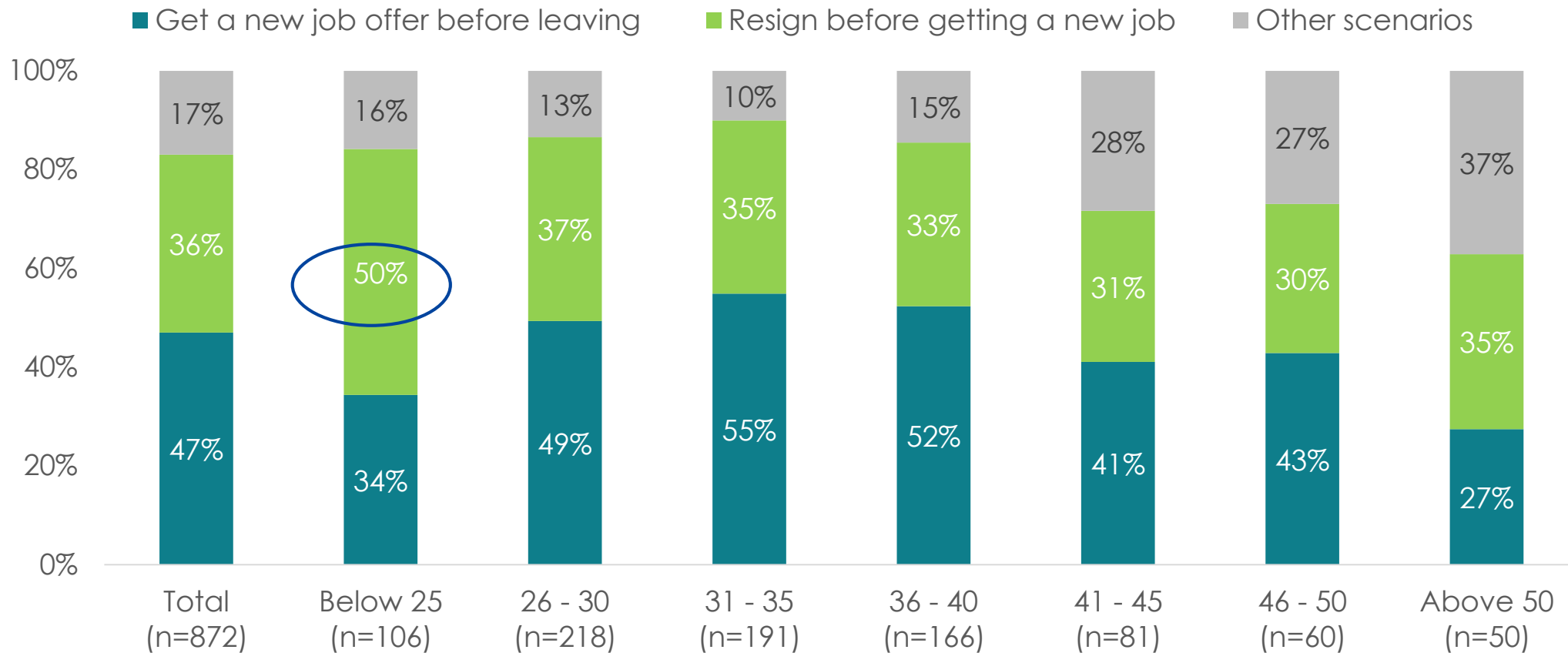


Job functions with less than 30 respondents are not shown.
 Base : All working respondents
 Question: Q8a

Job Switch Dynamics in Past 12 Months

Circumstances of leaving previous job – by age

Young respondents aged below 25 are decisive in job switching, as 50% resigned from their previous jobs before finding new offers.



