

2022 Salary Range & Adjustment Prediction

Accounting

*Average salary increase rate: **1.8** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Accounting Clerk	0-3	14,000	~ 18,000	16,500
Assistant Accountant / Officer	0-5	20,000	~ 25,000	23,500
Accountant / Senior Accountant	Over 5	20,000	~ 35,000	30,250
Accounting / Finance Manager	Over 10	32,000	~ 50,000	44,000
CFO / Financial Controller	Over 15	50,000	~ 150,000	87,500

Finance

*Average salary increase rate: **1.2** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Settlement Officer	0-5	20,000	~ 32,000	26,000
Financial Analyst	Over 5	25,500	~ 60,000	38,500
Corporate Finance Executive	Over 5	17,000	~ 28,500	27,000
Operations Manager	Over 5	30,000	~ 50,000	44,000
Corporate Finance Manager	N/A	38,000	~ 55,000	47,500

HR / Administration

*Average salary increase rate: **2.1** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Admin Assistant / Clerk	0-3	12,500	~ 18,000	15,500
HR Assistant	0-3	15,000	~ 17,500	16,500
Admin Officer	0-5	17,000	~ 23,500	20,500
Assistant HR Officer / HR Officer	0-5	17,000	~ 25,000	21,000
Asst Admin MGR / Admin MGR	Over 5	25,000	~ 43,000	32,000
HR Manager	Over 5	32,000	~ 48,500	41,500
HR & Admin Director	N/A	30,000	~ 80,000	60,500

Clerical / Secretarial / Operation

*Average salary increase rate: **1.4** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Clerk / Office Assistant / Receptionist	0-5	12,000	~ 18,000	15,500
Operations Officer / Administrator	0-5	17,000	~ 25,000	21,500
Secretary	0-5	19,000	~ 25,000	22,000
Asst Operations MGR / Operations MGR	Over 5	24,000	~ 40,000	32,500
Executive Secretary	Over 5	25,000	~ 40,000	33,000

Sales

*Average salary increase rate: **2.4** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Sales Executive	0-5	19,000	~ 25,000	22,000
Sales Supervisor / Asst Sales Manager	0-5	20,000	~ 40,000	26,000
Sales Manager	Over 5	30,000	~ 40,000	36,000
Senior Sales Manager	Over 7	35,000	~ 65,000	51,000
Sales Director	Over 10	55,500	~ 100,000	82,000

2022 Salary Range & Adjustment Prediction

Engineering

*Average salary increase rate: **1.3** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Technician	N/A	20,000	~ 25,000	21,500
Assistant Engineer / Engineer	N/A	20,000	~ 35,000	28,000
Senior Engineer / Asst Engineer MGR	N/A	23,000	~ 50,000	43,000
Engineering Manager	N/A	47,000	~ 70,000	59,000

IT

*Average salary increase rate: **3.7** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Technical Support	N/A	19,000	~ 29,000	24,500
System Support / Network Manager	N/A	28,000	~ 50,000	38,000
Analyst Programmer	N/A	25,000	~ 35,000	31,500
Programmer	N/A	18,000	~ 25,000	23,000
System Analyst	N/A	29,000	~ 38,000	36,000
IT Manager	N/A	41,000	~ 60,000	50,000
Project Manager	N/A	34,500	~ 50,000	46,000
IT Director	N/A	62,000	~ 100,000	88,000

Marketing / Digital Marketing

*Average salary increase rate: **1.3-1.8** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Marketing Assistant	0-3	14,000	~ 17,500	16,500
Marketing Executive / Officer	0-5	17,000	~ 23,000	20,500
Senior / Asst Marketing MGR	Over 5	21,000	~ 33,000	27,000
Digital Marketing Executive / Officer	0-5	19,000	~ 25,000	23,000
Digital Marketing Manager	Over 5	35,000	~ 40,000	38,500
Marketing Manager	Over 5	32,000	~ 50,000	42,000

