

**MEDIA RELEASE  
FOR IMMEDIATE RELEASE**

**Hong Kong Computer Society Announces a Positive Results of ICT Industry  
Employment and Salary Trend Survey.**

**73% of ICT Professionals will enjoy a Pay Rise this year and half of them will  
witness an average growth rate of 4% or above**

**In 2021: ICT Professionals in 65% Companies Enjoyed a Pay Rise; Half of the Companies  
Increased ICT headcount; 67% ICT Graduates Earned more than \$18K**

**April 14, 2022 · Hong Kong** — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong ICT Industry Employment and Salary Trend Survey. 73.33% of surveyed companies will raise the salary of ICT Professionals this year, of which 56.83% of the respondents will have an average growth rate of 4% or more. Besides, in the year of 2021, 65% of ICT professionals received a pay rise while 61.54% of the companies offered a raise at 4% or above, outperforming the inflation rate of 0.6% stated in Budget 2022. Under the COVID-19 epidemic, based on the survey findings, over 70% of respondents did not layoff ICT staff. Instead, over half of the respondents confirmed an increase in headcount, reflecting a better career prospect in the ICT industry.

Moreover, over 55% of the respondents hired ICT fresh graduates in 2021, with around 67.65% of them offering a starting monthly salary over HK\$18,000, while over 15% of them offering higher than HK\$22,000 per month. Around 50% of companies offered a raise at over 4%, indicating an excellent prospect for ICT graduates.

Dr. Rocky Cheng, the President of Hong Kong Computer Society said, “ICT industry has been lacking of talents. In comparison with 65% in 2021, HKCS recorded a pay rise for ICT professionals in over 70% companies this year with the rate outperforming the inflation rate, which is an indication of stable growth of ICT salary and a good industry prospect. As Chief Executive stated in Policy Address, Hong Kong will make Innovation and Technology (I&T) a new impetus to the economy of Hong Kong and developing Hong Kong into an international I&T hub as promulgated in the 14th Five-Year Plan. Furthermore, Hong Kong will also proactively promote the development of technology and innovation industries in the northern metropolitan area, and is committed to promoting the integration and exchange of I&T industries between Hong Kong and the Greater Bay Area, offering more development opportunities for local ICT professionals.”

“Reacting to the COVID-19 epidemic, leading sectors such as finance, shipping, trading, tourism, retails and service industries have been gearing up in digital transformation, which will certainly provide enormous career opportunities for ICT professionals. 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.” Added Dr. Cheng.

HKCS started the questionnaire survey among corporate members in the first quarter this year and collected 60 responses including large public and private organisations. Around 80% of interviewed companies are hiring more than 100 employees, in which 60% are hiring over 400 staff. Among the responses, 41.67% of them have over 100 ICT related staff. HKCS believes that the results are highly representative.

Based on the survey findings, over 70% of ICT employees will enjoy a salary rise this year. The average growth will over 4% for over 50% of companies.

<i>Will there any salary change for employees in the ICT related departments in 2022?</i>	Total Percentages
<b>Number of Salary Increased</b>	<b>73.33%</b>
Number of Salary Decreased	1.67%
No Change	25.00%

<i>What is the expected percentage of increased rate?</i>	Total Percentages
Less than 1%	0.00%
1%-3%	43.17%
<b>4%-6%</b>	<b>38.64%</b>
<b>7%-9%</b>	<b>4.55%</b>
<b>10% or above</b>	<b>13.64%</b>

Reviewing the Year of 2021, 65% of ICT employees enjoyed a salary rise. The average growth was over 4% for over 60% of companies. 35.90% of interviewed companies offered an increase rate at 1-3%, and 17.95% even for over 10% of them.

<i>Did the salary of employees in the ICT related departments has a change in 2021?</i>	Total Percentages
<b>Salary Increased</b>	<b>65.00%</b>
Salary Decreased	0%
No Change	35.00%

<i>What was the overall average percentage of increased rate?</i>	Total Percentages
Less than 1%	2.56%
1%-3%	35.90%
<b>4%-6%</b>	<b>30.77%</b>
<b>7%-9%</b>	<b>12.82%</b>
<b>10% or above</b>	<b>17.95%</b>

Among the 60 surveyed companies, 56.67% of them hired fresh ICT graduates in 2021. 67.65% of hiring companies offered a starting salary higher than HK\$18,000, while 17.65% of them offered over HK\$22,000 to attract new talents.

