

For immediate release

**74% of Hong Kong employers are planning pay rises in 2017,
but that is fewer than the last two years**

Average rise is predicted to be 3.7%, according to new jobsDB Survey

Hong Kong – 1 December 2016 – The majority of Hong Kong workers can look forward to pay rises in 2017, according to a new jobsDB Hiring, Compensation & Benefits Survey. The research, revealed that 74% of the employers are planning a pay rise in 2017, which is less than the 79% in 2016 and significantly lower than 91% in 2015.

However, the size of the pay rises varies significantly from company to company and sector to sector. Just over a third of employees will receive an increase of between 4.1-5%, while the average rise is predicted to be 3.7%, compared with 3.4% last year.

Among all companies surveyed, the overall average size of bonus provided in 2016 was 1.3 months of basic salary. The average bonus size is expected to remain the same in 2017.

Staff in the IT sector will see the highest average salary increase at 5.9%, with analyst programmers receiving 6.0% rises and programmers getting an 8.0% bump. This may reflect a shortage of relevant talent in HK, and employers may feel the pressure to retain these employees by increasing their salary. The sector is also expecting the biggest jump in bonuses, from 0.8 to 1.1 months.

The survey also explored hiring trends. Employers emphasized their interest in candidates' relevant working experience (87%) rather than their qualification (52%). "This may indicate that in times of economic uncertainty, employers try to avoid hiring the wrong person and would prefer staff with hands-on experience and previous achievements. Experienced staff can also provide an immediate contribution to the company without too much training," said Justin Yiu, General Manager of Jobs DB Hong Kong Limited.

"The preference for relevant working experience may also prompt employers to proactively search for passive candidates via online portals, or to find reliable candidates by referral. This could explain the big jump in the percentage of respondent companies that have used such recruitment methods – 54% in 2016 vs 39% in 2015," said Yiu.

Among the candidates who turned down such job offers, some 83% of them did so because they had already accepted another offer. "This may indicate a mismatch in the talent market, with employers competing fiercely for the best candidates. A strong and positive employer brand is the key to attracting talent. Unfortunately, only 35% of HR teams use online channels for employer branding and 28% use offline channels. Local employers may need a serious rethink about their employer branding strategy, so as to establish an appealing employer image to attract and retain employees," said Yiu.

The survey also suggests that more and more employers are aware of the importance of work-life balance and are planning to offer new family-related benefits, including:

- Family care leave (in addition to parental leave) – 10% of companies are offering it in 2016, while 8% are planning to introduce it in 2017.
- Childcare centre – 0% respondents provided it in 2016, while 2% of companies are planning to provide this benefit in 2017.
- Mother's room – 9% of the companies already offer a mother's room in their offices, and a further 6% expected to have one in place in 2017.

About 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.

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