Merchandising

*Average salary increase rate: **1.1** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Assistant Merchandiser	0-3	14,500	~ 16,500	16,000
Merchandiser	0-5	20,000	~ 22,000	21,500
Senior Merchandiser	Over 5	26,000	~ 34,000	29,500
Assistant Merchandising Manager	Over 7	26,200	~ 30,700	30,000
Merchandising Manager	Over 10	35,700	~ 50,000	42,500

Shipping / Logistics

*Average salary increase rate: **2.5** %

Position	Experience (yrs)	Salary (HKD)		Average (HKD)
Shipping / Logistics Clerk	0-5	12,000	~ 15,000	14,500
Shipping / Logistics Officer	Over 5	18,500	~ 30,000	24,000
Shipping / Logistics Manager	Over 10	30,000	~ 45,000	38,500

2022 Salary Range & Adjustment Prediction

Pay adjustment forecast of major Companies & Organizations

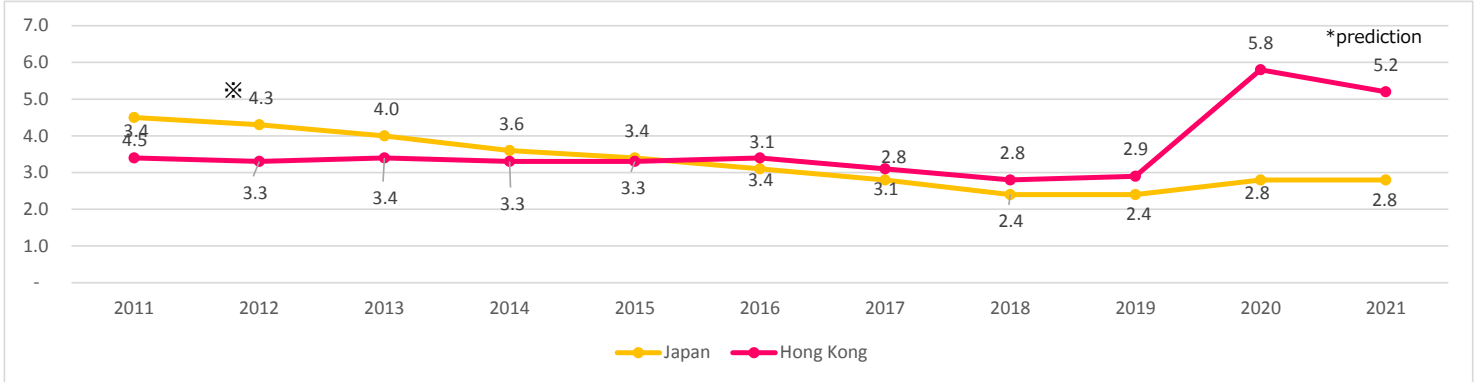
	2022 Prediction
Centaline Property Agency	3.0%
Hong Kong People Management Association / Hong Kong Baptist University / South China University of Technology	1.9 - 2.4%
ECA International	3.2%

