

2020 給与レンジ・各種指標

Accounting

* 平均昇給率： 2.4 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Accounting Clerk	0-3	15,000	~ 20,000	17,500
Assistant Accountant / Officer	0-5	18,000	~ 25,000	22,500
Accountant / Senior Accountant	Over 5	22,000	~ 40,000	33,000
Accounting / Finance Manager	Over 10	28,000	~ 65,000	45,000
CFO / Financial Controller	Over 15	60,000	~ 150,000	100,000

Finance

* 平均昇給率： 2.3 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Settlement Officer	0-5	19,500	~ 23,000	22,000
Settlement Manager	Over 5	28,500	~ 50,000	38,000
Corporate Finance Executive	Over 5	35,000	~ 40,000	33,000
Investment Specialist	Over 5	33,000	~ 80,000	45,000
Risk Manager	Over 5	40,000	~ 70,000	57,000
Corporate Finance Manager	N/A	48,000	~ 90,000	72,000

HR / Administration

* 平均昇給率： 2.8 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Admin Assistant / Clerk	0-3	14,000	~ 17,000	15,500
HR Assistant	0-3	14,000	~ 18,000	16,000
Admin Officer	0-5	15,000	~ 22,000	19,500
Assistant HR Officer / HR Officer	0-5	18,000	~ 25,000	22,000
Asst Admin MGR / Admin MGR	Over 5	20,000	~ 35,000	30,000
HR Manager	Over 5	30,000	~ 48,000	43,000
Senior HR Manager	Over 10	40,000	60,000	50,000
HR & Admin Director	N/A	50,000	~ 90,000	85,000

Clerical / Secretarial / Operation

* 平均昇給率： 2.9 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Clerk / Office Assistant / Receptionist	0-5	13,000	~ 19,000	16,000
Operations Officer / Administrator	0-5	15,000	~ 25,000	21,000
Secretary	0-5	20,000	~ 28,000	25,500
Asst Operations MGR / Operations MGR	Over 5	22,000	~ 40,000	30,000
Executive Secretary	Over 5	28,000	~ 40,000	34,000

Sales

* 平均昇給率： 2.5 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Sales Assistant / Coordinator	0-3	15,000	~ 20,000	18,500
Sales Coordinator / Sales Executive	0-5	18,000	~ 25,000	21,000
Sales Supervisor / Asst Sales Manager	0-5	20,000	~ 40,000	26,000
Sales Manager	Over 5	30,000	~ 50,000	40,000
Senior Sales Manager	Over 7	38,000	~ 60,000	50,000
Sales Director	Over 10	43,000	~ 85,000	68,000

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Engineer

* 平均昇給率： 3.3 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Assistant Engineer / Technician	N/A	18,000	~ 24,000	21,000
Engineer / Draftsman	N/A	20,000	~ 35,000	25,000
Senior Engineer / Asst Engineer MGR	N/A	30,000	~ 45,000	38,000
Chief / Engineering Manager	N/A	35,000	~ 60,000	47,000

IT

* 平均昇給率： 3.4 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Technical Support	N/A	15,000	~ 24,000	20,000
Network Engineer	N/A	20,000	~ 30,000	24,500
System Support / Network Manager	N/A	20,000	~ 35,000	27,000
Analyst Programmer	N/A	23,000	~ 40,000	30,000
Programmer	N/A	20,000	~ 46,000	33,000
System Analyst	N/A	25,000	~ 40,000	34,000
Software Engineer	N/A	35,000	~ 40,000	36,000
IT Manager	N/A	33,000	~ 50,000	42,000
Project Manager	N/A	38,000	~ 50,000	45,000
IT Director	N/A	45,000	~ 78,000	67,000

Marketing

* 平均昇給率： 2.2 ~ 2.8 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Marketing Assistant	0-3	14,000	~ 17,000	15,500
Marketing Executive / Officer	0-5	17,000	~ 23,000	20,500
Senior / Asst Marketing MGR	Over 5	23,000	~ 33,500	28,000
E-Commerce Manager	Over 5	20,000	~ 40,000	29,500
Digital Marketing Manager	Over 5	28,000	~ 48,000	38,500
Marketing Manager	Over 5	30,000	~ 55,000	45,000
Marketing Director	Over 10	40,000	~ 65,000	55,000
Digital Marketing Director	Over 10	40,000	~ 85,000	60,000

