

Press Release

For Immediate Release

## 90% of employers plan to offer a pay rise, average adjustment 4% Over 40% of companies already have paternity leave in place

HONG KONG, 6 January 2015 – Jobs DB Hong Kong Limited (jobsDB) announces today the results of its latest Compensation and Benefit Survey. The survey shows that the average performance bonus size for 2015 is 1.4 months of basic salary. As for pay rise, the projected rate for 2015 is 4%, slightly increased by 0.2% over last year. For employee benefits, 42% of surveyed employers have voluntarily implemented paternity leave, 11% more than last year's figure.

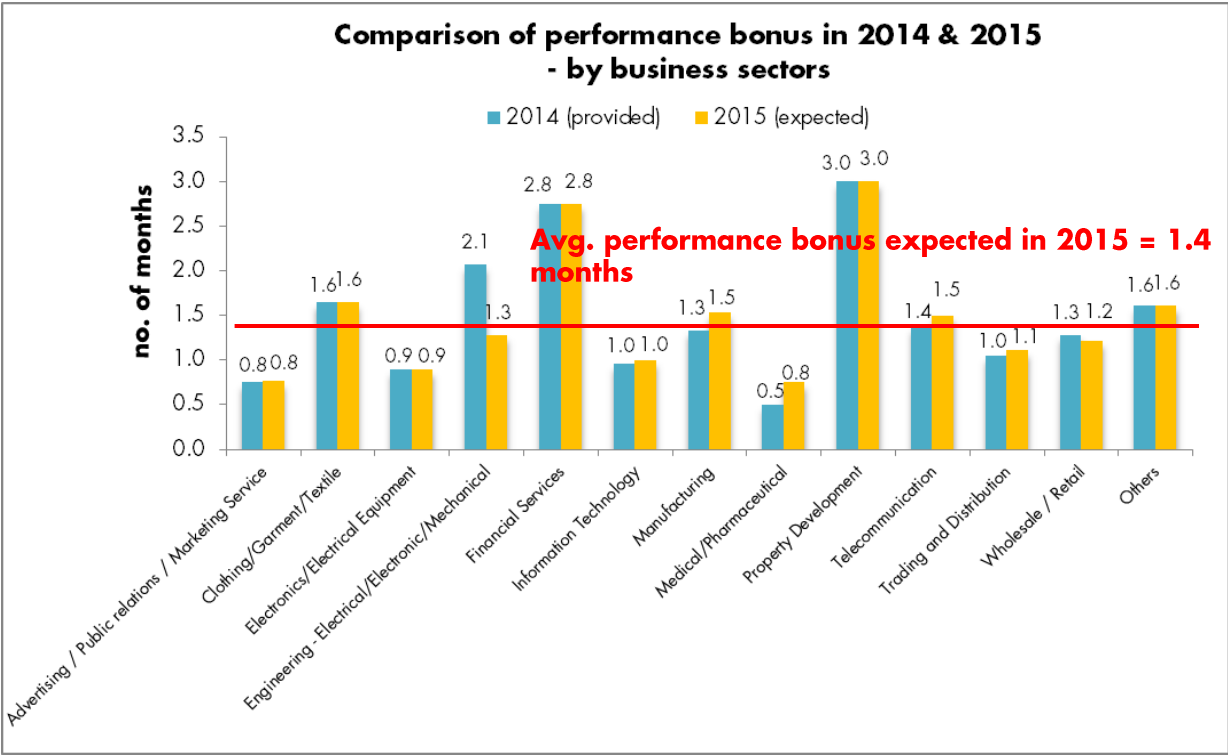
The Compensation & Benefit Survey was conducted online by jobsDB during October to November 2014, covering a total of 99 companies from 20 business sectors. Key findings of the survey are as follows:

### Base Pay Adjustment

- In 2015, 90% of surveyed employers plan to offer a pay rise (compared to 78% in 2014). The average salary adjustment is expected to be 4%, slightly increased by 0.2% over last year.

