

**MEDIA RELEASE
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**Hong Kong Computer Society Announces a Positive Results of ICT Industry
Employment and Salary Trend Survey.**
**90% of ICT Professionals will enjoy a Pay Rise this year and 77.78% among them
will witness an average growth rate of 4% or above**
**In 2022: ICT Professionals in 85% Companies Enjoyed a Pay Rise; Over 50%
Companies Increased ICT headcount; 90% ICT Graduates Earned more than
\$18K**

July 2, 2023 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong ICT Industry Employment and Salary Trend Survey. 90% of surveyed companies will raise the salary of ICT Professionals this year, of which 77.78% of the respondents will have an average growth rate of 4% or more. Besides, in the year of 2022, 86.67% of ICT professionals received a pay rise while 73.08% of the companies offered a raise at 4% or above, outperforming the inflation rate of 1.7% stated in Budget 2023. Under the COVID-19 epidemic, based on the survey findings, 70% of respondents did not layoff ICT staff. Instead, 56.67% of the respondents confirmed an increase in headcount, reflecting a better career prospect in the ICT industry.

Moreover, 70% of the respondents hired ICT fresh graduates in 2022, with 90% of them offering a starting monthly salary over HK\$18,000, while over 28.57% of them offering higher than HK\$22,000 per month. 90% 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 85% in 2022, HKCS recorded a pay rise for ICT professionals in over 90% 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.”

Dr. Cheng furthered: “Under the current policy of Hong Kong SAR Government together with the National 14th Five-Year Plan, Hong Kong has been positioned as an international innovation and technology hub. 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. As businesses accelerate their digital transformation, it is believed that ICT professionals will have even more opportunities for development. Thus, I encourage young people to pursue careers in the ICT industry and take relevant courses in college. On the other hand, the Government should also actively train more talent, not only in traditional ICT disciplines, but also in areas such as Artificial Intelligence, FinTech, Cybersecurity, and Emerging Technologies, to meet the long-term development needs."

HKCS started the questionnaire survey among corporate members in the first quarter this year and collected responses including large public and private organisations. 70% of interviewed companies are hiring more than 100 employees, in which over 60% are hiring over 400 staff. Among the responses, 50% of them have over 100 ICT related staff. HKCS believes that the results are highly representative.

Based on the survey findings, over 90% of ICT employees will enjoy a salary rise this year. The average growth will over 4% for over 75% of companies.

<i>Will there any salary change for employees in the ICT related departments in 2023?</i>	Total Percentages
Number of Salary Increased	90.00%
Number of Salary Decreased	0.00%
No Change	10.00%

<i>What is the expected percentage of increased rate?</i>	Total Percentages
Less than 1%	0.00%
1%-3%	22.22%
4%-6%	51.85%
7%-9%	14.81%
10% or above	11.11%

Reviewing the Year of 2022, 85% of ICT employees enjoyed a salary rise. The average growth was over 4% for over 70% of companies. 34.62% of interviewed companies offered an increase rate at 4-6%, and 19.23% even for over 10% of them.

<i>Did the salary of employees in the ICT related departments has a change in 2022?</i>	Total Percentages
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Salary Increased	86.67%
Salary Decreased	0.00%
No Change	13.33%

<i>What was the overall average percentage of increased rate?</i>	Total Percentages
Less than 1%	7.69%
1%-3%	19.23%
4%-6%	34.62%
7%-9%	19.23%
10% or above	19.23%

Among the surveyed companies, 70% of them hired fresh ICT graduates in 2022. Over 90% of hiring companies offered a starting salary higher than HK\$18,000, while 28.57% 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. Over 95% of companies increased their starting salary for fresh graduates, while 90.48% 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 2022</i>	Total Percentages
HK\$10,00 or Below	0.00%
HK\$10,001-HK\$ 14,000	4.76%
HK\$ 14,001-HK\$18,000	4.76%
HK\$18,001-HK\$22,000	61.90%
HK\$22,001-HK\$26,000	19.05%
HK\$26,001 or above	9.53%

<i>What was the percentage increase?</i>	Total Percentages
Below 1%	0.00%
1%-3%	9.52%
4%-6%	42.86%
7%-9%	14.29%
10% or above	33.33%

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 70% of ICT professionals would enjoy a salary rise of over 10% for working in the field for 3 years, while 76.67% of ICT professionals would get over 20% of salary growth after 5 years working, and over 30% 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	10.00%
6%-10%	16.66%
11%-20%	26.67%
21%-30%	16.67%
31% or Above	30.00%

<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	10.00%
11%-20%	13.33%
21%-30%	26.67%
31%-40%	16.67%
41%-50%	0.00%
51% or Above	33.33%

Dr. Cheng pointed out: “Despite 30% of companies cut ICT headcount, there was no massive layoff in the industry under the COVID-19 epidemic in 2022. Instead, over half of the respondents confirmed an increase in headcount, of which around 58.82% of the respondents had over 10% increased. Apart from that, 13.33% of the respondents froze their headcount.”