Merchandising

* 平均昇給率： 3.0 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Assistant Merchandiser	0-3	15,000	~ 18,000	17,000
Merchandiser	0-5	18,000	~ 25,000	22,000
Senior Merchandiser	Over 5	26,000	~ 30,000	29,000
Assistant Merchandising Manager	Over 7	28,000	~ 35,000	33,000
Merchandising Manager	Over 10	35,000	~ 65,000	41,000

Shipping / Logistics

* 平均昇給率： 2.9 %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Shipping / Logistics Clerk	0-5	13,500	~ 17,000	15,500
Shipping / Logistics Officer	Over 7	18,000	~ 25,000	21,500
Shipping / Logistics Supervisor	Over 7	20,000	~ 28,000	25,500
Shipping / Logistics Manager	Over 10	25,000	~ 40,000	34,500

2020 給与レンジ・各種指標

2019 - 2020年 新卒候補者 希望給与レンジ

Secondary	中・高校迄	11,000	~	13,000
Post-secondary (Non-degree)	専門学校卒・副学士	13,000	~	14,000
Post-secondary(Degree)	大卒	14,000	~	16,000
			全体	14,000

【弊社登録者情報に基づき作成】

主要企業・団体昇給率予測

	2020 Prediction
Cathay Pacific	2.0%
Hong Kong Disneyland	1.5 - 4.0%
Centaline Property Agency	2.5%
The Hongkong and Shanghai Banking Corporation Limited	0%
Hong Kong Institute of Human Resource Management	3.0%
Hong Kong People Management Association / Hong Kong Baptist University / South China University of Techno	3.5 - 3.6%
ECA International	4.0%

2020年 転職時に考慮すべき重要なベネフィット (年代別)

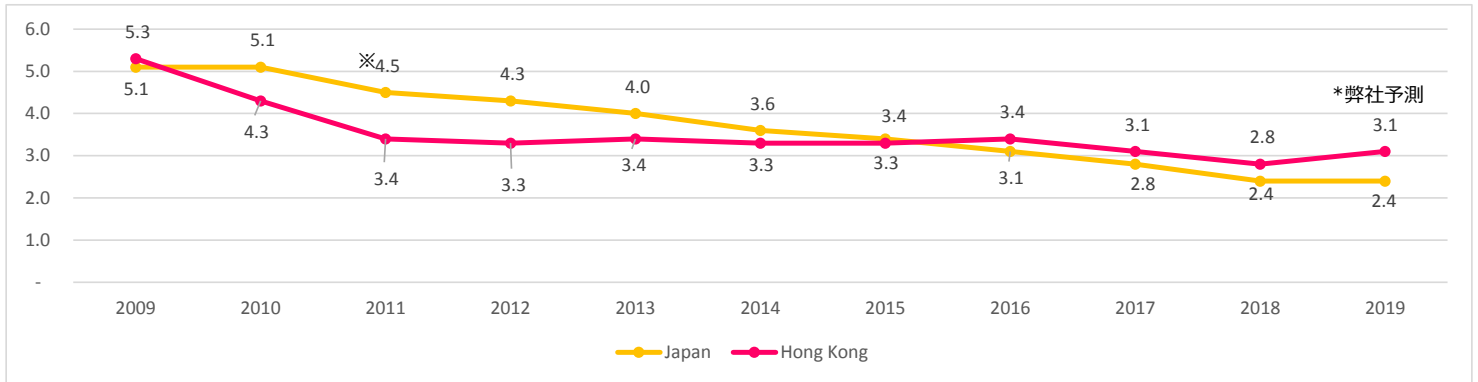
	18-23 歳	24-34 歳	35-54 歳	55-64 歳
ダブルペイ (13ヶ月保証) Double pay (guaranteed 13th month)	41.8%	57.6%	56.7%	45.7%
ボーナス / 業績賞与 Bonus / profit share	35.9%	47.6%	38.9%	13.9%
残業補償 (残業代/代休) Compensation for overtime (e.g. overtime pay / days in lieu)	46.6%	52.0%	41.7%	17.9%
医療保険・生命保険 (家族・個人) Medical / insurance coverage for self and family	29.1%	31.9%	33.2%	26.8%
長期勤務ボーナス Long service award	26.8%	30.2%	32.7%	22.8%
その他休暇 (病気、介護者、育児、誕生日、宗教など) Additional leave (sick, carers, child care, birthday, religious etc.)	25.7%	31.9%	20.5%	0.4%
教育・学習補助 Employee education sponsorship	21.1%	26.4%	14.6%	3.5%