As a whole, the survey also revealed that the starting salary of ICT staff was increasing. 70% of companies increased their starting salary for fresh graduates, while 62.5% of them offer over 4% in compare with previous year.

<i>What was the average starting salary of ICT or IM related fresh graduate in your company in 2021</i>	Total Percentages
HK\$10,00 or Below	2.94%
HK\$10,001-HK\$ 14,000	2.94%
HK\$ 14,001-HK\$18,000	26.47%
<b>HK\$18,001-HK\$22,000</b>	<b>50.00%</b>
<b>HK\$22,001-HK\$26,000</b>	<b>14.71%</b>
<b>HK\$26,001 or above</b>	<b>2.94%</b>

<i>What was the percentage increase?</i>	Total Percentages
Below 1%	8.33%
1%-3%	29.17%
<b>4%-6%</b>	<b>25.00%</b>
<b>7%-9%</b>	<b>8.33%</b>
<b>10% or above</b>	<b>29.17%</b>

Dr. Cheng 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 and 5 years in the survey. The results showed that closed to 60% of ICT professionals would enjoy a salary rise of over 10% for working in the field for 3 years, while 61.67% of ICT professionals would get over 20% of salary growth after 5 years working, and 20% even for over 50% of them. It reflects that the salary growth of the industry has been quite ideal.”

<i>What is the average salary increase for a ICT or IM related fresh graduate after working 3 years?</i>	Total Percentages
5% or Below	21.67%
6%-10%	18.33%
<b>11%-20%</b>	<b>31.67%</b>
<b>21%-30%</b>	<b>10.00%</b>
<b>31% or Above</b>	<b>16.67%</b>
Not applicable	1.66%

<i>What is the average salary increase for a ICT or IM related fresh graduate after working 5 years?</i>	Total Percentages
10% or Below	23.33%
11%-20%	13.33%
<b>21%-30%</b>	<b>16.67%</b>
<b>31%-40%</b>	<b>15.00%</b>
<b>41%-50%</b>	<b>10.00%</b>
<b>51% or Above</b>	<b>20.00%</b>
Not applicable	1.67%

Dr. Cheng pointed out, there was no massive layoff in the industry under the COVID-19 epidemic in 2021. Instead, half of the respondents confirmed an increase in headcount, of which around 65% of the respondents had over 10% increased. Apart from that, 26.66% of the respondents froze their headcount and only around 20% downsized.

<i>Did the number of employees in the ICT related departments has a change in 2021 year due to different reasons?</i>	Total Percentages
<b>Number of Staff Increased</b>	<b>51.67%</b>
Number of Staff Decreased	21.67%
No Change	26.66%

<i>What was the overall average percentage of ICT headcount increased rate?</i>	Total Percentages
10% or Below	35.48%
<b>11%-15%</b>	<b>35.48%</b>
<b>16%-20%</b>	<b>9.68%</b>
<b>21%-25%</b>	<b>12.91%</b>
<b>26% or above</b>	<b>6.45%</b>

Dr. Cheng furthered: “According to the survey results, ICT fresh graduates and other ICT professionals both received a pay rise in 2021, and the positive growth rate will continue this year, which is quite good considering current labor market in Hong Kong. Meanwhile, around 55% of respondents hired ICT fresh graduates last year and over 70% of companies will offer internship position for ICT undergraduates 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.”

#### **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 ICT Employment Survey Result 2022

**Appendix: Hong Kong Computer Society ICT Employment Survey Result 2022**

A) Total number of surveys received: 60

B) Questions and Results

**Question 1: How many employees in your company?** (60 responses)

Choice	Total Percentages
0-50	11.67%
51-100	10.00%
101-200	11.67%
201-300	3.33%
301-400	1.67%
401 or above	61.66%

**Question 2: How many ICT (Information and Communication Technology) or IM (Information Management) related employees in your company?** (60 responses)

Choice	Total Percentages
0-20	18.33%
21-40	13.33%
41-60	8.33%
61-80	6.67%
81-100	11.67%
101 or above	41.67%