<i>Did the number of employees in the ICT related departments has a change in 2022 year due to different reasons?</i>	Total Percentages
Number of Staff Increased	56.67%
Number of Staff Decreased	30.00%
No Change	13.33%

<i>What was the overall average percentage of ICT headcount increased rate?</i>	Total Percentages
10% or Below	41.18%
11%-15%	35.29%
16%-20%	17.65%
21%-25%	5.88%
26% or above	0.00%

Dr. Cheng furthered: “According to the survey results, ICT fresh graduates and other ICT professionals both received a pay rise in 2022, and the positive growth rate will continue this year, which is quite good considering current labor market in Hong Kong. Meanwhile, 70% of respondents hired ICT fresh graduates last year and 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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For Media Enquiry, please contact Dr. Davis Man of Man Communications Limited at 852-2862 0042

Appendix: Hong Kong Computer Society ICT Employment Survey Result 2023

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Question 1: How many employees in your company?

Choice	Total Percentages
0-50	13.33%
51-100	16.67%
101-200	3.33%
201-300	3.33%
301-400	0.00%
401 or above	63.33%

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

Choice	Total Percentages
0-20	16.67%
21-40	10.00%
41-60	13.33%
61-80	0.00%
81-100	10.00%
101 or above	50.00%

Question 3: Did your company employ any ICT or IM related fresh graduates in 2022?

Choice	Total Percentages
Yes (answer Question 4)	70.00%
No (answer Question 8)	30.00%

Question 4: How many ICT or IM related fresh graduates did your company employ in 2022?

Choice	Total Percentages
1-3	28.57%
4-6	19.05%
7-9	9.52%
10 or above	42.86%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company in 2022?

Choice	Total Percentages
HK\$10,00 or Below	0.00%
HK\$10,001-HK\$ 14,000	4.76%
HK\$ 14,001-HK\$18,000	4.76%
HK\$18,001-HK\$22,000	61.90%
HK\$22,001-HK\$26,000	19.05%
HK\$26,001 or above	9.52%

Question 6: Is the starting salary higher than previous year?

Choice	Total Percentages
Yes (answer Question7)	95.24%
No (answer Question 8)	4.76%

Question 7: What is the percentage increase?

Choice	Total Percentages
Below 1%	0.00%
1%-3%	9.52%
4%-6%	42.86%
7%-9%	14.29%
10% or above	33.33%

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

Choice	Total Percentages
5% or Below	10.00%
6%-10%	16.67%
11%-20%	26.67%
21%-30%	16.67%
31% or Above	30.00%

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

Choice	Total Percentages
10% or Below	10.00%
11%-20%	13.33%
21%-30%	26.67%
31%-40%	16.67%
41%-50%	0.00%
51% or Above	33.33%

Question 10: Did the salary of employees in the ICT related departments has a change in 2022?

Choice	Total Percentages
Salary Increased (answer Question 11)	86.67%
Salary Decreased (answer Question 12)	0.00%
No Change (answer Question 13)	13.33%

Question 11: What is the overall average percentage of increased rate? (Go to Question 13)

Choice	Total Percentages
Less than 1%	7.69%
1%-3%	19.23%
4%-6%	34.62%
7%-9%	19.23%
10% or above	19.23%

Question 12: What is the overall average percentage of decreased rate?

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 2022 due to different reasons?

Choice	Total Percentages
Number of Staff Increased (answer Question 14)	56.67%
Number of Staff Decreased (answer Question 15)	30.00%
No Change (answer Question 16)	13.33%

Question 14: What is the overall average percentage of increased rate? (Go to Question 16)

Choice	Total Percentages
10% or Below	41.18%
11%-15%	35.29%
16%-20%	17.65%
21%-25%	5.88%
26% or above	0.00%

Question 15: What is the overall average percentage of decreased rate?

Choice	Total Percentages
10% or Below	44.44%
11%-15%	33.33%
16%-20%	22.22%
21%-25%	0.00%
26% or above	0.00%

Question 16: Will there any salary change for employees in the ICT related departments in 2023?

Choice	Total Percentages
Number of Salary Increased (answer Question 17)	90.00%
Number of Salary Decreased (answer Question 18)	0.00%
No Change (answer Question 19)	10.00%

Question 17: What is the expected percentage of increased rate? (Go to Question 19))

Choice	Total Percentages
Less than 1%	0.00%
1%-3%	22.22%
4%-6%	51.85%
7%-9%	14.81%
10% or above	11.11%

Question 18: What is the expected percentage of decreased rate?

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 19: Does your company offer internship positions for university students from time to time?

Choice	Total Percentages
Yes	70.00%
No	30.00%

Question 20: Will your company offer internship positions for university students in 2023?

Choice	Total Percentages
Yes	70.00%
No	30.00%