【JobsDB社 Laws of Attractionに基づき作成】

2020 給与レンジ・各種指標

失業率

失業率【香港・日本】

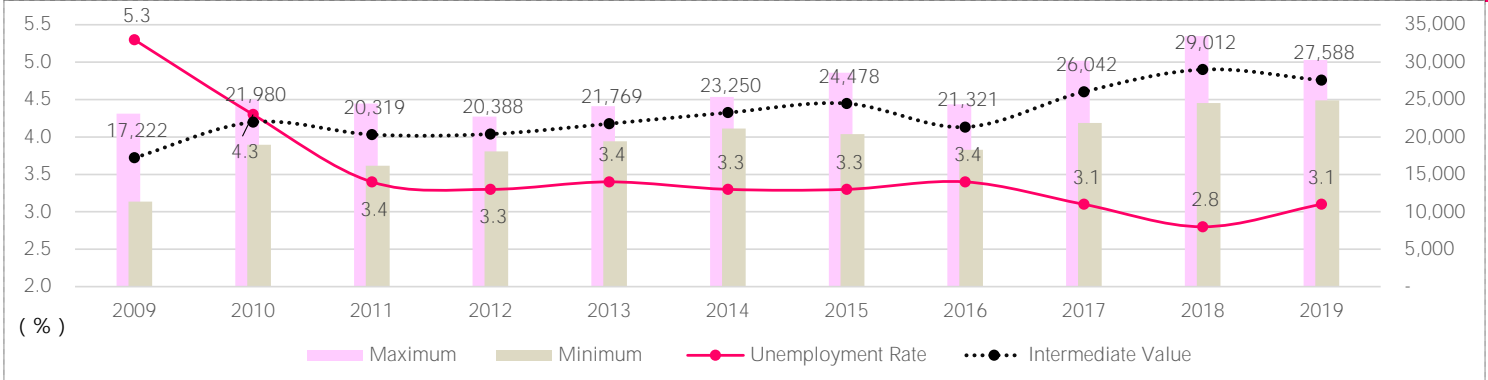


* 香港失業率 11/2019 - 1/2020 : 3.4%

※平成23年（2011年）3月分から8月分までの期間を含む結果については、東日本大震災の影響により、岩手県、宮城県及び福島県を除く44都道府県結果を公表

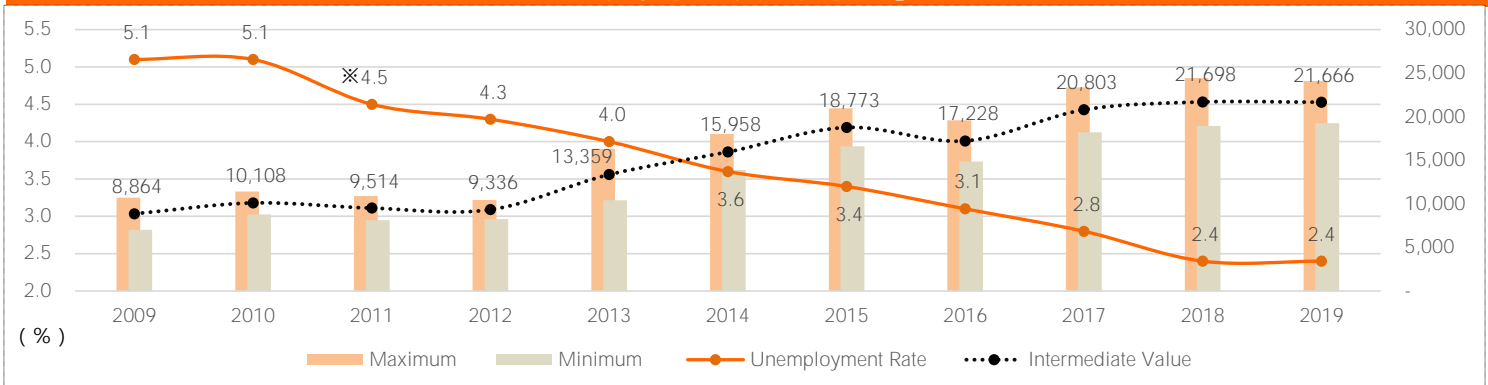
