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<u>**Hong Kong Computer Society Announces Positive**</u>
<u>**IT Industry Employment and Salary Trend Survey Results**</u>

August 10th, 2011 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong IT Industry Employment and Salary Trend Survey. This year, 80% of IT employees have been awarded a rise of salary while over 70% of employees have got an annual increase at over 4%. 10% of companies even offer over 10% of salary growth, reflecting a bright career prospect in IT industry.

Over 50% of interviewed companies hired fresh IT graduates this year and 90% of them are receiving an entry salary of over HK$10,000 per month. 35% of interviewed companies increased their entry salary by over 4%, comparing to previous year while another 43% companies are offering an average growth by 1% to 3%, which reflect satisfied career prospects for IT majored students.

Ir Stephen K.M. Lau, JP, the President of Hong Kong Computer Society, stated that HKCS started the survey in July and received response from 43 public and private large corporations. 80% of interviewed companies are hiring over 100 employees while 60% of them have over 100 staff in IT department. HKCS believe that the results could be very representative and reflect the true picture. This is the first industry survey that HKCS conducted and such similar survey will be conducted on a regular base afterwards.

According to the HKCS survey, 79.1% of IT employees have enjoyed a salary rise this year. The average growth is about 4% to 6% for 54.5% of interviewed companies, and even over 10% for 9.1% of them.

IT Industry Salary Average Growth Rate	Number of Company	Total Percentages (Round up to 1 digit)
Less than 1%	1	3.0%
1%-3%	7	21.2%
4%-6%	**18**	**54.5%**
7%-9%	4	12.1%
10% or above	3	9.1%

to be continued…

Besides, the fresh IT graduates are also witnessing an increase in entry salary when they join IT industry. 90% of fresh graduates can earn over HK$10,000 per month, which was increased in compare with previous year.

Among the 43surveyed companies, 51.2% of them hired fresh IT graduates this year. Over 90% of companies offered over HK$10,000 as the starting salary while 25% of them even offered over HK$16,000 to attract new blood. The most common salary range for fresh graduates is HK$10,001 to HK$12,000, offered by 40% of companies.

Average Salary for IT Fresh Graduates	Number of Company	Total Percentages
HK$8,000-HK$ 10,000	2	10%
HK$10,001-HK$ 12,000	**8**	**40%**
HK$ 12,001-HK$14,000	3	15%
HK$14001-HK$16,000	2	10%
HK$16,001 or over	5	25%

The survey also reveals that the starting salary of IT staff is increasing. 35.7% of companies increased their starting salary for fresh graduates by over 4% in compare with previous year. The most common growth rate is from 1% to 3%, which are adopted by 43% of interviewed companies.

IT Fresh Graduates Salary Growth Rate	Number of Company	Total Percentages
Less than 1%	3	21.4%
1%-3%	**6**	**42.9%**
4%-6%	2	14.3%
7%-9%	1	7.1%
10% or above	2	14.3%

Mr. Michael Leung, Vice President (Talent Cultivation), Hong Kong Computer Society explained, "as computer, telecommunications, internet and wireless technologies are developing at tremendous speed, talent demand is also growing rapidly. However, after the burst of dotcom bubble, the number of students taking IT as first choice for their tertiary education has significantly decreased and we also witnessed a drop of student quality of IT major. The main reason is the inadequate understanding of the career prospects of ICT industry among students and their parents. The positive results of HKCS employment survey, especially the salary growth and fresh graduate employment rate, can help delivering a clear picture of the good prospect of ICT industry."

"ICT has been closely linked to daily life and will influence future human life style. I urge the youngsters to consider joining this creative, dynamic, promising industry which contribute profoundly to human being, As the prospects and salary paid of IT industry are both ideal, I also recommend parents to encourage and support your children to devote to this promising industry," stressed Mr. Leung.

About Hong Kong Computer Society
The Hong Kong Computer Society (HKCS) is a non-profit professional organisation established in 1970, which strives to improve and develop Hong Kong's ICT industry. Being the most well-established and the largest professional association in Hong Kong, HKCS is dedicated to promote the highest professional standards for the industry. HKCS members are from a broad spectrum of Hong Kong's ICT industry, from corporate users to individual talents, all working together for the benefit of the industry.

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Appendix: Hong Kong Computer Society IT Employment Survey Result

A). Total number of surveys received: 43

B) Questions and Results

Question 1: How many employees in your company? (43 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
0-50	4	9.3%
51-100	3	7%
101-200	6	14%
201-300	1	2.3%
301-400	0	0%
401 or above	29	67.4%

Question 2: How many IT or IM (Information Management) related employees in your company? (43 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
0-20	8	18.6%
21-40	3	7%
41-60	2	4.7%
61-80	3	7%
81-100	2	4.7%
101 or above	25	58.1%

Question 3: Did your company employ any IT or IM related fresh graduates this year? (43 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
Yes (answer Question 4)	22	51.2%
No (answer Question 8)	21	48.8%

Question 4: How many IT or IM related fresh graduates did your company employ this year? (22 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
1-3	7	31.8%
4-6	4	18.2%
7-9	2	9.1%
10 or above	9	40.9%

Question 5: What is their average starting salary this year? (20 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
HK$8,000-HK$ 10,000	2	10%
HK$10,001-HK$ 12,000	8	40%
HK$ 12,001-HK$14,000	3	15%
HK$14001-HK$16,000	2	10%
HK$16,001 or above	5	25%

Question 6: Is the starting salary higher than last year? (19 responses)

Choice	Number of the Choices	Total Percentages (Round up to 1 digit)
Yes (answer Question7	13	68.4%
No (answer Question 8)	6	31.6%

Question 7: What is the percentage increase? (14 responses)

Choice	Number of Choices	Total Percentages (Round up to 1 digit)
Less than 1%	3	21.4%
1%-3%	6	42.9%
4%-6%	2	14.3%
7%-9%	1	7.1%
10% or above	2	14.3%

Question 8: Did the employees in the IT related departments overall enjoy a pay rise this year?   (43 responses)

Choice	Number of Choices	Total Percentages (Round up to 1 digit)
Yes (answer Question 9)	34	79.1%
No	9	20.9

Question 9: What is the overall average percentage increase? (33 responses)

Choice	Number of Choices	Total Percentages (Round up to 1 digit)
Less than 1%	1	3.0%
1%-3%	7	21.2%
4%-6%	18	54.5%
7%-9%	4	12.1%
10% or above	3	9.1%