*Source: jobsDB Hiring, Compensation and Benefits Report 2022

2022 Salary Range & Adjustment Prediction

Unemployment Rate

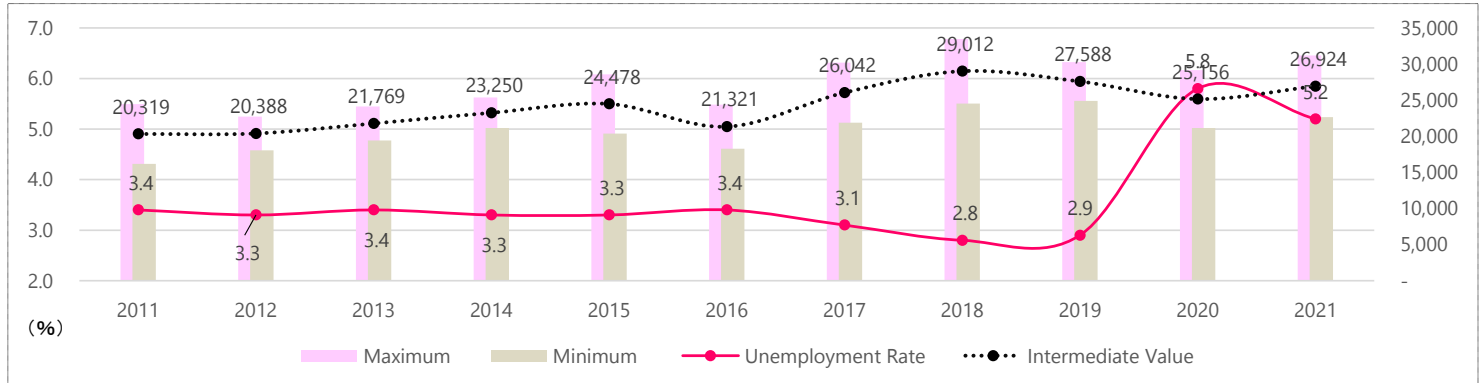
Unemployment Rate 【Hong Kong, Japan】



※The result of 44 prefectures during the period from March to August 2011, which excluded Iwate, Miyagi and Fukushima prefectures due to the impact of Great East Japan Earthquake, is announced.

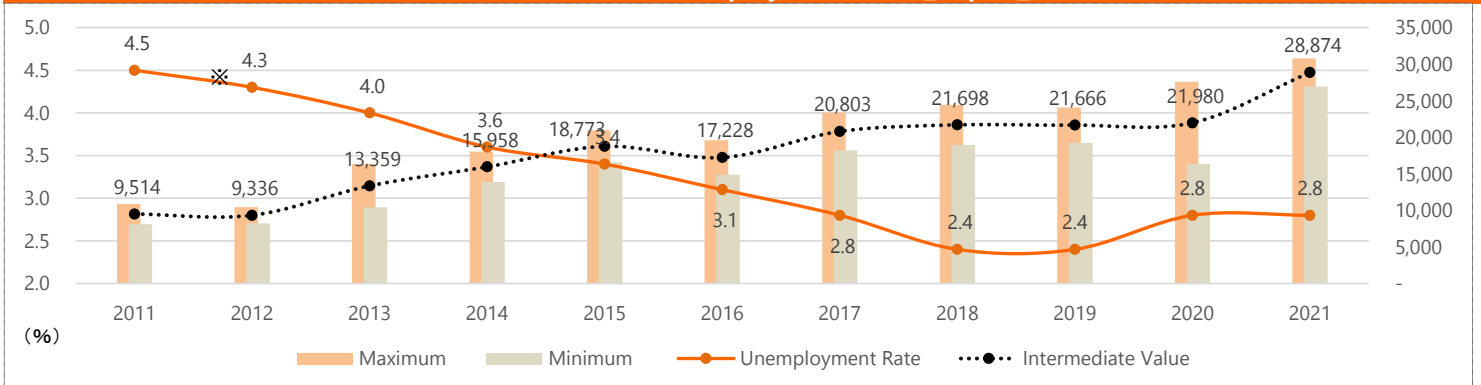
【Ref: Hong Kong Census and Statistics Department; Japan Ministry of Health, Labour and Welfare】

Hang Seng Index VS Unemployment Rate 【Hong Kong】



【Ref: Hong Kong Census and Statistics Department; Hong Kong Exchanges and Clearing】

Nikkei index VS Unemployment Rate 【Japan】



※The result of 44 prefectures during the period from March to August 2011, which excluded Iwate, Miyagi and Fukushima prefectures due to the impact of Great East Japan Earthquake, is announced.