### Bonus and Double Pay

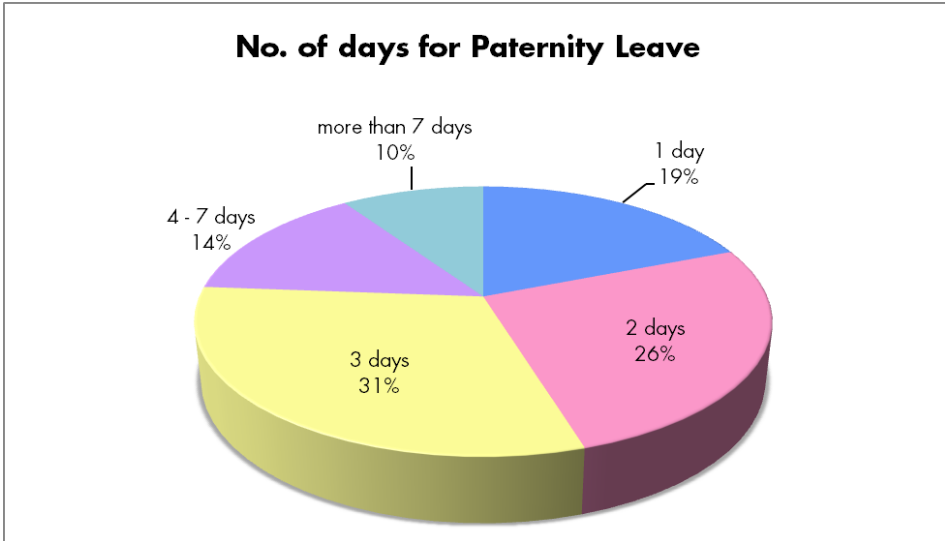
- Performance bonus is provided by 77% of surveyed employers, and the average bonus size is 1.4 months of basic salary. In terms of business sectors, the property development sector provided the highest average performance bonus (3 months of basic salary), followed by the financial services sector (2.8 months).
- Among respondents who provide performance bonuses, 79% of them issue the bonus once per year. 21% of respondents, most of them from manufacturing and trading/distribution, indicated that they issue performance bonuses 2 times or more per year.
- 56% of surveyed companies provided guaranteed double pay to employees in 2014.



### Family-friendly Benefits

#### Paternity Leave

- 42% of surveyed employers already offered paternity leave in 2014, 11% more than the record of 2013. Among those who provided paternity leave, 31% of them offered 3 days, 14% offered 4-7 days, and 10% offered more than 7 days.
- 12% of the respondents plan to offer paternity leave in 2015.



## Mother's Room

- Only 1% of surveyed companies provide a mother's room in the office. It is expected that a further 4% of respondents will install one in 2015.

## Flexible Working Hours

- 17% of respondents have implemented flexible working hours in their workplace.
- Another 16% of the respondents plan to introduce flexible working hours in 2015.

## **Growing demand for family-friendly work environment**

Mr. Justin Yiu, General Manager of Jobs DB Hong Kong Limited, says, "This survey was conducted before the Legislative Council passed the bill to provide three days of paternity leave. At that time, around half of the surveyed employers have already offered paternity leave voluntarily or planned to do so. This survey shows that employers are beginning to realise the importance of family-friendly practices. However, other family-friendly measures such as flexible working hours and mother's room are still not common. A survey conducted earlier by the Public Opinion Programme of The University of Hong Kong revealed that 42% of "post-70s" respondents have quit or have considered quitting so that they can have more time for their families. It shows that employees are very concerned about work-family balance. Apart from pay adjustment, employers should study the feasibility of family-friendly benefits. It is believed that these practices can help reduce turnover and attract talent."

The jobsDB Compensation and Benefit Survey Report 2015 is available at <http://hk.jobsonline.com/enhk/pages/compensation-benefits-survey-2015>

– Ends –

## **About Jobs DB Hong Kong Limited (jobsDB)**

According to Nielsen Opportunity Hunter Telebus Survey 2007-2014, jobsDB.com is the most used recruitment media in Hong Kong. Over the past 16 years, jobsDB.com has built one of the largest databases in Hong Kong with 1.2 million job seeker members, offering over 50,000 jobs per month.

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