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Hong Kong Computer Society Announces IT Industry Employment and Salary Trend Survey Results
ICT Professionals in 69.35% Companies enjoyed a Pay Rise in 2020; Half of the Companies Increased ICT headcount
56% ICT Graduates Earned more than 16K

March 21, 2021 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong IT Industry Employment and Salary Trend Survey. In 2020, 69.35% of ICT professionals received a pay rise while 58.14% of them enjoyed an increase between 1 to 3%. 34.88% of respondents even offered a raise at over 4%, outperforming the inflation rate of 1.3% stated in Budget 2021. Under the COVID-19 epidemic, based on the survey findings, there was no massive layoff in the industry. Instead, over half of the respondents confirmed an increase in headcount, reflecting a better career prospect in the ICT industry in comparison with the current unemployment rate at 7% in Hong Kong.

Moreover, over 60% of the respondents hired ICT fresh graduates in 2020, with around 75% of them offering a starting monthly salary over HK$14,000, while 56.41% of them offering higher than HK$16,000 per month. 56% of companies offered a raise at over 4%, indicating an excellent prospect for ICT graduates.

Dr. Ted Suen MH, the President of Hong Kong Computer Society said, "ICT industry has been lacking of talents. Last year, HKCS recorded a pay rise for ICT professionals in closed to 70% companies with the rate outperforming the inflation rate, which was an indication of stable growth of ICT salary and a good industry prospect. As Chief Executive stated in Policy Address, Hong Kong will promote itself as an international innovation and technology hub. Leading sectors such as finance, shipping, trading, tourism, retails and service industries have been gearing up in digital transformation for further development, which will provide enormous career opportunities for ICT professional. I highly encourage youngsters in Hong Kong to study ICT related subjects and develop their career in the industry. On the other hand, Government should proactively involve more resources in cultivating ICT talents, especially in Artificial Intelligence, FinTech, Cyber Security and to tackle the needs for future development."

HKCS started the questionnaire survey among corporate members in the fourth quarter of last year and collected 62 responses including large public and private organizations. Over 90% of interviewed companies are hiring more than 100 employees, in which nearly 70% are hiring over 400 staff. Among the responses, 48.39% of them have over 100 ICT related staff. HKCS believes that the results are highly representative.

Dr. Suen pointed out that nearly 70% of ICT employees have enjoyed a salary rise in 2020. The average growth was over 4% for 34.88% of companies. 58.14% of interviewed companies offered an increase rate at 1-3%, and 6.98% even for over 10% of them.

Did the salary of employees in the ICT related departments has a change this year?	Total Percentages
Salary Increased	**69.35%**
Salary Decreased	3.23%
No Change	27.42%

What is the overall average percentage of increased rate?	Total Percentages
Less than 1%	6.98%
1%-3%	**58.14%**
4%-6%	18.60%
7%-9%	9.30%
10% or above	6.98%

Among the 62 surveyed companies, 62.9% of them hired fresh ICT graduates this year. 74.36% of hiring companies offered a starting salary higher than HK$14,000, while 56.41% of them offered over HK$16,000 to attract new talents.

As a whole, the survey also revealed that the starting salary of ICT staff was increasing. 64.1% of companies increased their starting salary for fresh graduates, while 56% of them offer over 4% in compare with previous year.

What is the average starting salary of ICT or IM related fresh graduate in your company this year?	Total Percentages
HK$8,000-HK$10,000	0.00%
HK$10,001-HK$ 12,000	10.26%
HK$12,001-HK$14,000	15.38%
HK$14001-HK$16,000	17.95%
HK$16,001 or above	**56.41%**

What is the percentage increase of the starting salary of ICT or IM related fresh graduate in your company this year?	Total Percentages
1%-3%	44.00%
4%-6%	**40.00%**
7%-9%	**12.00%**
10% or above	**4.00%**

Dr. Suen said, "in order to reflect that ICT is an ideal career for youngsters, HKCS collected data for the salary growth after working in the industry for 3 years in the survey again. The results showed that 25.81% of ICT professional would get 11-20% of salary growth and 27.42% would gain even higher than 20%. During the period, the annual rate of change in the Composite Consumer Price Index, after netting out the effects of all Government's one-off relief measures, announced in 'Annual Report on the Consumer Price Index 2020' published by Hong Kong SAR Government was 2.6%, 3.0% and 1.3% respectively. It reflects that the salary growth of the industry has been outperforming the inflation rate and reflecting a satisfactory real growth."

What is the average salary increase for a ICT or IM related fresh graduate after working 3 years?	Total Percentages
0%-2%	8.06%
3%-5%	14.52%
6%-10%	14.52%
11%-20%	**25.81%**
20%+	**27.42%**
Not applicable	9.68%

Dr. Suen pointed out, there was no massive layoff among the industry under the COVID-19 epidemic in 2020. Instead, over half of the respondents confirmed an increase in headcount, Apart from that, around 30% of the respondents froze their headcount and 20% downsized, 60% of which reduced their headcount for less than 10%.

Did the number of employees in the ICT related departments has a change this year?	*Total Percentages*
Number of Staff Increased	**48.39%**
Number of Staff Decreased	20.97%
No Change	30.65%

What is the overall average % of ICT related staff decreased rate?	*Total Percentages*
Less than or equal to 10%	**61.54%**
11%-15%	23.08%
16%-20%	0.00%
21%-25%	7.69%
26% or above	7.69%

"According to the survey results, ICT fresh graduates and other ICT professionals both received a pay rise in 2020, which is quite good considering current labor market in Hong Kong. Meanwhile, over 60% of respondents hired ICT fresh graduates last year and over 80% of companies offered internship position for ICT undergraduates. 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 Dr. Suen.