【香港特別行政区政府統計処、日本国厚生労働省公表データに基づき弊社作成】

ハンセン指数 VS 失業率【香港】



【香港特別行政区政府統計処、香港証券取引所の公表データに基づき弊社作成】

日経平均 VS 失業率【日本】

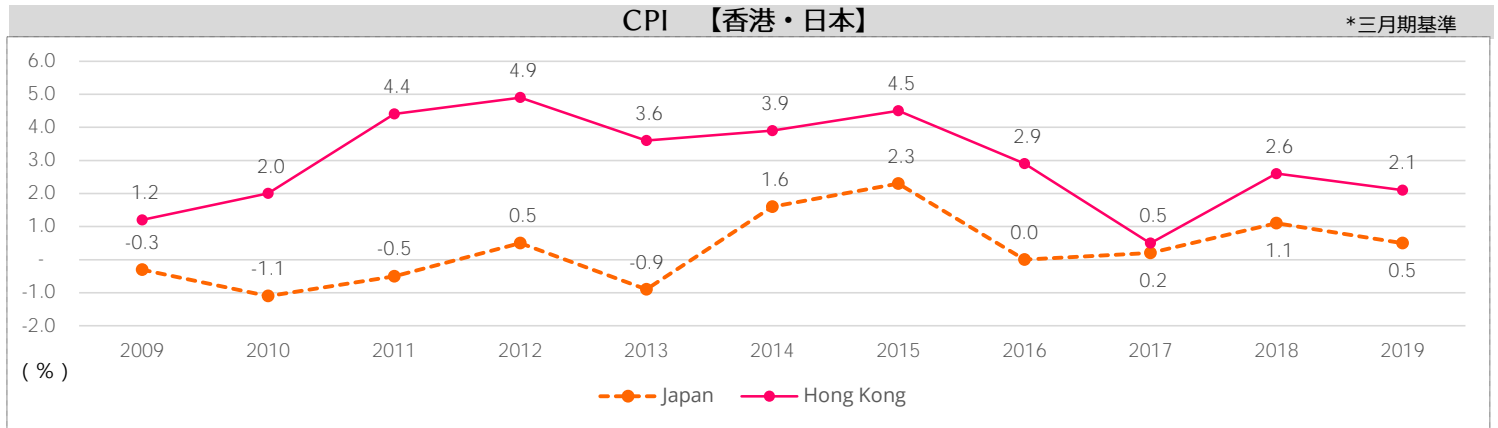


※平成23年（2011年）3月分から8月分までの期間を含む結果については、東日本大震災の影響により、岩手県、宮城県及び福島県を除く44都道府県結果を公表

【日本国厚生労働省、日本経済新聞社の公表データに基づき弊社作成】