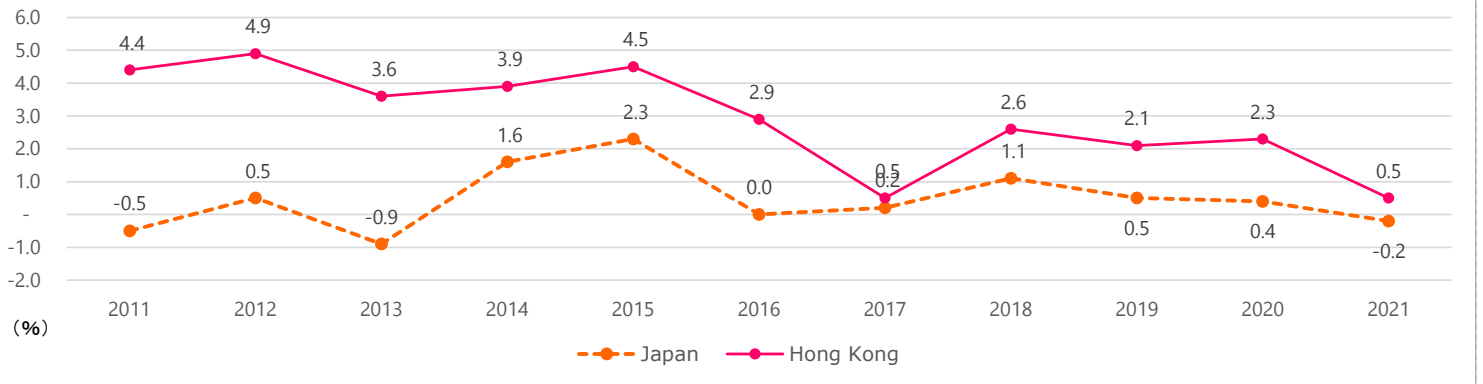
【Ref: Japan Ministry of Health, Labour and Welfare; Nikkei Business Daily】

2022 Salary Range & Adjustment Prediction

CPI (Consumer Price Index)

CPI 【Hong Kong · Japan】

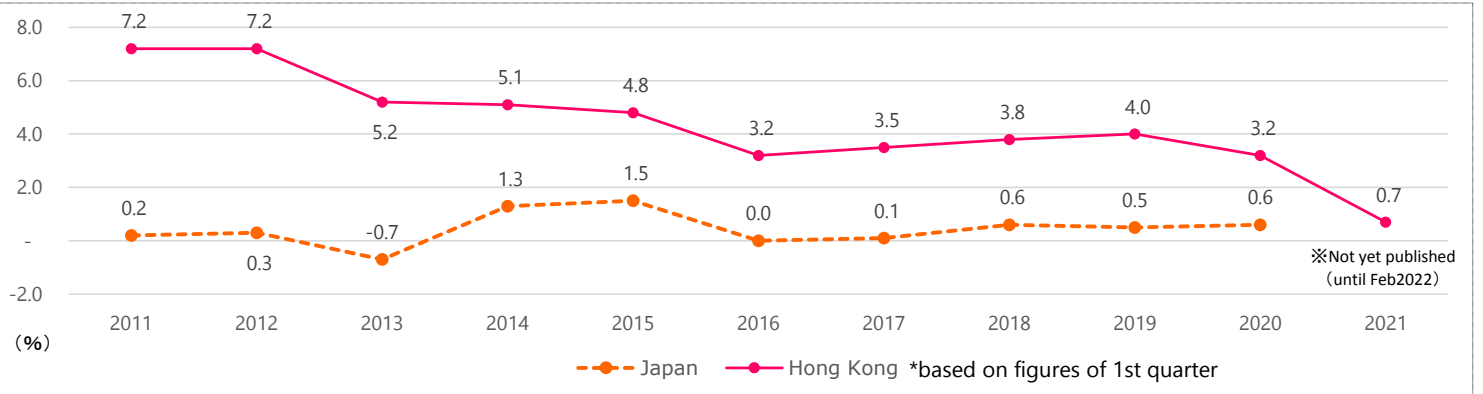
※based on figures of March



【Ref: HK Census and Statistics Department; Japan Statistics Bureau, Ministry of Internal Affairs and Communications】

