

For immediate release

Survey reflects prudent hiring trends in 2016

Only 50% employers would hire in Q1, down 14%

Key findings:

- 50% of surveyed employers said they would hire staff in the coming three months, representing a significant drop from 64% year-on-year.
- 56% respondents were predicting a headcount increase for the year of 2016.
- Overall, 51% respondents were expecting a less active employment market this year, while 37% expected it to remain about the same.
- The three most sought after job functions in 2016 are “Sales, Customer Service / Business Development” (39%), “Accounting” (24%) and “IT” (21%).
- 79% of employers were planning a pay rise in 2016, less than last year’s 90.6%. The predicted average salary adjustment among all companies is +3.4%, compared with last year’s +4.0%.
- 80% provided performance bonus in 2015, 3% up compared with 2014. The overall average performance bonus provided was 1.6 months of basic salary, more than the 1.4 months of that in 2014.
- More and more companies are adding paid holidays such as birthday leave and paternity leave. “Ergonomic working environment” was the most common health-related benefit in 2015.

(Hong Kong, 25 January 2016) Local employers are expecting a less dynamic hiring environment in 2016, according to jobsDB’s Hiring, Compensation & Benefits Survey 2016.

More companies to freeze hiring process in near term

Hiring pace in Hong Kong is expected to be notably slower in 2016, with 50% of surveyed employers said they would hire staff in the coming three months, representing a significant drop from 64% in the same period last year. On the other hand, companies that are planning to freeze hiring process have doubled to 25%.

It is, however, encouraging that 56% respondents were still predicting a headcount

increase in their companies for the year of 2016. Overall, 51% respondents were expecting a less active employment market this year, while 37% expected it to remain about the same.

Among surveyed companies that would hire new staff, the three most sought after job functions are “Sales, Customer Service / Business Development” (39%), “Accounting” (24%) and “Information Technology” (21%). In addition of receiving job applications from active candidates, 39% of surveyed employers have searched for passive candidates by online portals or referrals in the past year.

Employees to receive 3.4% pay rise in average

As many as 79% of employers were planning a pay rise in 2016, despite less than last year’s 90.6%. The predicted average salary adjustment among all companies is +3.4%, compared with last year’s +4.0%.

Among all companies surveyed, 80% provided performance bonus in 2015, 3% up compared with last year. The overall average performance bonus provided was 1.6 months of basic salary, more than the 1.4 months of that in 2014. It is expected that the average performance bonus will remain at 1.6 months of basic salary in 2016.

Employee perks becoming more common

While the average annual leave offered was 14.3 days in 2015, quite the same over the few years, more and more companies are beefing up their fringe benefits by adding paid holidays such as birthday leave and paternity leave. “Ergonomic working environment” was the most common health-related benefit in 2015, with 12% of respondents offering this to their employees.

Mr Justin Yiu, the General Manager of jobsDB Hong Kong, commented on the survey result, “It’s going to be a more challenging year ahead for job seekers, who might well be expecting to face stiffer competition. As companies are becoming more prudent in hiring and increasingly searching for passive candidates, it is essential for all candidates to go the extra mile in order to stand out in the crowd, such as by polishing and highlighting their strengths in the CV and updating their online profile.”

“jobsDB always lives up the reputation as the number one online job portal across the region. We not only strive to provide the most diverse and reliable source of job vacancies, but are also devoted to ensure the job match works in the best interests of both our employers and candidates,” said Mr Yiu.

About jobsDB Group ("jobsDB")

At jobsDB, we believe in an open and inclusive world for all. Here, opportunities and possibilities are plenty: A fresh start. A new career. A welcome change. These are just a few of the things we help to make our candidates happy.

As a leading job portal with substantial positions across Hong Kong, Indonesia, Singapore and Thailand, we are Asia's preferred destination for candidates. With a team of 1,000 talented individuals, we've a strong local presence in every country we're in.

With our understanding and insights on each market, as well as our passion for technology, we provide candidates the best opportunities and deliver exceptional value to hirers.

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