Base : All working respondents who changed jobs in P12M
Question: Q8a1

Job Switch Dynamics in Past 12 Months

Reasons for resigning before getting a new job

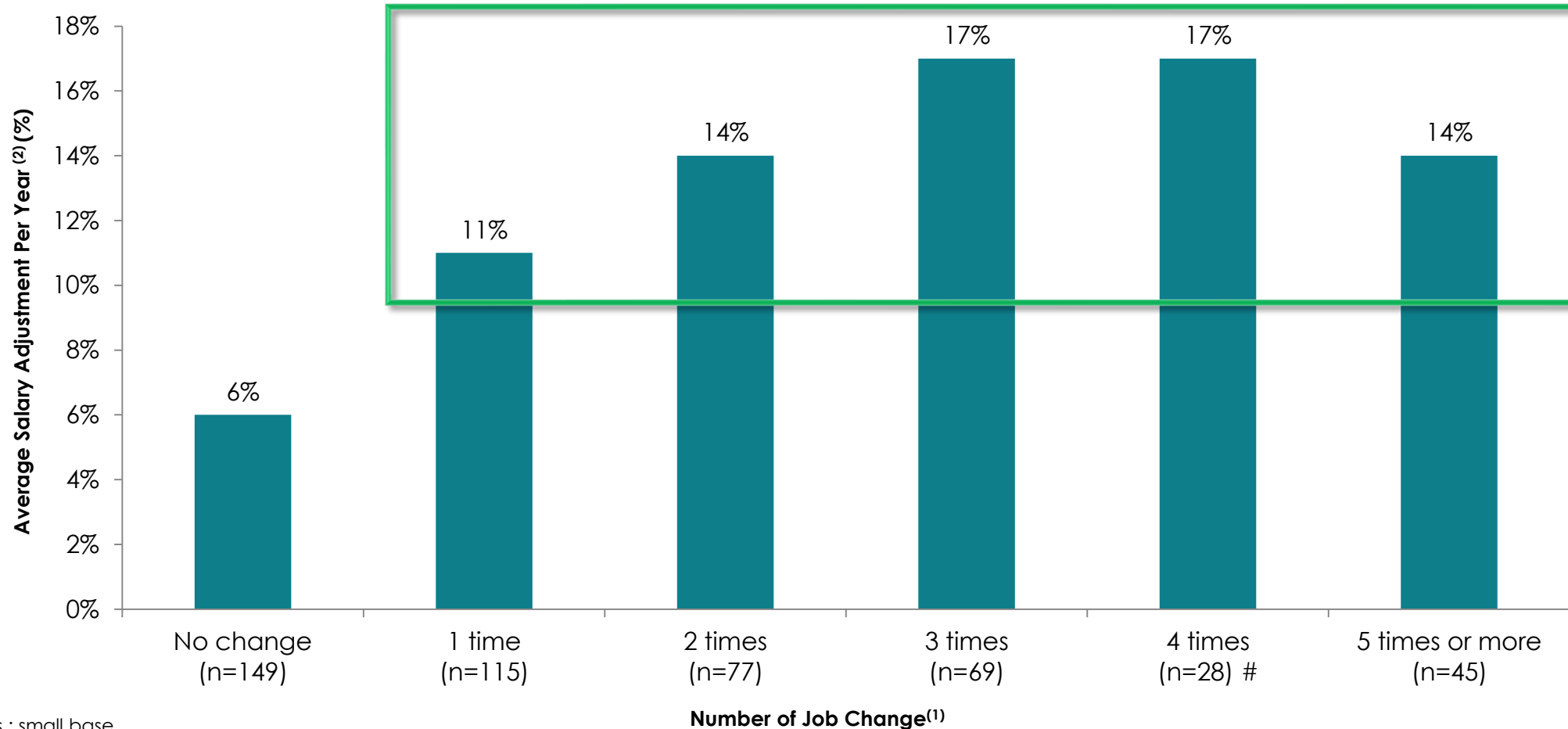
Over half of those who resigned before securing a new job made the decision because they could not stand their previous jobs. One-third attributed the decision to their confidence in getting a new job soon.



Salary Increment vs Number of Job Change

Salary increment vs Number of Job Changes

Respondents who had changed jobs revealed a better salary increment than those who did not change jobs.