Payroll Index

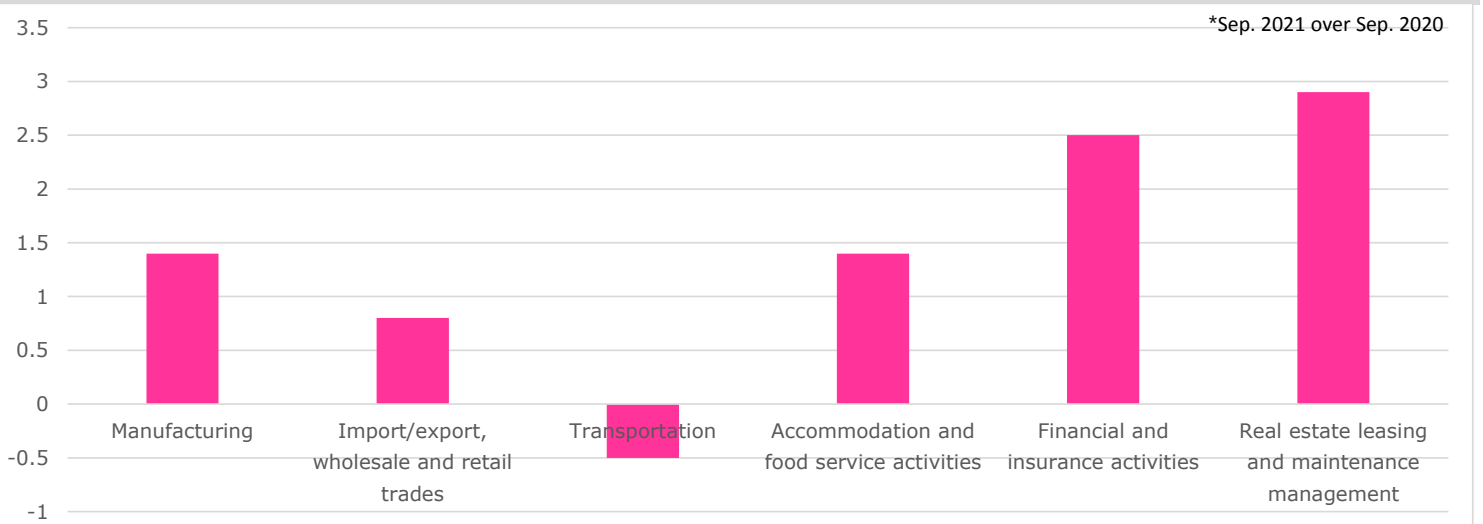
Payroll Index 【Hong Kong* · Japan】



【Ref: Hong Kong Census and Statistics Department; Japan Ministry of Health, Labour and Welfare】

Percentage Change of Nominal Wage Indices by selected industry section 【Hong Kong*】

*Sep. 2021 over Sep. 2020



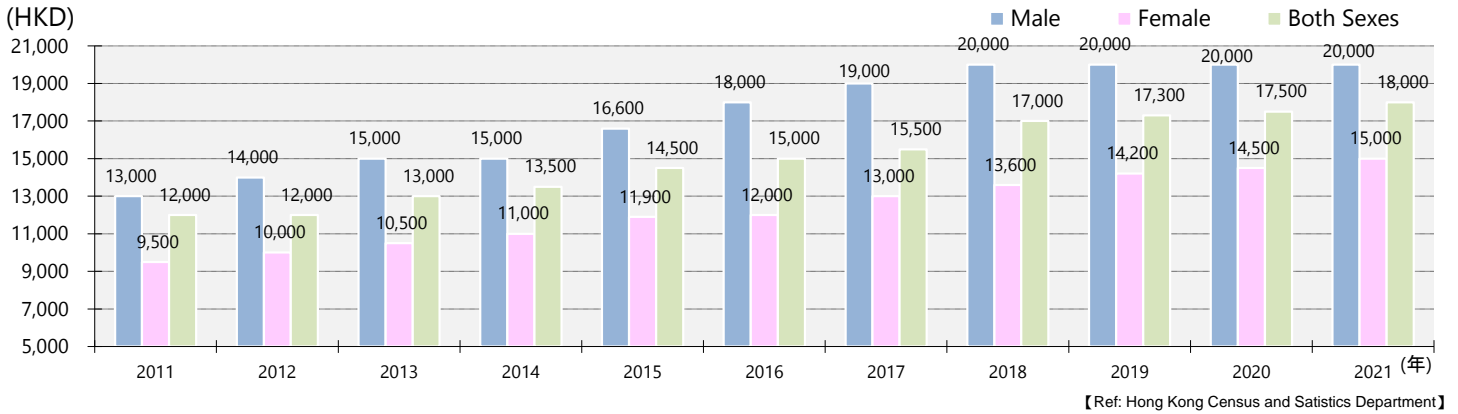
【Ref: Hong Kong Census and Statistics Department】