**Question 3: Did your company employ any ICT or IM related fresh graduates in 2021?** (60 responses)

Choice	Total Percentages
Yes (answer Question 4)	56.67%
No (answer Question 8)	43.33%

**Question 4: How many ICT or IM related fresh graduates did your company employ in 2021?** (34 responses)

Choice	Total Percentages
1-3	50.00%
4-6	26.47%
7-9	2.94%
10 or above	20.59%

**Question 5: What was the average starting salary of ICT or IM related fresh graduate in your company in 2021?** (34 responses)

Choice	Total Percentages
HK\$10,00 or Below	2.94%
HK\$10,001-HK\$ 14,000	2.94%
HK\$ 14,001-HK\$18,000	26.47%
HK\$18,001-HK\$22,000	50.00%
HK\$22,001-HK\$26,000	14.71%
HK\$26,001 or above	2.94%

**Question 6: Was the starting salary higher than previous year?** (34 responses)

Choice	Total Percentages
Yes (answer Question7)	70.59%
No (answer Question 8)	29.41%

**Question 7: What was the percentage increase?** (24 responses)

Choice	Total Percentages
Below 1%	8.33%
1%-3%	29.17%
4%-6%	25.00%
7%-9%	8.33%
10% or above	29.17%

**Question 8 : What is the average salary increase for a ICT or IM related fresh graduate after working 3 years?** (60 responses)

Choice	Total Percentages
5% or Below	21.67%
6%-10%	18.33%
11%-20%	31.67%
21%-30%	10.00%
31% or Above	16.67%
Not applicable	1.66%

**Question 9: What is the average salary increase for a ICT or IM related fresh graduate after working 5 years?** (60 responses)

Choice	Total Percentages
10% or Below	23.33%
11%-20%	13.33%
21%-30%	16.67%
31%-40%	15.00%
41%-50%	10.00%
51% or Above	20.00%
Not applicable	1.67%

**Question 10: Did the salary of employees in the ICT related departments has a change in 2021?** (60 responses)

Choice	Total Percentages
Salary Increased (answer Question 11)	65.00%
Salary Decreased (answer Question 12)	0%
No Change ( answer Question 13 )	35.00%



**Question 11: What was the overall average percentage of increased rate? (Answer Question 13)** (39 responses)

Choice	Total Percentages
Less than 1%	2.56%
1%-3%	35.90%
4%-6%	30.77%
7%-9%	12.82%
10% or above	17.95%

**Question 12: What was the overall average percentage of decreased rate?** (0 responses)

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

**Question 13: Did the number of employees in the ICT related departments has a change in 2021 year due to different reasons?** (60 responses)

Choice	Total Percentages
Number of Staff Increased (answer Question 14)	51.67%
Number of Staff Decreased (answer Question 15)	21.67%
No Change (answer Question 16)	26.66%

**Question 14: What was the overall average percentage of increased rate? (Answer Question 16)** (31 responses)

Choice	Total Percentages
10% or Below	35.48%
11%-15%	35.48%
16%-20%	9.68%
21%-25%	12.91%
26% or above	6.45%

**Question 15: What was the overall average percentage of decreased rate?** (13 responses)

Choice	Total Percentages
10% or Below	30.77%
11%-15%	38.46%
16%-20%	23.08%
21%-25%	0.00%
26% or above	7.69%

**16. Will there any salary change for employees in the ICT related departments in 2022?** (60 responses)

Choice	Total Percentages
Number of Salary Increased (answer Question 17)	73.33%
Number of Salary Decreased (answer Question 18)	1.67%
No Change ( answer Question 19 )	25.00%

**17. What is the expected percentage of increased rate?** (44 responses)

Choice	Total Percentages
Less than 1%	0.00%
1%-3%	43.17%
4%-6%	38.64%
7%-9%	4.55%
10% or above	13.64%

**18. What is the expected percentage of decreased rate?** (1 response)

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

**Question 19: Does your company offer internship positions for university students from time to time?** (60 responses)

Choice	Total Percentages
Yes	71.67%
No	28.33%

**Question 20: Will your company offer internship positions for university students in 2022?** (60 responses)

Choice	Total Percentages
Yes	73.33%
No	26.67%

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