#Remarks : small base

Base : All who started their first full-time jobs in 2009 or later and did not have any internal promotions

(1) Number of Job Changes : including changes with and without moving up the ranks

(2) Average Salary Adjustment Per Year : the average of total salary adjustment between 2019 and the year when respondents started their first full-time jobs

Questions: Q12 - 16

43% are aged 30 or younger

61% are females

30% are with 0-5 years of work experience

91% are full time employees, **9%** are part-timers / freelancers

50% got a pay raise (vs 69%), **19%** experienced a pay cut (vs 5%)

Average salary adjustment is **-0.2%** (vs 4.6%)

39% did not receive any bonus / double pay (vs 23%)

46% resigned before finding new jobs in the last round (vs 36%)

23% still plan to change job functions in next 3 months (vs 13%)

Job Switch Dynamics - Job Function

According to the overall representation, those who switched **job functions** ended up in 'Admin & HR' 'Customer Services' and 'Sales & Business Development'.

Current Job Function		
Base	262	Overall
Accounting	6%	9%
Admin & HR	21%	15%
Analytics	3%	2%
Banking / Finance	2%	3%
Insurance	1%	1%
Building & Construction	2%	3%
Engineering	2%	5%
Customer Services	11%	5%
Sales & Business Development	10%	7%
Beauty Care / Health	1%	1%
Medical Services	2%	1%
Design	1%	3%
Digital Marketing, E-commerce & Social Media	2%	1%
Marketing & Branding	2%	3%
Public Relations & Corporate Affairs	2%	1%
Media & Advertising	1%	1%
Education	4%	3%
Food and Beverage	3%	2%
Hospitality / Tourism	1%	3%
Information Technology	4%	6%
General Management	1%	3%
Legal / Compliance	1%	1%
Manufacturing	2%	1%
Merchandising & Purchasing	3%	4%
Property / Real Estate	3%	3%
Public / Civil / Social Services	3%	2%
Sciences, Lab, R&D	1%	2%
Transportation & Logistics	3%	7%
Other Professional Services	*	*
Others	3%	1%