2022 Salary Range & Adjustment Prediction

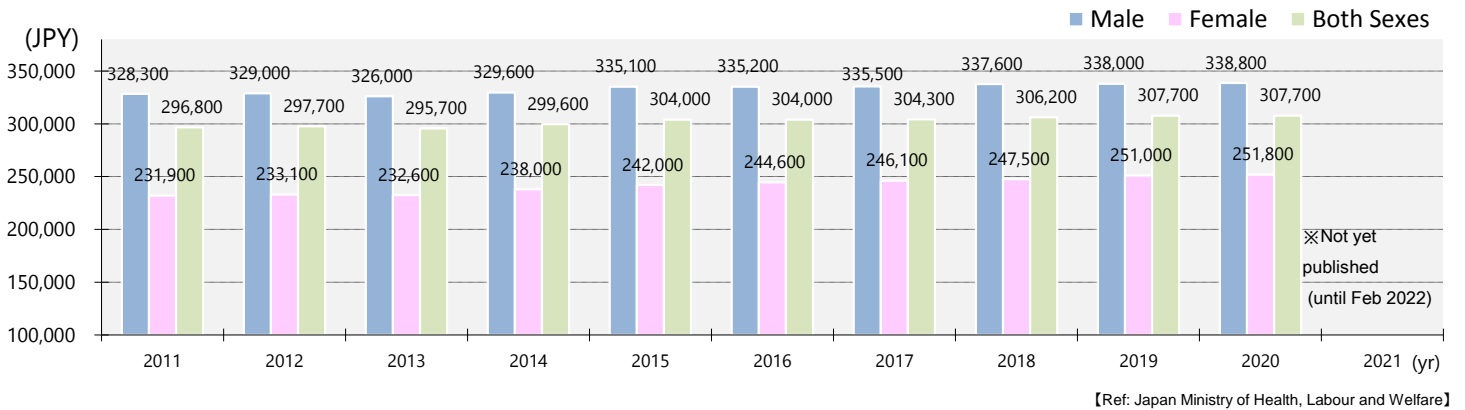
Median Monthly Employment Earnings by Sex (2011-2021)

