

**MEDIA RELEASE
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**Hong Kong Computer Society Announces IT Industry Employment and Salary
Trend Survey Results**

**ICT Professionals in Nearly 80% Companies enjoy a Pay Rise, mostly at over 4%
Closed to 95% ICT Graduates Earned more than 10K; 45% got 10% pay raise by 3 years**

August 14th , 2013 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong IT Industry Employment and Salary Trend Survey. This year, about 80% of ICT professionals receive a pay rise while nearly 70% of them enjoy an increase at over 4%. One out of ten respondents even offers a raise at over 7%, reflecting a bright career prospect in the ICT industry.

Moreover, 44% of the respondents hired ICT fresh graduates this year, with 92.44% of them offering a starting monthly salary over HK\$10,000, while 10% of them offering higher than HK\$16,000 per month, which is higher than last year at 4-6% averagely, indicating an excellent prospect for ICT industry.

Mr. Michael Leung, the President of Hong Kong Computer Society, stated that this was the 3rd consecutive year HKCS recorded a pay rise for ICT professionals with the rate mostly over 4%, since the first IT Industry Employment and Salary Trend Survey was conducted in 2011. The accumulated salary increase rate for these three years had been over 10% and had outperformed the inflation rate, which was an indication of stable growth of IT salary and a good industry prospect.

HKCS started the questionnaire survey among corporate members in June and collected 87 responses including large public and private organizations. 76% of interviewed companies are hiring more than 100 employees, and 60% are hiring over 400 staff. Among the responses, 44% of them have over 100 ICT related staff. HKCS believes that the result is highly representative.

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Mr. Michael Leung pointed out that nearly 80% of ICT employees have enjoyed a salary rise this year. The average growth is over 4% for 69.11% of companies. 58.82% of interviewed companies offered an increase rate at 4-6%, and even over 7% for more than 10% of them.

Did I.T. Department Enjoy a Pay Rise This Year?	Number of Company	Total Percentages (Round up to 2 digit)
Yes	68	78.16%
No	19	21.84%

The average growth is about 4% to 6% for 58.82% of interviewed companies; while for 10.29% of them, the rate even exceeds 7%.

IT Industry Salary Average Growth Rate	Number of Company	Total Percentages (Round up to 2 digit)
Less than 1%	2	2.94%
1%-3%	18	26.47%
4%-6%	40	58.82%
7%-9%	2	2.94%
10% or above	5	7.35%
No information provided	1	1.47%

Year	IT Industry Salary Growth Rate	Total Percentages of Interviewed Companies that Year
2011	4% or above	75.70%
2012	4% or above	93.75%
2013	4% or above	69.11%

Among the 87 surveyed companies, 43.68% of them hired fresh ICT graduates this year. Over 95% of hiring companies offer a starting salary higher than HK\$10,000, while 42.11% of them offer over HK\$14,000 to attract new talents.

As a whole, the survey also reveals that the starting salary of IT staff is increasing. 68.42% of companies increased their starting salary for fresh graduates. Compare with previous year of 61.54%, the increase is raised by over 4%.

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Average Salary for IT Fresh Graduates	Number of Company	Total Percentages
HK\$8,000-HK\$ 10,000	2	5.26%
HK\$10,001-HK\$ 12,000	11	29.95%
HK\$ 12,001-HK\$14,000	8	21.05%
HK\$14,001-HK\$16,000	11	28.95%
HK\$16,001 or over	5	13.16%
No answer	1	2.63%

IT Fresh Graduates Salary Growth Rate	Number of Company	Total Percentages
1%-3%	10	38.36%
4%-6%	11	42.31%
7%-9%	4	15.38%
10% or above	1	3.85%

Mr. Michael Leung said, “in order to reflect that ICT is an ideal career for young people, HKCS started collecting data for the salary growth after working in the industry for 3 years and 5 years in the survey. The results showed that 45.98% of ICT professional would enjoy a salary rise of over 10% for working in the field for 3 years, while 36.77% of ICT professional would get over 20% of salary growth after 5 years working. It reflects that the salary growth of the industry has been rather ideal.”