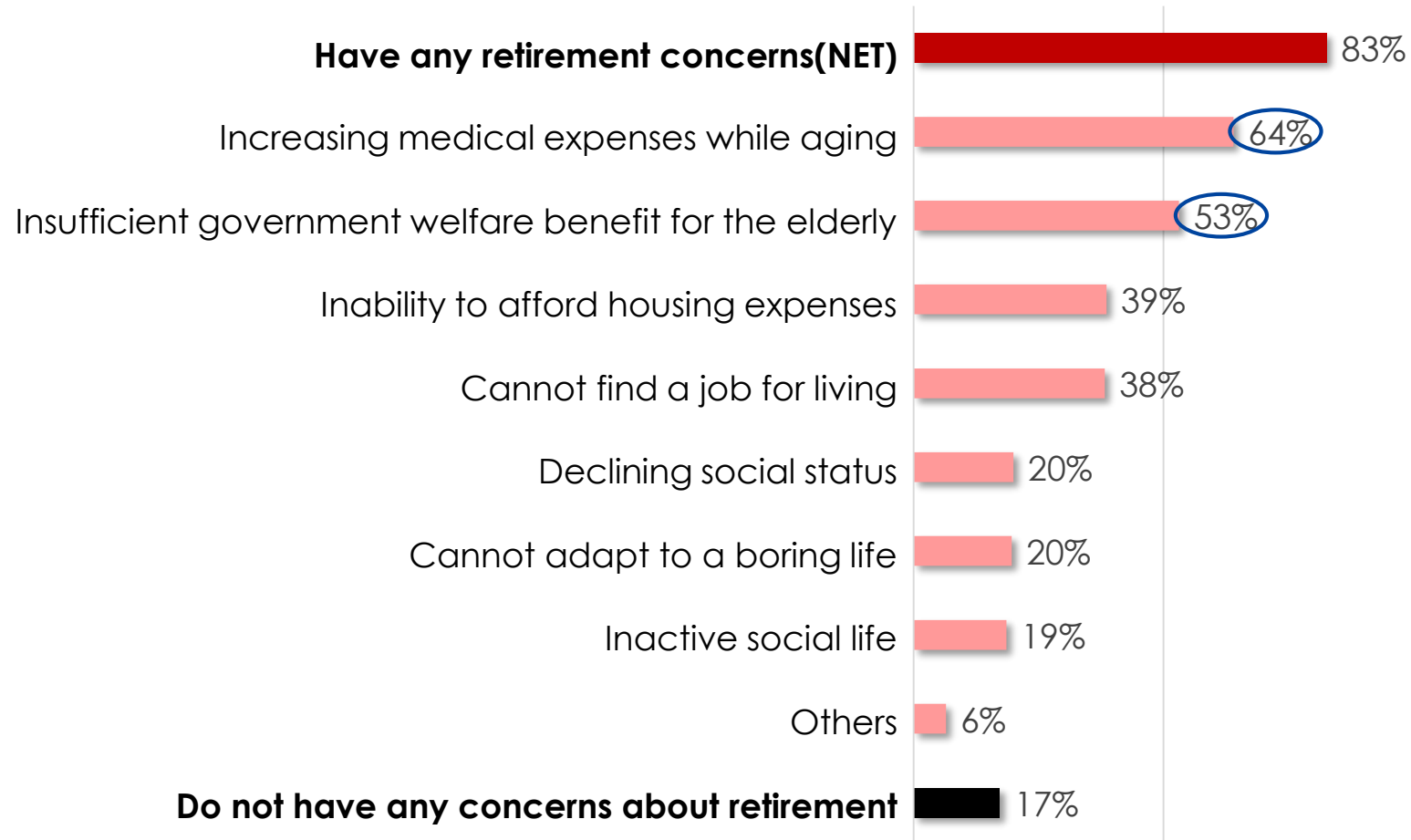
Attitude towards Retirement



Attitude towards Retirement

Retirement concerns







A majority of the respondents (83%) show concerns about retirement. Their prime concerns are 'increasing medical expenses while aging' (64%) and 'insufficient government welfare for the elderly' (53%).



Attitude towards Retirement

Retirement concerns– by age group

Mature respondents (aged 36 or above) have greater retirement concerns. It is worth noting that 'inability to find a job for living' is one of their top retirement concerns (among 42% - 49% of them).

	Total	Below 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	Above 50
Base :	3192	293	641	718	670	356	292	222
Have any concerns (NET)	83%	69%	80%	83%	86%	87%	87%	86%
Increasing medical expenses while aging	64% 	48%	62%	65%	69%	68%	67%	63% 
Insufficient government welfare for the elderly	53% 	40%	49%	54%	57%	58%	53%	62% 
Inability to afford housing expenses	39% 	42%	47%	42%	37%	34%	30%	22%
Cannot find a job for living	38%	26%	34%	36%	43%	42%	42%	49% 
Declining social status	20%	19%	20%	20%	20%	17%	21%	25%
Cannot adapt to a boring life	20%	17%	21%	18%	17%	20%	24%	27%
Inactive social life	19%	20%	18%	17%	18%	21%	19%	19%
Others	6%	8%	6%	5%	8%	7%	7%	5%
Do not have any concerns	17%	31%	20%	17%	14%	13%	13%	14%

Attitude towards Retirement

Preparing for retirement – by age group

Propensity to prepare for retirement increases with age.

Among those aged above 50, 22% leverage on part-time / freelance jobs to increase income.

