

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

**54.88% of ICT Professionals will enjoy a Pay Rise this year and 25% among them
will witness an average growth rate of 4% or above**

In 2024: ICT Professionals in 69.51% Companies Enjoyed a Pay Rise;

46.3% Companies Increased ICT headcount;

Nearly 68% ICT Graduates Earned more than \$18K

May 18, 2025 · Hong Kong — Hong Kong Computer Society (HKCS) today announces positive results of Hong Kong ICT Industry Employment and Salary Trend Survey. 54.88% of surveyed companies will raise the salary of ICT Professionals this year, of which 26.92% of the respondents will have an average growth rate of 4% or more. Besides, in the year of 2024, 69.51% of ICT professionals received a pay rise while 30.3% of the companies offered a raise at 4% or above, outperforming the inflation rate of 1.1% stated in Budget 2025. Facing uncertain economic prospects, based on the survey findings, 82.93% of respondents did not layoff ICT staff. Instead, 46.34% of the respondents confirmed an increase in headcount, reflecting a satisfactory career prospect in the ICT industry.

Moreover, 50% of the respondents hired ICT fresh graduates in 2024, with 68% of them offering a starting monthly salary over HK\$18,000, while over 30% of them offering higher than HK\$22,000 per month. 28.57% of companies offered a raise at over 4%, indicating a good prospect for ICT graduates.

Dr. Rocky Cheng, President of the Hong Kong Computer Society, remarked, “The ICT industry continues to face a significant talent shortage. While nearly 70% of companies increased ICT personnel salaries in 2024, this year the figure is expected to be 54.88%. Notably, many companies plan salary adjustments that will outpace inflation, demonstrating that over half of ICT professionals can still anticipate real wage growth.”

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Dr. Cheng further pointed out, “The country’s 14th Five-Year Plan has long established Hong Kong as an international Innovation and Technology (I&T) Hub. Despite ongoing uncertainties in the global landscape and economic outlook, the Hong Kong Government of SAR remains committed to investing significant resources in advancing the innovation and technology sector. Beyond leveraging innovation to drive local economic growth, the government is prioritising the development of artificial intelligence to foster ‘new quality productive forces.’ This strategic focus encompasses major infrastructure initiatives such as the Northern Metropolis and the Shenzhen-Hong Kong Science and Technology Innovation Cooperation Zone, the enhancement of eGovernment services, and the facilitation of digital transformation across diverse industries. Moreover, there is an intensive effort to attract multinational technology firms and startups to Hong Kong, promoting deeper integration and collaboration between Hong Kong and the Greater Bay Area’s I&T ecosystems. This synergy is set to generate expanded career opportunities for ICT professionals in the city. Accordingly, I encourage young people to pursue careers in the ICT sector and to select relevant academic disciplines at university. Simultaneously, the Government must actively cultivate talent not only in traditional ICT fields but also in cutting-edge areas such as artificial intelligence, Fintech, cybersecurity, and emerging technologies, to meet the demands of long-term sustainable development.”

HKCS started the questionnaire survey among corporate members in the first quarter this year and collected 83 responses including large public and private organisations. Over 79.21% of interviewed companies are hiring more than 100 employees, in which over 60% are hiring over 400 staff. Among the responses, 51.51% of them have over 100 ICT related staff. HKCS believes that the results are highly representative.

Based on the survey findings, 54.88% of ICT employees will enjoy a salary rise this year. The average growth will over 4% for 26.92% of companies.

<i>Will there any salary change for employees in the ICT related departments in 2025?</i>	Total Percentages
Number of Salary Increased	54.88%
Number of Salary Decreased	2.44%
No Change	42.68%

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HKCS Announces a Positive Results of ICT Industry Employment and Salary Trend Survey (Page 3)

<i>What is the expected percentage of increased rate?</i>	Total Percentages
Less than 1%	5.77%
1%-3%	67.31%
4%-6%	19.23%
7%-9%	5.77%
10% or above	1.92%

Reviewing the Year of 2024, nearly 70% of ICT employees enjoyed a salary rise. The average growth was over 4% for over 30% of companies. 63.64% of interviewed companies offered an increase rate at 1-3%, and 3.03% even for over 10% of them.

<i>Did the salary of employees in the ICT related departments has a change in 2024?</i>	Total Percentages
Salary Increased	69.51%
Salary Decreased	0.00%
No Change	30.49%

<i>What was the overall average percentage of increased rate?</i>	Total Percentages
Less than 1%	6.06%
1%-3%	63.64%
4%-6%	24.24%
7%-9%	3.03%
10% or above	3.03%

Among the surveyed companies, over half of them hired fresh ICT graduates in 2024. 68% of hiring companies offered a starting salary higher than HK\$18,000, while 30% 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. 56.86% of companies increased their starting salary for fresh graduates, while 28.57% of them offer over 4% in compare with previous year.