Hong Kong

※based on figures of 3rd quarter

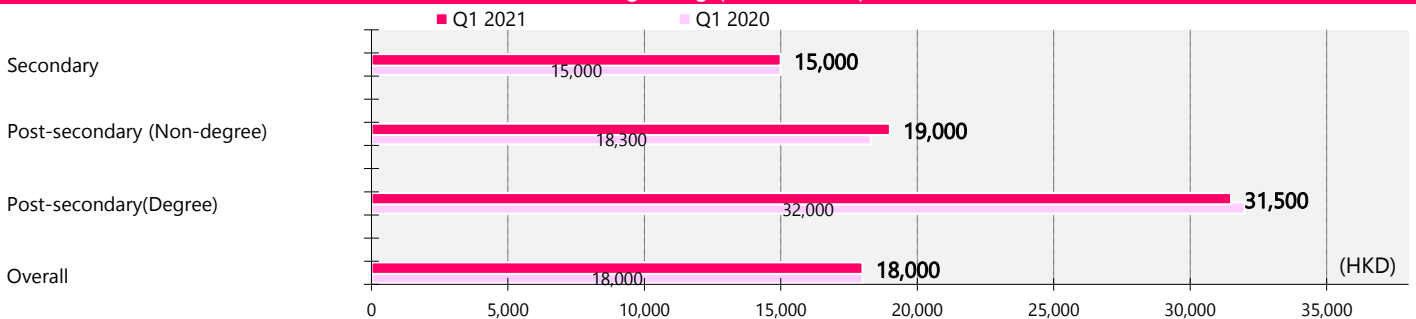


Japan

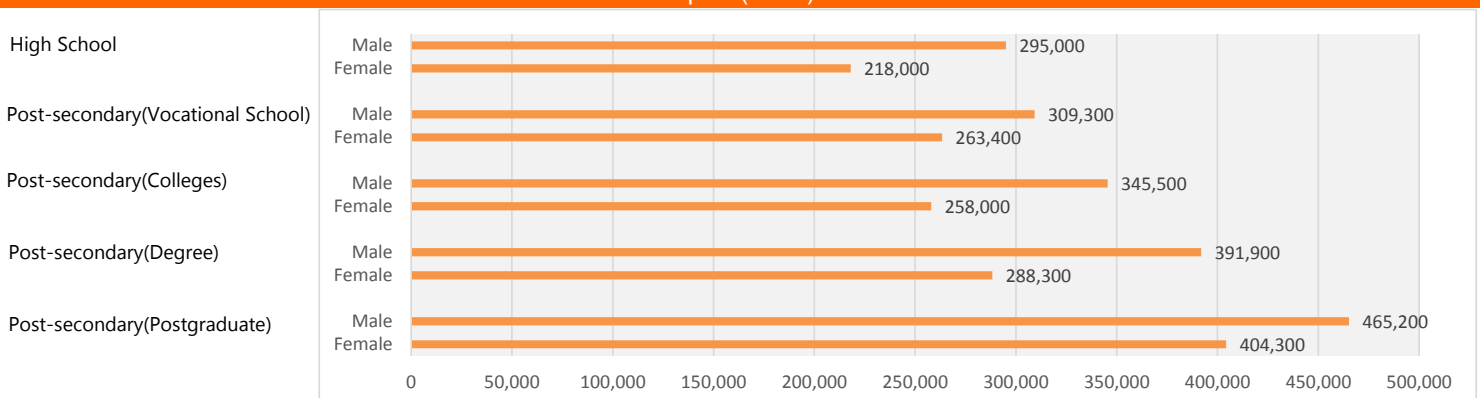


Median Monthly Employment Earnings by Employed Persons by Educational Attainment

Hong Kong (2020~2021)

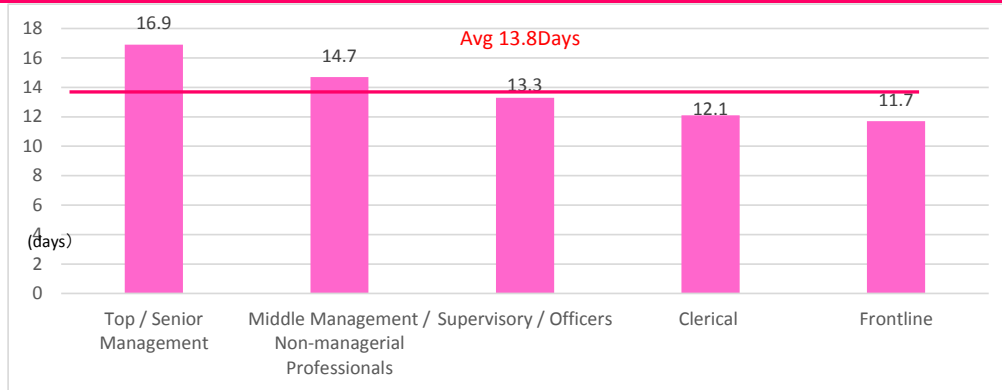


Japan (2020)



Average Days of Annual Leave in Hong Kong

Result of JobsDB Survey in 2021 (438 companies)



[Ref: JobsDB Hiring, Compensation and Benefits Report 2022]

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