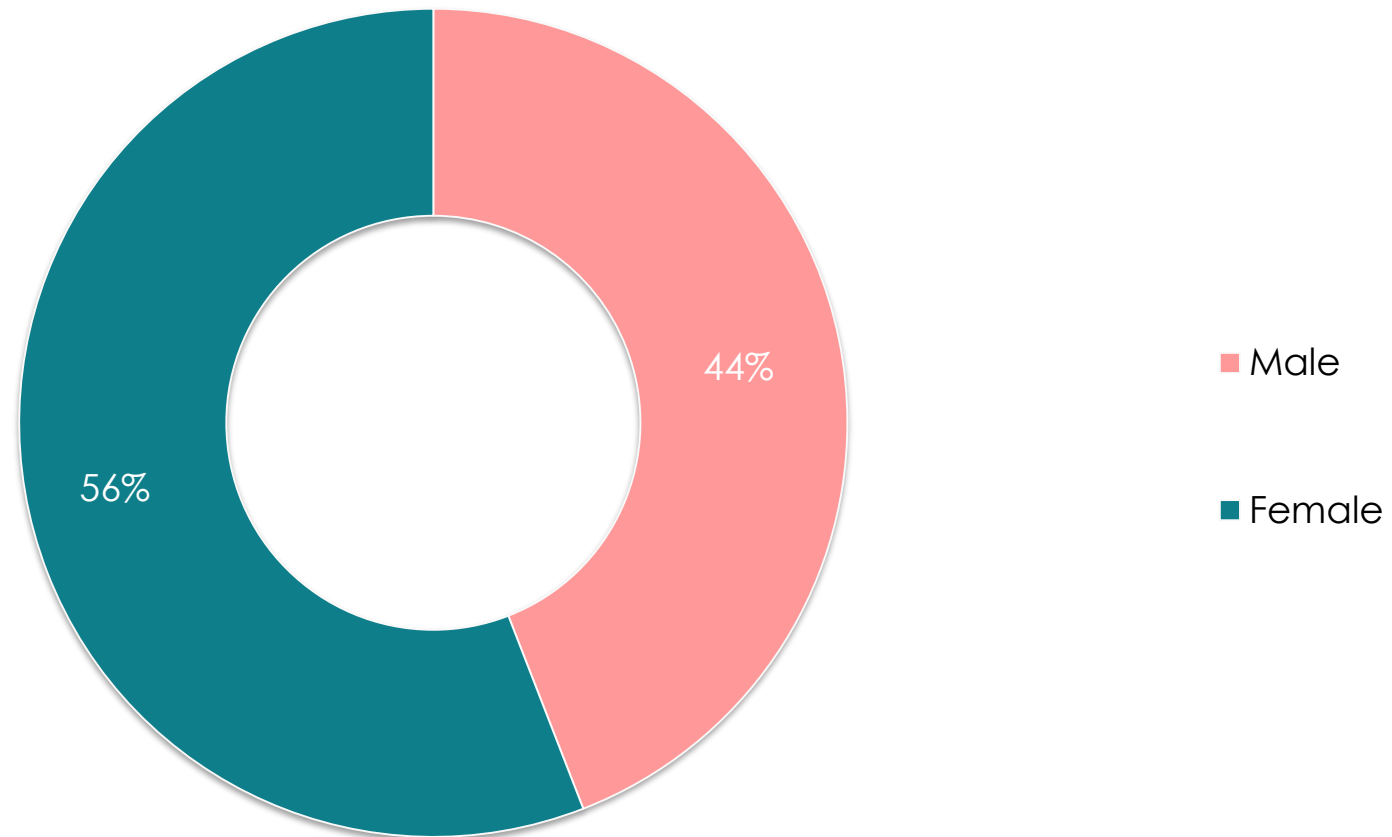
	Total	Below 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	Above 50
Base :	3192	293	641	718	670	356	292	222
Have made any preparation (NET)	65%	41%	59%	65%	68%	76%	73%	78%
Have subscribed a retirement plan / voluntary MPF	35%	15%	32%	35%	38%	38%	43%	44%
Saving up for retirement	34%	20%	28%	31%	36%	41%	46%	44%
Have bought investment products	26%	15%	23%	27%	26%	35%	33%	27%
Getting part-time / freelance jobs to increase income	13%	12%	10%	14%	12%	13%	15%	22%
Have picked up some hobbies	11%	10%	10%	11%	11%	10%	17%	13%
Others	4%	5%	3%	2%	4%	4%	6%	6%
Have not yet taken any action	35%	59%	41%	35%	32%	24%	27%	22%

