

**For immediate release**

## **Wage growth drops for second year in a row**

*Hong Kong employees receive 3.6% pay rise and 1.2 month bonus on average*

### **Key Findings:**

- An average of 3.6% pay rise was reported for 2016, a continuous drop for 2 years in a row, from 4.7% in 2015 and 5.9% in 2014.
- The “Building & Construction” (5.1%) job functions received the highest pay rise, followed by “IT” (4.9%) and “Marketing & Public Relations” (4.9%). “Sales, CS & Business Development” (1.8%), “Hospitality / F&B” (1.9%) and “Design” (2.4%) received the lowest pay rise.
- The average package for bonus was recorded at 1.2 months (of the basic wage) for 2016, a significant decrease from the 1.7 months recorded last year.
- 39% of employed respondents are seeking to change jobs within this year – a continuous drop from 43% in 2015 and 51% in 2014. Three job functions top this list namely, “Public/Civil” (45%), “Design” (44.9%) and “Merchandising & Purchasing” (44.5%). “Building & Construction” (25.0%) indicated the lowest intent to change jobs.
- 57% of respondents said they are willing to work under less favourable conditions, should a pay rise of up to 30% is given as a trade-off. Among them, over half (57%) of the respondents are willing to accept heavier responsibilities. However, 26% said they wouldn’t trade-off their working conditions for any compensation.
- 63% of respondents admitted to doing personal matters during work hours. In order to motivate them not to do so, they hope their employer could improve on “non-monetary benefits” such as extended lunch time (60%) and a “better salary package” (51%).

(Hong Kong, 28 April 2016) Lower job change intention in the local job market is revealed in jobsDB’s Job Seeker Salary Report for 2016. The survey was conducted in March 2016 to find out about the latest job market situation in Hong Kong. A total of 2,667 local employees participated in this survey.

### **Pay rise continues to fall in 2016**

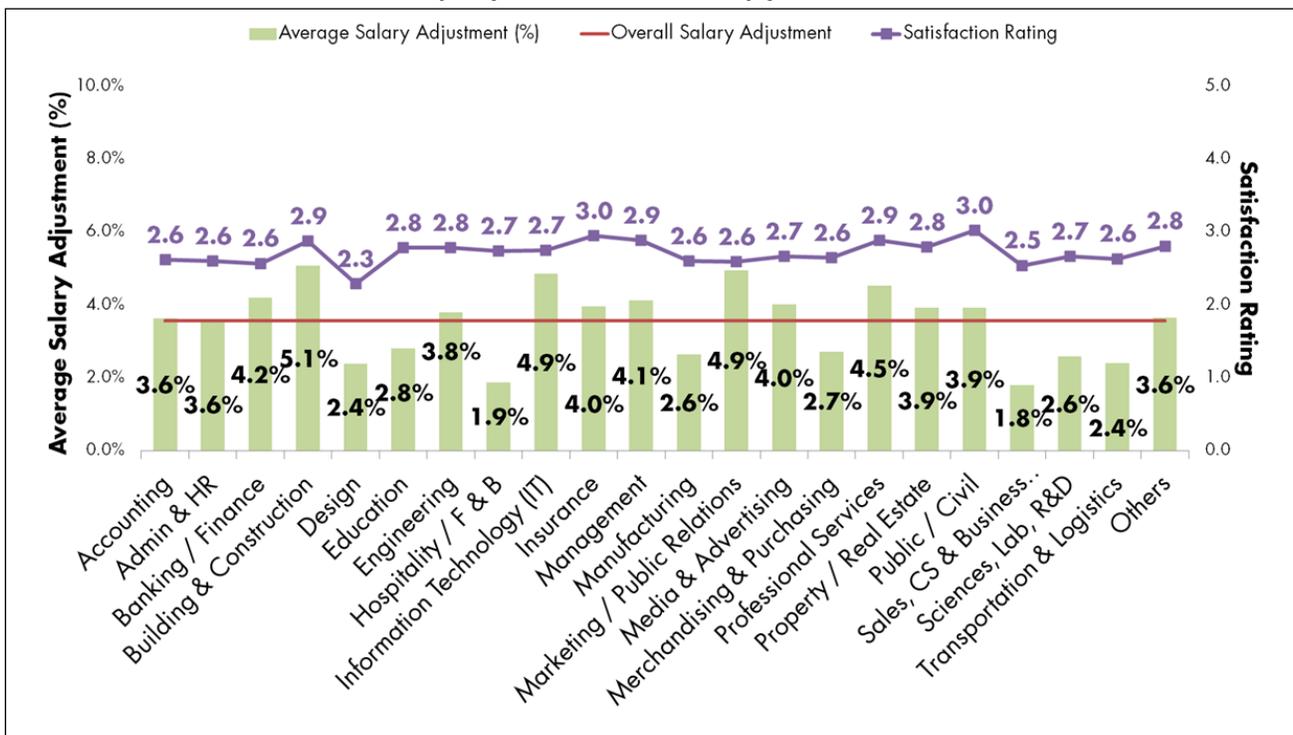
The survey revealed an early sign of salary regression in 2016. 60% of employed respondents has received a pay rise in 2016, with an increase of 3.6% in average – a big

dip from the 4.7% recorded in 2015 and 5.9% in 2014. 4% of respondents reported a pay cut; a significant increase from the 1% recorded last year.