About the Hong Kong Computer Society (HKCS)

Founded in 1970, the Hong Kong Computer Society (HKCS) is a recognised non-profit professional organisation focused on developing Hong Kong's Information Technology (IT) profession and industry. Their members come from a broad spectrum of Hong Kong's IT community, from corporations to like-minded individuals, all coming together to raise the profile and standards of the IT profession and industry.

As a well-established IT professional body, the Society is committed to professional and industry development as well as community services to ensure the IT sector continues to make a positive impact on peoples' lives with three main goals, namely, 1) talent cultivation and professional development, 2) industry development and collaboration, and 3) the effective use of IT in our community.

For more details, please visit http://www.hkcs.org.hk.

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Appendix: Hong Kong Computer Society IT Employment Survey Result 2021

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A) Total number of surveys received: 62

B) Questions and Results

Question 1: How many employees in your company? (62 responses)

Choice	Total Percentages
0-50	6.45%
51-100	4.84%
101-200	12.90%
201-300	4.84%
301-400	0.00%
401 or above	70.97%

Question 2: How many ICT (Information and Communication Technology) or IM (Information Management) related employees in your company? (62 responses)

Choice	Total Percentages
0-20	12.90%
21-40	11.29%
41-60	11.29%
61-80	9.68%
81-100	6.45%
101 or above	48.39%

Question 3: Did your company employ any ICT or IM related fresh graduates this year? (62 responses)

Choice	Total Percentages
Yes (answer Question 4)	62.90%
No (answer Question 8)	37.10%

Question 4: How many ICT or IM related fresh graduates did your company employ this year? (39 responses)

Choice	Total Percentages
1-3	53.85%
4-6	12.82%
7-9	5.13%
10 or above	28.21%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company this year? (39 responses)

Choice	Total Percentages
HK$8,000-HK$10,000	0.00%
HK$10,001-HK$ 12,000	10.26%
HK$12,001-HK$14,000	15.38%
HK$14001-HK$16,000	17.95%
HK$16,001 or above	56.41%

Question 6: Is the starting salary higher than last year? (39 responses)

Choice	Total Percentages
Yes (answer Question7)	64.10%
No (answer Question 8)	35.90%

Question 7: What is the percentage increase? (25 responses)

Choice	Total Percentages
1%-3%	44.00%
4%-6%	40.00%
7%-9%	12.00%
10% or above	4.00%

Question 8：What is the average salary increase for a ICT or IM related fresh graduate after working 3 years? (62 responses)

Choice	Total Percentages
0%-2%	8.06%
3%-5%	14.52%
6%-10%	14.52%
11%-20%	25.81%
20%+	27.42%
Not applicable	9.68%

Question 9: Did the salary of employees in the ICT related departments has a change this year? (62 responses)

Choice	Total Percentages
Salary Increased (answer Question 10)	69.35%
Salary Decreased (answer Question 11)	3.23%
No Change（answer Question 12）	27.42%

Question 10: What is the overall average percentage of increased rate? (Answer Question 13) (43 responses)

Choice	Total Percentages
Less than 1%	6.98%
1%-3%	58.14%
4%-6%	18.60%
7%-9%	9.30%
10% or above	6.98%

Question 11: What is the overall average percentage of decreased rate? (2 responses)

Choice	Total Percentages
Less than 1%	0.00%
1%-3%	0.00%
4%-6%	100.00%
7%-9%	0.00%
10% or above	0.00%

Question 12: Did the number of employees in the ICT related departments has a change this year due to different reasons? (62 responses)

Choice	Total Percentages
Number of Staff Increased (answer Question 13)	48.39%
Number of Staff (answer Question 14)	20.97%
No Change（answer Question 15）	30.65%

Question 13: What is the overall average percentage of increased rate? (Answer Question 16) (30 responses)

Choice	Total Percentages
Less than or equal to 10%	73.33%
11%-15%	10.00%
16%-20%	3.33%
21%-25%	3.33%
26% or above	10.00%

Question 14: What is the overall average percentage of decreased rate? (13 responses)

Choice	Total Percentages
Less than or equal to 10%	61.54%
11%-15%	23.08%
16%-20%	0.00%
21%-25%	7.69%
26% or above	7.69%

15. Will there any salary change for employees in the ICT related departments in 2021? (62 responses)

Choice	Total Percentages
Number of Staff Increased (answer Question 16)	50.00%
Number of Staff (answer Question 17)	1.61%
No Change（answer Question 18）	48.39%

16. What is the expected percentage of increased rate? (31 responses)

Choice	Total Percentages
Less than 1%	6.45%
1%-3%	61.29%
4%-6%	22.58%
7%-9%	9.68%
10% or above	0.00%

17. What is the expected percentage of decreased rate? (1 responses)

Choice	Total Percentages
Less than 1%	0.00%
1%-3%	0.00%
4%-6%	100.00%
7%-9%	0.00%
10% or above	0.00%

Question 18: Does your company offer internship positions for university students from time to time? (62 responses)

Choice	Total Percentages
Yes	82.26%
No	17.74%

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