Base : All respondents
Question: Q21

Appendix: Respondents' Profile

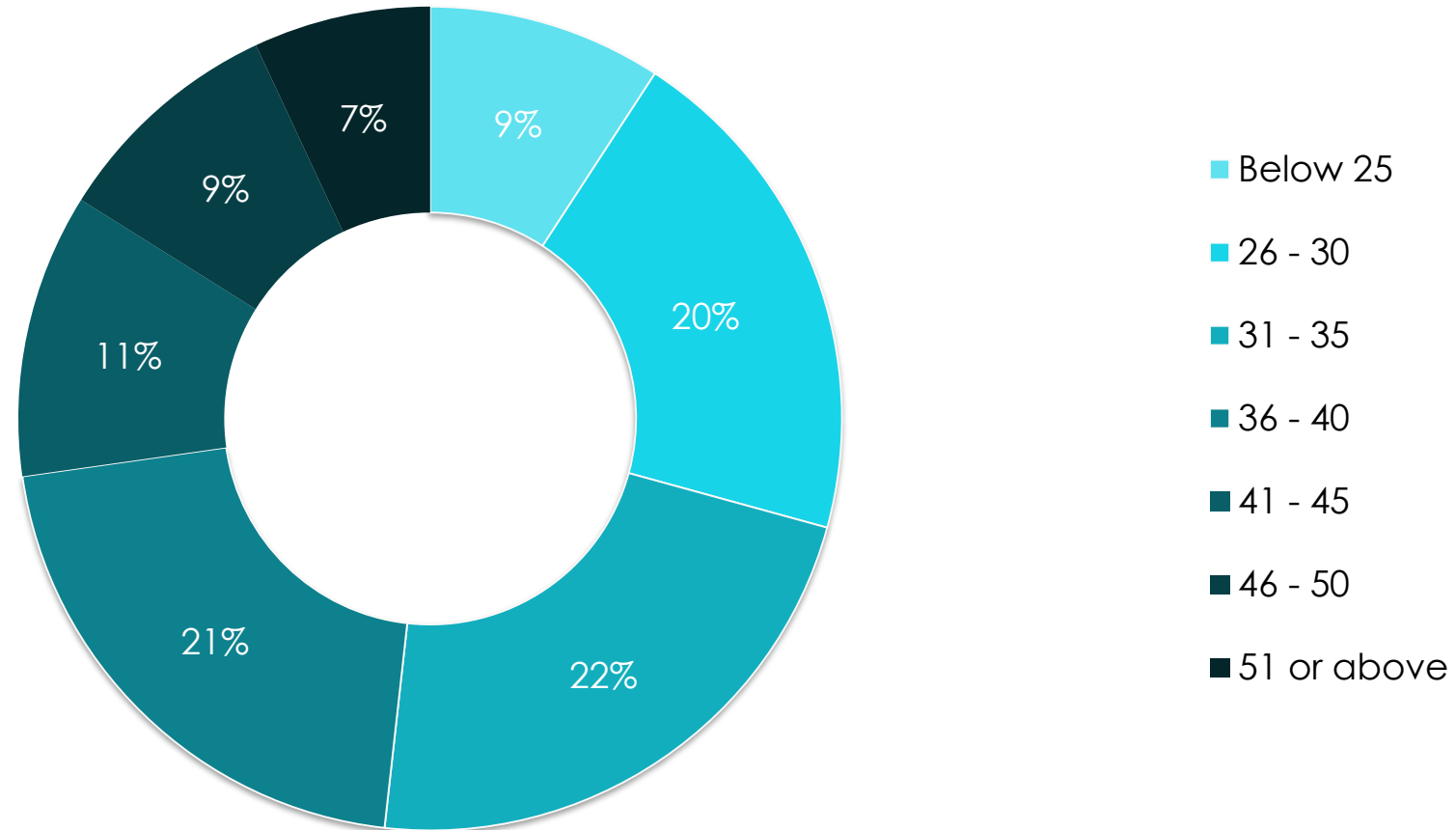