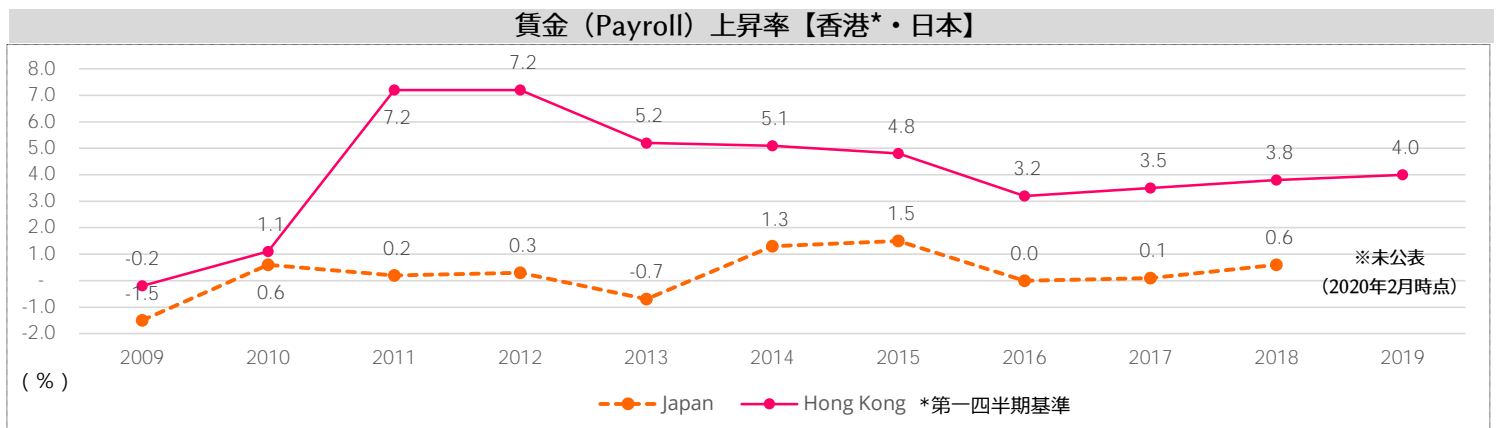
2020 給与レンジ・各種指標

CPI (消費者物価指数)



【香港特別行政区政府統計処、日本国総務省統計局公表データに基づき弊社作成】

賃金 (Payroll) 上昇率



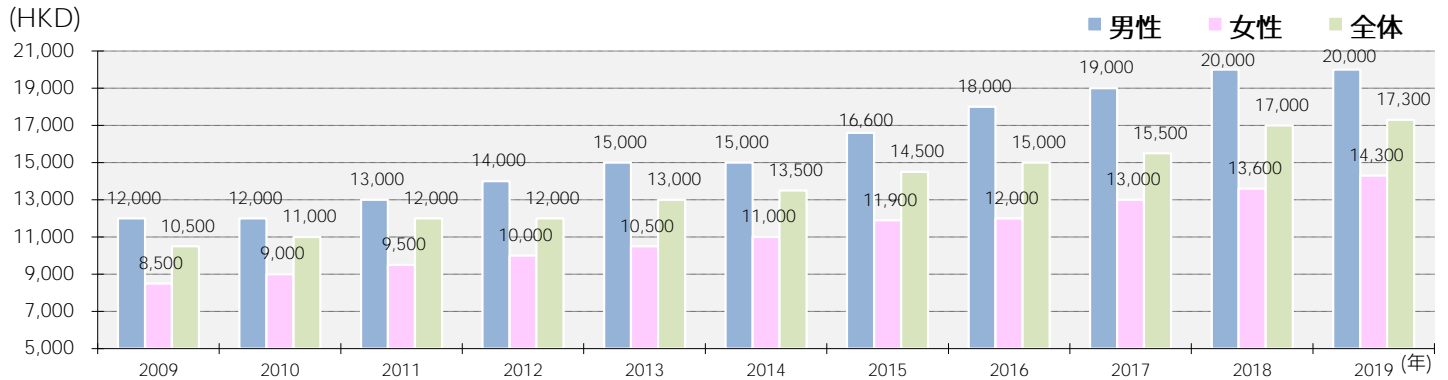
【香港特別行政区政府統計処、日本国厚生労働省公表データに基づき弊社作成】

2020 給与レンジ・各種指標

男女別給与中間値 推移 (2009~2019年)

