

For immediate release

Hong Kong salaries are up 3.9% in 2017 according to new jobsDB survey

IT, real estate and property management pros seeing the highest pay hikes, but changing jobs is still one of the best ways to boost income

Hong Kong – 25 April 2017 – According to a new survey by the leading career portal, jobsDB, Hong Kong salaries are up by an average of 3.9% in 2017.

However, while IT, real estate and property management professionals are seeing the highest increases, the latest Job Seeker Salary Report reveals that, for the majority of people, landing a new job is still one of the best ways to increase their earnings.

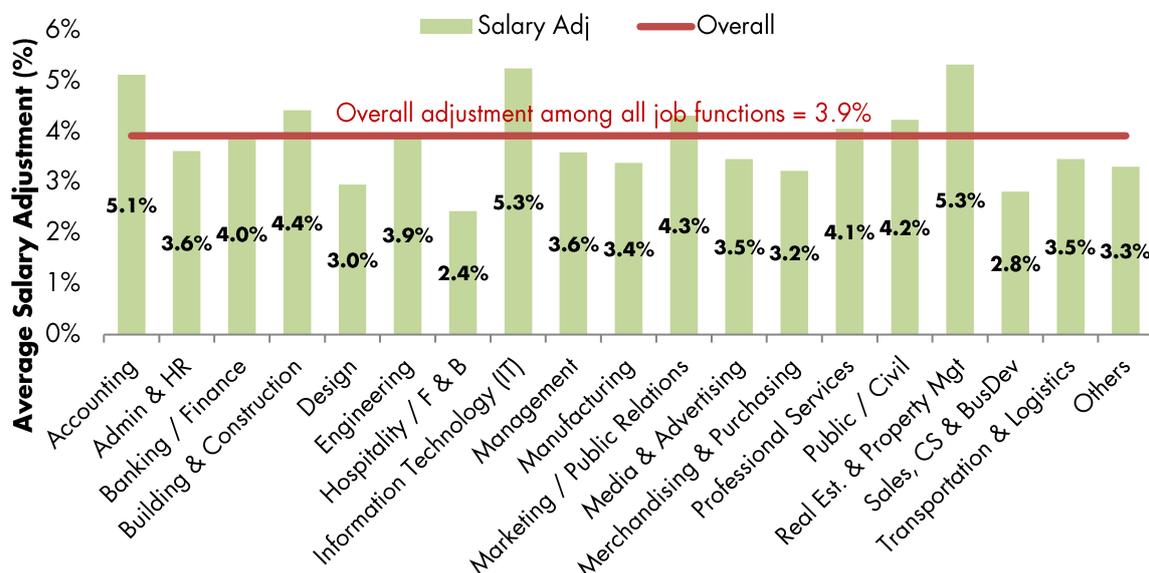
Although the average salary increase in 2017 is slightly higher than last year’s 3.6%, it is still significantly lower than the 4.7% that people saw in 2015, and quite a lot less than the 5.9% recorded in 2014.

“The Hong Kong Government is forecasting modest economic growth of 2-3% in 2017; accordingly, the market is seeing a slight increase in pay rises this year. As for the performance in the next quarter, it will depend on global economic activity in the second half of the year,” said Justin Yiu, General Manager of Jobs DB Hong Kong Limited.

A mixed picture

In general, the average salary increase across the market appears to be slight. Only 61% of currently employed respondents received a pay rise this year – a bit higher than last year’s 60%. More than half of those in the professions of manufacturing, design, media and advertising had no increase at all. In fact, 2% of the people surveyed actually received a pay cut, although that was half as many as in 2016.

Percentage of monthly salary adjustment in 2017 – By job function



Among all job functions, hospitality/F&B received the lowest average salary increment of only 2.4%. However, the picture in the professions of property and IT is very different. Real estate, property management and IT personnel enjoyed the highest average rise of 5.3%, and programmers and analyst programmers got even more, winning 8.1% and 8.4% respectively.

On the bonus front, the average in 2017 was 1.5 times the basic monthly wage, which represents an increase on the 1.2 months in 2016. But, that is still less than the average 1.7 months of salary bonus awarded in 2015.

Change, change, change

Changing jobs can be a good way to obtain a significant salary increase, with the average job-hop delivering 5.3 per cent more income than the previous position. Some 23% of respondents reported that they had changed their jobs – a decrease from 27% last year. The most common reason for the move was salary dissatisfaction.

Employees with the least experience were the most active in changing jobs. More than a third of respondents (34%) with two years or less of work experience reported changing their job in the past 12 months. That compares with only 18% of respondents with more than 10 years of experience reporting a job change.

It looks like the job-hopping rate will accelerate this year, since 43% of employed respondents are intending to change jobs, compared to 39% in 2016. Many (19%) of them will be repeat hoppers, having also changed their jobs in the previous year.

Overworked *and* underpaid

The new report also revealed that most people (89%) work overtime at the office, and the majority of them (75%) receive no compensation for it. The amount of weekly overtime runs from 4 hours (39%), to 7 hours (23%) and 16 hours or more (3%).

Apart from working overtime at the office, 61% of respondents also work during their personal time. Most of the work activity conducted during personal time is communication, with some 41% of people reporting always or often receiving and replying to text messages, and 35% saying the same about emails. The reasons for putting in extra effort also vary, from “handling an urgent job” (54%) to “not wanting to upset the boss, colleagues or clients” (48%). Nearly half of those surveyed (46%) even mentioned that it is “part of the job.”

“The biggest culprit causing unpaid overtime could be a combination of communication technology advancement and the always-on culture,” said Yiu. “Some jobs might also require longer working hours than others, so it is hard to find a solution that works for all. Strong leadership by managers who focus on staff productivity rather than presence in the office, combined with an emphasis on work/life balance within a company’s culture, could go a long way to reducing or eliminating this issue.”

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.

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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.

Issued on behalf of the jobsDB Group (Hong Kong) by LEWIS.

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