Respondents' Profile - Gender



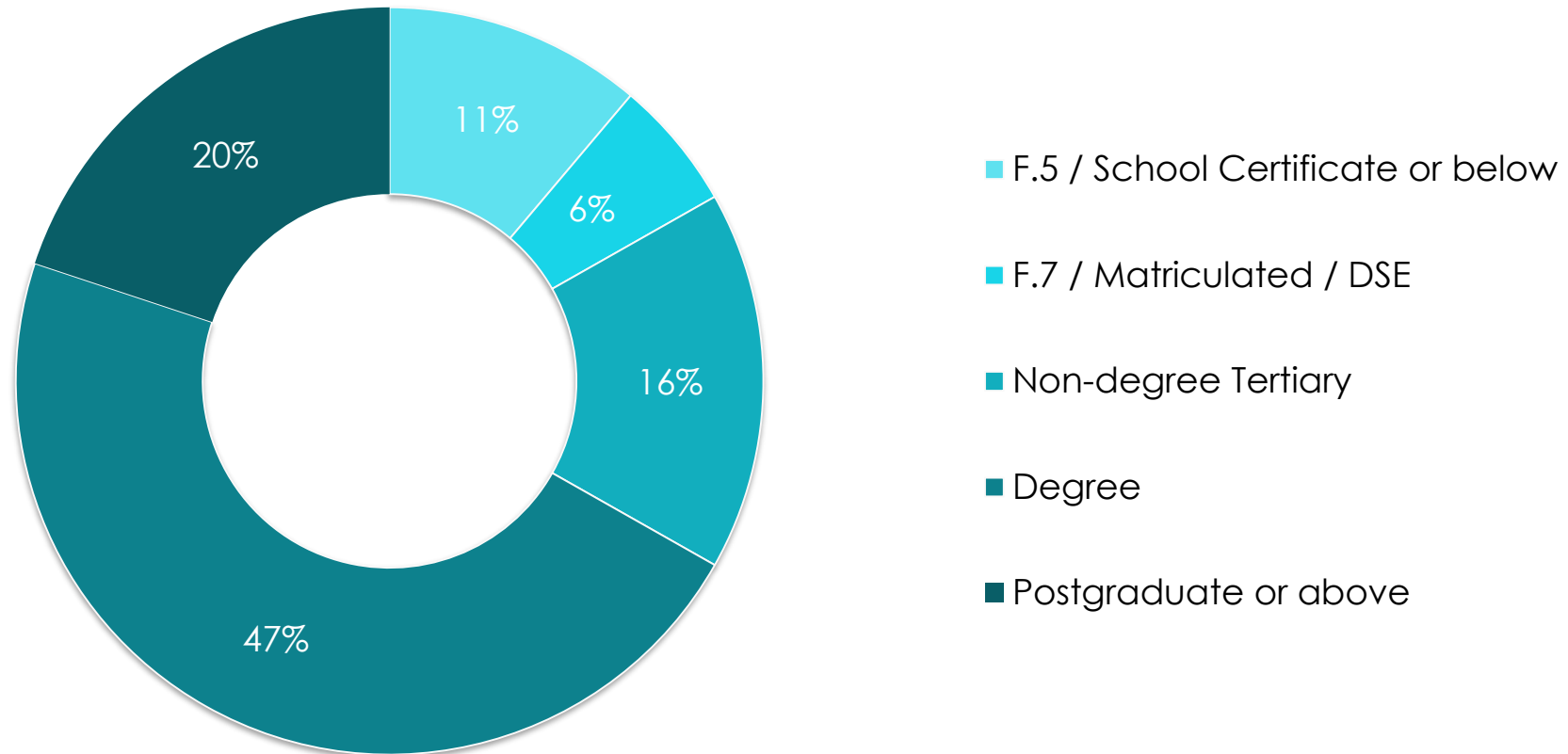
Base : All respondents (n = 3192)
Question: Q23