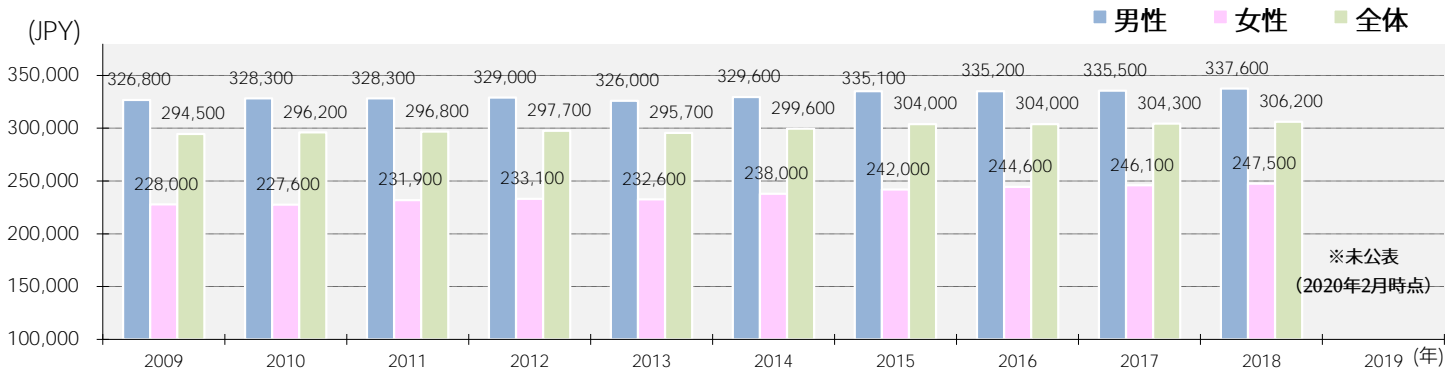
香港

*第三四半期基準



【香港特別行政区政府統計処公表データに基づき弊社作成】

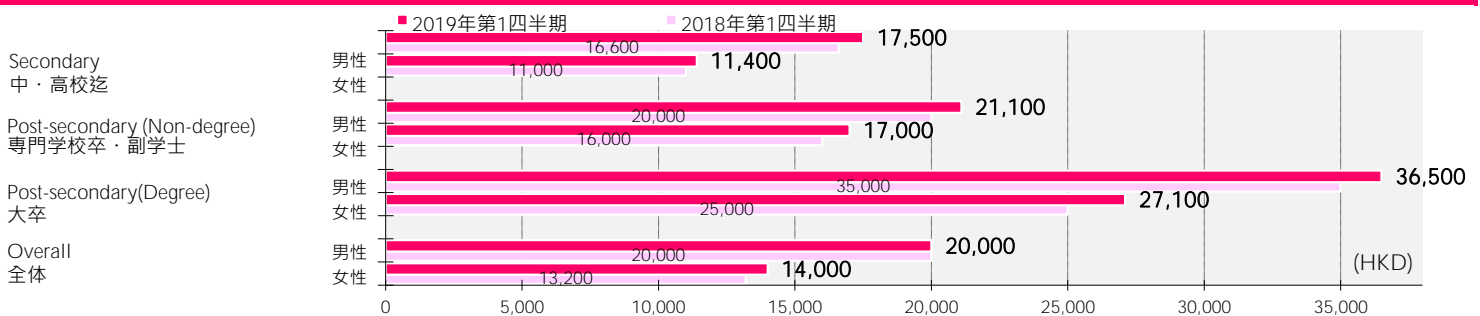
日本



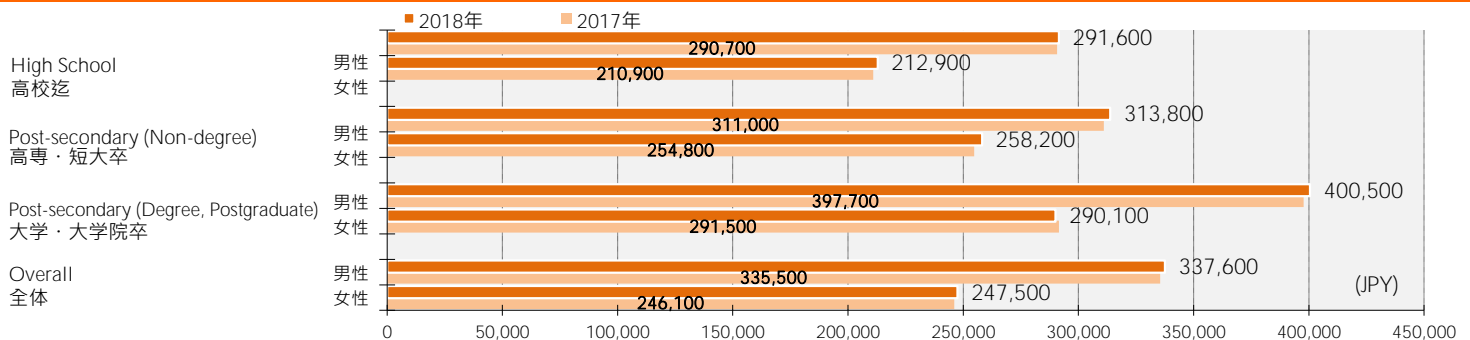
【日本国厚生労働省公表データに基づき弊社作成】

学歴別 月収比較

香港



日本



【香港特別行政区政府統計処、日本国厚生労働省公表データに基づき弊社作成】

2020 給与レンジ・各種指標

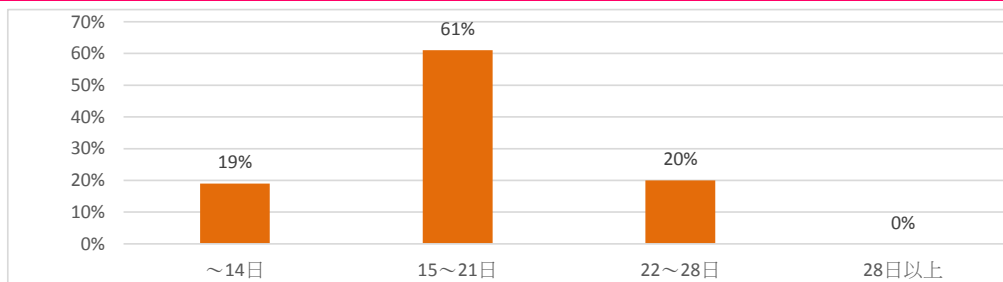
香港 住宅賃料 目安平均

	200sqf (18.58㎡)				600sqf (55.74㎡)				800sqf (74.32㎡)				1200sqf (114.48㎡)			
	港島 HKI	九龍 KLN	新界 NT		港島 HKI	九龍 KLN	新界 NT		港島 HKI	九龍 KLN	新界 NT		港島 HKI	九龍 KLN	新界 NT	
2019	8,770	6,837	5,555	226	23,411	18,617	14,214	212	32,032	26,904	19,472	180	47,395	39,381	28,734	155
2018	8,677	7,023	5,537	227	23,188	18,784	14,269	212	31,735	27,052	19,323	179	50,715	39,152	29,421	160
2017	7,878	6,150	5,165	205	21,516	17,391	13,378	197	31,363	24,823	18,431	171	49,226	36,863	26,674	151
2016	7,153	5,630	4,478	184	19,676	15,942	11,928	179	28,465	22,296	16,573	155	46,937	34,115	26,216	143
2015	7,562	5,816	4,738	193	20,512	16,889	12,820	189	29,505	23,857	17,540	163	48,425	36,176	27,704	150