The following job functions received the highest pay rise: “Building & Construction” (5.1%), “IT” (4.9%) and “Marketing & Public Relations” (4.9%). The job functions that received the lowest pay rise are “Sales, CS & Business Development” (1.8%), “Hospitality / F&B” (1.9%) and “Design” (2.4%).

Overall, 51% of the currently employed respondents received a bonus in 2016. An average amount of 1.2 months bonus (of the basic wage) was given – a significant decrease from the 1.7 months recorded last year. 45% of respondents received double pay.

**Salary adjustment in 2016 – by job function**



**More job seekers think twice before they leap**

Local employees have become slightly more cautious in 2016 as only 39% of employed respondents intend to change jobs within this year – a drop from 43% recorded in 2015 and 51% in 2014. The most common reasons for seeking a new job include, “dissatisfied with salary/benefits” (55%), “low advancement opportunity” (38%) and “discontent with company culture” (28%).

Job functions with the highest intention to change jobs are: “Public/Civil” (45%), “Design” (44.9%) and “Merchandising & Purchasing” (44.5%). In contrary, the following job functions indicated the lowest intention to change jobs: “Building & Construction” (25.0%), “Management” (26.9%) and “Professional Services” (28.9%).

### **Employees willing to take up more responsibility with a 30% pay rise**

When asked if respondents are willing to work under less favourable working conditions, 57% of them said they would require equal or less than 30% salary rise as a trade-off. Among them, over half of the respondents (57%) are willing to take up “heavier responsibilities”, while only 9% would accept “bad relationship with co-workers and bosses”. However, 26% said they wouldn’t trade-off their working conditions for any compensation.

### **Employees wish for more non-monetary perks to work harder**

63% of respondents admitted to engaging in personal matters during work hours, with 75% of them spending less than an hour per day on this. The job functions that engage in personal matters the most are: “Professional Services” (75.6%), “IT” (75.1%) and “Media & Advertising” (73.8%). “Insurance” (51.2%) staff spends the least time on personal matters.

The most common reason for employees to engage in personal matters at work is to “take a break or keep their mind refreshed” (56%). In order to motivate them not to do so, 60% of respondents hope their employer could “improve on non-monetary benefits” such as extended lunch time, a 15-30 minute work break and work incentive programmes; while 51% would prefer a “better salary package”.

Mr Justin Yiu, the General Manager of jobsDB Hong Kong, had this to say about the survey result, “In face of economic uncertainties in Hong Kong, employers are increasingly cautious when it comes to pay raises and bonuses. At the same time, employees are becoming more careful when changing their job and job seekers can expect to face a stiffer competition for available vacancies. In order to stand out from the crowd, they should be able to develop a personal brand for themselves.”

“Meanwhile, the survey results show that most of the employees in Hong Kong are willing to make bigger contributions to the company when better benefits are received. Other than the salary package, non-monetary perks also play a crucial role in retaining quality staff by helping them stay healthy at the office and maintaining work-life-balance,” 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 people explore.

As a leading job portal with substantial positions across Hong Kong, Indonesia, Singapore and Thailand, we are Asia's preferred destination for job seekers. With a team of 800 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.

### **About SEEK Asia**

JobStreet.com and jobsDB are part of SEEK Asia, which is the leading online employment market place in Asia. SEEK Asia covers 7 countries namely Hong Kong, Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam.

SEEK Asia is the extension of the Australian Securities Exchange listed company called SEEK. The company's purpose is to help improve people's lives through a better career. SEEK Asia's database consist of over 500,000 corporate hirers and over 24 million candidates.

The press release is released by VT Comms on behalf of the jobsDB Group (Hong Kong). May you have any inquiries, please contact:

VT Comms  
Alice Au Yeung  
Contact number: 9887 9387  
E-mail: [alice@vtcomms.com](mailto:alice@vtcomms.com)

VT Comms  
Beatrice Wong  
Contact number: 6233 7500  
E-mail: [beatrice@vtcomms.com](mailto:beatrice@vtcomms.com)