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<i>What was the average starting salary of ICT or IM related fresh graduate in your company in 2024</i>	Total Percentages
HK\$14,000 or Below	0.00%
HK\$ 14,001-HK\$18,000	32.00%
HK\$18,001-HK\$22,000	38.00%
HK\$22,001-HK\$26,000	22.00%
HK\$26,001-HK\$30,000	8.00%
HK\$30,001 or above	0.00%

<i>What was the percentage increase?</i>	Total Percentages
Below 1%	11.43%
1%-3%	60.00%
4%-6%	22.86%
7%-9%	5.71
10% or above	0.00%

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 over 40% of ICT professionals would enjoy a salary rise of over 10% for working in the field for 3 years, while 46.31% of ICT professionals would get over 20% of salary growth after 5 years working, and 14.63% 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	30.48%
6%-10%	26.83%
11%-20%	24.39%
21%-30%	8.54%
31% or Above	9.76%

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<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	29.27%
11%-20%	24.39%
21%-30%	9.76%
31%-40%	13.41%
41%-50%	8.54%
51% or Above	14.63%

Dr. Cheng pointed out: “Despite 17.07% of companies cut ICT headcount, there was no massive layoff in the industry after the epidemic in 2024. Instead, 46.34% of the respondents confirmed an increase in headcount, of which 24.49% of the respondents had over 10% increased. Apart from that, 36.59% of the respondents froze their headcount.”

<i>Did the number of employees in the ICT related departments has a change in 2024 year due to different reasons?</i>	Total Percentages
Number of Staff Increased	46.34%
Number of Staff Decreased	17.07%
No Change	36.59%

<i>What was the overall average percentage of ICT headcount increased rate?</i>	Total Percentages
10% or Below	75.51%
11%-15%	14.29%
16%-20%	4.08%
21%-25%	2.04%
26% or above	4.08%

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Dr. Cheng elaborated, “Survey results reveal that both ICT fresh graduates and experienced ICT professionals received salary increases in 2024, with this positive trend expected to continue into this year, which is quite good considering current labor market in Hong Kong. Additionally, over half of the respondents reported hiring ICT fresh graduates last year, and 59.76% of companies plan to offer internship positions to ICT undergraduates this year. Despite the uncertain global economic outlook, demand for ICT talent remains robust, with companies willing to allocate greater resources to this sector. This underscores the promising growth potential within 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 <https://www.hkcs.org.hk>.

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Appendix: Hong Kong Computer Society ICT Employment Survey Results 2025

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A) Total number of surveys received: 83

B) Questions and Results

Question 1: How many employees in your company?

Choice	Total Percentages
0-50	16.86%
51-100	3.61%
101-200	6.02%
201-300	6.02%
301-400	3.61%
401 or above	63.88%

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

Choice	Total Percentages
0-20	31.33%
21-40	6.02%
41-60	0.00%
61-80	6.02%
81-100	4.82%
101 or above	51.81%

Question 3: Did your company employ any ICT or IM related fresh graduates in 2024?

Choice	Total Percentages
Yes (answer Question 4)	51.85%
No (answer Question 8)	48.15%

Question 4: How many ICT or IM related fresh graduates did your company employ in 2024?

Choice	Total Percentages
1-3	45.83%
4-6	14.58%
7-9	4.17%
10 or above	35.42%

Question 5: What is the average starting salary of ICT or IM related fresh graduate in your company in 2024?

Choice	Total Percentages
HK\$14,000 or Below	0.00%
HK\$ 14,001-HK\$18,000	32.00%
HK\$18,001-HK\$22,000	38.00%
HK\$22,001-HK\$26,000	22.00%
HK\$26,001-HK\$30,000	8.00%
HK\$30,001 or above	0.00%

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

Choice	Total Percentages
Yes (answer Question7)	56.86%
No (answer Question 8)	43.14%

Question 7: What is the percentage increase?

Choice	Total Percentages
Below 1%	11.43%
1%-3%	60.00%
4%-6%	22.86%
7%-9%	5.71
10% or above	0.00%

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	30.48%
6%-10%	26.83%
11%-20%	24.39%
21%-30%	8.54%
31% or Above	9.76%

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	29.27%
11%-20%	24.39%
21%-30%	9.76%
31%-40%	13.41%
41%-50%	8.54%
51% or Above	14.63%

Question 10: Did the salary of employees in the ICT related departments has a change in 2024?

Choice	Total Percentages
Salary Increased (answer Question 11)	69.51%
Salary Decreased (answer Question 12)	0.00%
No Change (answer Question 13)	30.49%

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

Choice	Total Percentages
Less than 1%	6.06%
1%-3%	63.64%
4%-6%	24.24%
7%-9%	3.03%
10% or above	3.03%

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 2024 due to different reasons?

Choice	Total Percentages
Number of Staff Increased (answer Question 14)	46.34%
Number of Staff Decreased (answer Question 15)	17.07%
No Change (answer Question 16)	36.59%

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

Choice	Total Percentages
10% or Below	75.51%
11%-15%	14.29%
16%-20%	4.08%
21%-25%	2.04%
26% or above	4.08%

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

Choice	Total Percentages
10% or Below	76.47%
11%-15%	14.71%
16%-20%	0.00%
21%-25%	2.94%
26% or above	5.88%

Question 16: Will there any salary change for employees in the ICT related departments in 2025?

Choice	Total Percentages
Number of Salary Increased (answer Question 17)	54.88%
Number of Salary Decreased (answer Question 18)	2.44%
No Change (answer Question 19)	42.68%

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

Choice	Total Percentages
Less than 1%	5.77%
1%-3%	67.31%
4%-6%	19.23%
7%-9%	5.77%
10% or above	1.92%

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

Choice	Total Percentages
Less than 1%	0.00%
1%-3%	100.00%
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	67.90%
No	32.10%

Question 20: Will your company offer internship positions for university students in 2025?

Choice	Total Percentages
Yes	59.76%
No	40.24%

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