2014	6,689	5,165	4,236	172	17,893	15,440	11,427	169	27,201	21,107	15,830	147	43,502	32,512	25,987	136
2013	6,131	4,403	3,790	153	16,666	12,319	9,197	144	24,823	16,053	14,790	128	42,816	28,048	21,408	123
2012	5,741	4,181	3,456	143	16,499	11,817	9,420	142	23,039	18,208	13,526	126	41,556	25,644	24,270	122
2011	5,258	3,920	3,252	133	15,551	12,486	8,695	138	24,823	19,472	13,080	132	42,930	30,566	25,529	132
2010	4,459	3,437	2,806	114	13,656	10,591	7,469	120	21,999	16,425	11,148	114	36,863	28,506	22,782	118
2009	3,920	3,066	2,378	100	11,037	8,974	6,522	100	18,060	15,904	9,587	100	32,398	24,957	17,401	100

【差餉物業估價局データに基づき弊社作成】

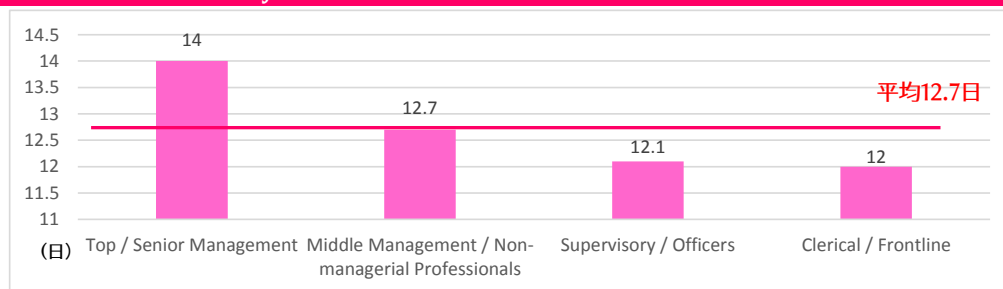
香港 有給休暇平均付与数

香港特別行政区政府統計処2019年6月調査結果 (270社)



【香港特別行政区政府統計処公表データに基づき弊社作成】

jobsDB社2019年調査結果 (356社)



【jobsDB社 Hiring, Compensation and Benefits Report 2020に基づき弊社作成】

人材の求人、労務コンサルティングに関する情報は弊社ウェブサイトをご覧ください。

www.kingsway-hk.com

www.nachrasia.com

その他、ご相談は TEL:2110-4433までお気軽にお問い合わせください。