Respondents' Profile - Age



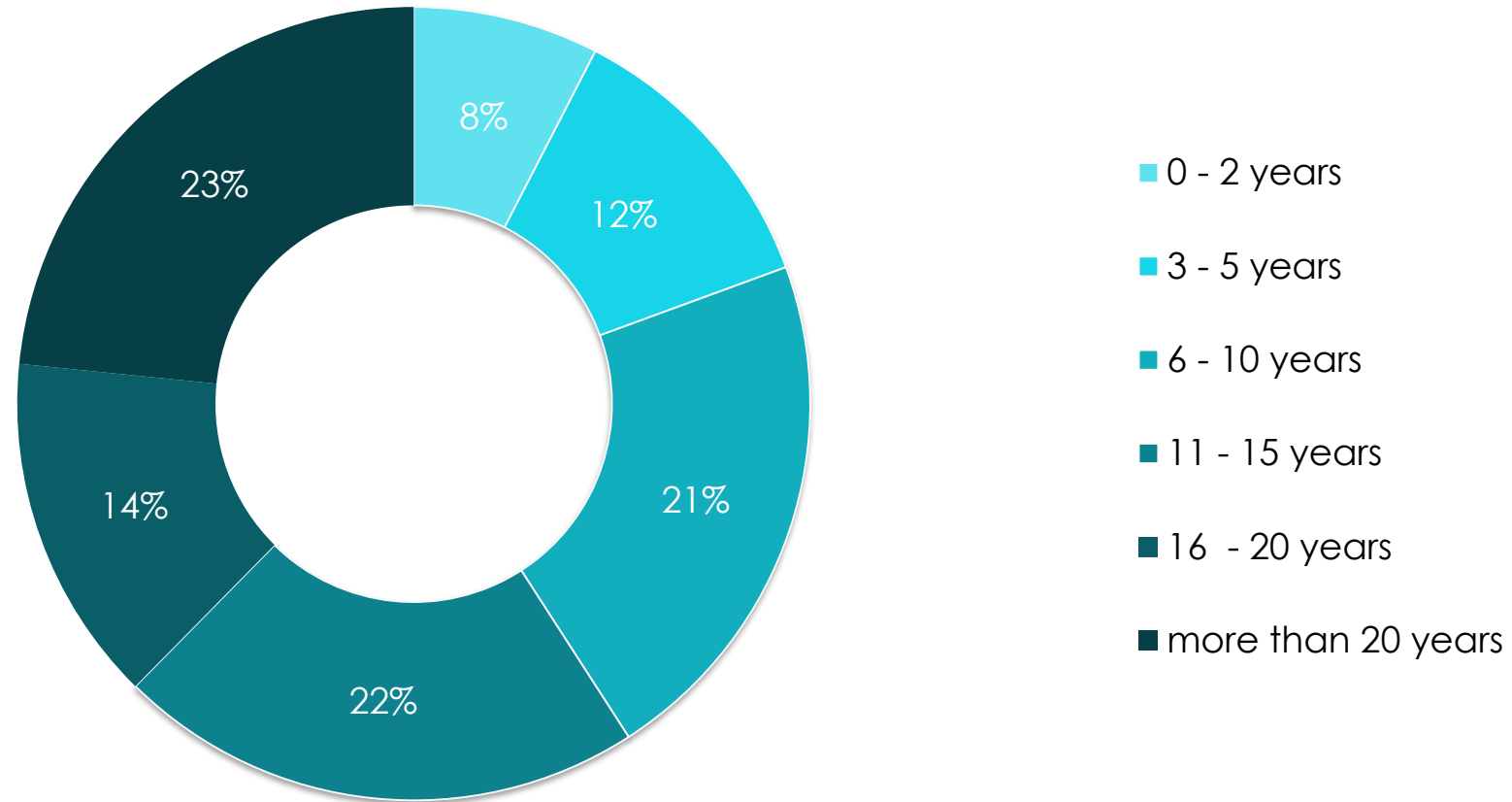
Base : All respondents (n = 3192)
Question: Q24

Respondents' Profile – Education Level



Base : All respondents (n = 3192)
Question: Q25

Respondents' Profile – Work Experience



Base : All respondents (n = 3192)
Question: Q26

Respondents' Profile – Company Size

Number of Employee	Percentage
1 - 9	9%
10 - 19	10%
20 - 49	14%
50 - 99	12%
100 - 199	12%
200 - 499	13%
500 - 999	9%
1000 or above	21%
No fixed company	1%

Base : All working / job seeking (n=3182)