Average Salary Growth for an ICT Graduate working for 3 Years	Number of Company	Total Percentages (Round up to 2 digit)
0%-2%	2	2.30%
3%-5%	23	26.44%
6%-10%	6	6.90%
11%-20%	19	21.84%
20%+	21	24.14%
Not applicable	16	18.39%

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Average Salary Growth for an ICT Graduate working for 5 Years	Number of Company	Total Percentages (Round up to 2 digit)
0%-2%	3	3.45%
3%-5%	14	16.09%
6%-10%	12	13.79%
11%-20%	8	9.20%
20%+	32	36.78%
Not applicable	18	20.69%

“According to the survey results, ICT fresh graduates and other ICT professionals both receive a pay rise, which is quite good considering current labor market in Hong Kong. Meanwhile, over 40% of respondents hire ICT fresh graduates this year. With the uncertain prospects of the global economy, the demand for ICT talents remains strong and companies are willing to allocate more resources to ICT, which suggests further room for development of the ICT industry.” Noted Mr. Michael Leung.

Mr. Michael Leung explained, “As computer, telecommunications, Internet and wireless technologies are developing at tremendous speed, so is ICT talent demand. However, after the burst of dotcom bubble, the number of students taking IT as first choice for their tertiary education has significantly decreased and the quality of enrolled students also declined. The main reason is that most students and their parents lack adequate understanding of ICT career prospects. The positive results of HKCS employment survey demonstrate ideal salary growth as well as good prospects of the ICT industry. I urge the youngsters to consider joining this creative, dynamic and promising industry.”

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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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Issued by: Hong Kong Computer Society
For Media Enquiry: Please contact Mr. Davis Man of Man Communications
Limited at 852-2862 0042 (office)

Appendix: Hong Kong Computer Society IT Employment Survey Result

A). Total number of surveys received: **87**

B) Questions and Results

Question 1: How many employees in your company? (87 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
0-50	11	12.64%
51-100	10	11.49%
101-200	7	8.05%
201-300	5	5.75%
301-400	2	2.30%
401 or above	52	59.77%

Question 2: How many ICT (Information and Communication Technology) or IM (Information Management) related employees in your company? (87 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
0-20	30	34.48%
21-40	7	8.05%
41-60	4	4.60%
61-80	2	2.30%
81-100	6	6.90%
101 or above	38	43.68%

Question 3: Did your company employ any ICT or IM related fresh graduates this year? (87 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question 4)	38	43.68%
No (answer Question 8)	49	56.32%

Question 4: How many ICT or IM related fresh graduates did your company employ this year? (38 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
1-3	16	42.11%
4-6	3	7.89%
7-9	5	13.16%
10 or above	13	34.21%
No answer	1	2.63%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company this year? (38 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
HK\$8,000-HK\$10,000	2	5.26%
HK\$10,001-HK\$12,000	11	28.95%
HK\$12,001-HK\$14,000	8	21.05%
HK\$14001-HK\$16,000	11	28.95%
HK\$16,001 or above	5	13.16%
No answer	1	2.63%

Question 6: Is the starting salary higher than last year? (38 responses)

Choice	Number of the Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question7)	26	68.42%
No (answer Question 8)	11	28.95%
No answer	1	2.63%

Question 7: What is the percentage increase? (26 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
1%-3%	10	38.46%
4%-6%	11	42.31%
7%-9%	4	15.38%
10% or above	1	3.85%

Question 8 : What is the average salary increase for a ICT or IM related fresh graduate after working 3 years? (69 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
0%-2%	2	2.30%
3%-5%	23	26.44%
6%-10%	6	6.90%
11%-20%	19	21.84%
20%+	21	24.14%
Not applicable	16	18.39%

Question 9 : What is the average salary increase for a ICT or IM related fresh graduate after working 5 years? (87 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
0%-2%	3	3.45%
3%-5%	14	16.09%
6%-10%	12	13.79%
11%-20%	8	9.20%
20%+	32	36.78%
Not applicable	18	20.69%

Question 10: Did the employees in the ICT related departments overall enjoy a pay rise this year? (87 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Yes (answer Question 11)	68	78.16%
No (answer Question 12)	19	21.84%

Question 11: What is the overall average percentage of increased rate? (68 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Less than 1%	2	2.94%
1%-3%	18	26.47%
4%-6%	40	58.82%
7%-9%	2	2.94%
10% or above	5	7.35%
No answer	1	1.47%

Question 12: Does your company offer internship positions for university students from time to time? (87 responses)

Choice	Number of Choices	Total Percentages (Round up to 2 digit)
Yes	49	56.32%
No	38	43.68%